RESOLUTION NO. 109-23

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)

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 "compensable earnable" pursuant to Government Codes Sections 20630, 20636, 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 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 California Code of Regulations, Subchapter 1, Employees' Retirement System Regulations section 570.5 (a) (2 CCR § 570.5):

1. Citywide Salary Schedule – Revised 07/01/23
2. Citywide Salary Schedule – Revised 05/23/23
3. Citywide Salary Schedule – Revised 01/17/23
4. Citywide Salary Schedule – Revised 01/01/23
5. Citywide Salary Schedule – Revised 12/20/22
6. Citywide Salary Schedule – Revised 11/15/22
7. Citywide Salary Schedule – Revised 10/18/22
8. Citywide Salary Schedule – Revised 10/04/22
9. Citywide Salary Schedule – Revised 07/05/22
10. Citywide Salary Schedule – Revised 06/16/22
11. Citywide Salary Schedule – Revised 04/05/22
12. Citywide Salary Schedule – Revised 03/15/22

13. Citywide Salary Schedule – Revised 02/15/22
14. Citywide Salary Schedule – Revised 02/01/22
15. Citywide Salary Schedule – Revised 01/11/22
16. Citywide Salary Schedule – Revised 01/01/22
17. Citywide Salary Schedule – Revised 12/01/21

NOW THEREFORE, BE IT RESOLVED, that the City Council of Richmond hereby adopts the salary schedules which are set forth and marked as Exhibit A of this resolution which 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).

****

I certify that the foregoing resolution was passed and adopted by the City Council of the City of Richmond at a regular meeting thereof held on October 17, 2023, by the following vote:

AYES:	Councilmembers Robinson, Willis, Zepeda, Vice Mayor McLaughlin, and Mayor Martinez.
NOES:	None.
ABSTENTIONS:	None.
ABSENT:	Councilmembers Bana and Jimenez.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:

EDUARDO MARTINEZ
Mayor

Approved as to form:

DAVE ALESHIRE
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. 109-23**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on October 17, 2023.

Certified as a True Copy
PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND, CALIFORNIA
BY Sabrina Landry
ASSISTANT

ATTACHMENT A

City of Richmond Salary Schedule

Last Revised 7/1/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,621	$ 5,870	$ 6,130	$ 6,413	$ 6,710	07/01/2023
1005	ACCOUNTANT II	General Employees	052D	$ 6,750	$ 7,073	$ 7,430	$ 7,790	$ 8,172	07/01/2023
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,864	$ 9,308	$ 9,774	$ 10,263	$ 10,775	07/01/2023
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,944	$ 4,142	$ 4,349	$ 4,567	$ 4,795	07/01/2023
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,407	$ 4,628	$ 4,860	$ 5,105	$ 5,360	07/01/2023
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,864	$ 9,308	$ 9,774	$ 10,263	$ 10,775	07/01/2023
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 5,362	$ 5,586	$ 5,853	$ 6,118	$ 6,413	07/01/2023
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 5,248	$ 5,511	$ 5,788	$ 6,078	$ 6,383	07/01/2023
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 5,162	$ 5,395	$ 5,634	$ 5,872	$ 6,090	07/01/2023
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 4,024	$ 4,182	$ 4,349	$ 4,533	$ 4,723	07/01/2023
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,772	$ 3,959	$ 4,156	$ 4,365	$ 4,584	07/01/2023
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,982	$ 8,381	$ 8,763	$ 9,186	$ 9,650	07/01/2023
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,801	$ 8,191	$ 8,601	$ 9,030	$ 9,481	07/01/2023
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 6,179	$ 6,443	$ 6,783	$ 7,120	$ 7,441	07/01/2023
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 8,553	$ 8,981	$ 9,431	$ 9,888	$ 10,396	07/01/2023
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 6,053	$ 6,306	$ 6,604	$ 6,910	$ 7,238	07/01/2023
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,580	$ 5,827	$ 6,069	$ 6,360	$ 6,648	07/01/2023
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 9,596	$ 10,076	$ 10,580	$ 11,109	$ 11,664	07/01/2023
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 9,047	$ 9,503	$ 9,963	$ 10,455	$ 10,961	07/01/2023
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,730	$ 4,905	$ 5,086	$ 5,276	$ 5,495	07/01/2023
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 11,002	$ 11,553	$ 12,131	$ 12,737	$ 13,375	07/01/2023
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,944	$ 4,142	$ 4,349	$ 4,567	$ 4,795	07/01/2023
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,407	$ 4,628	$ 4,860	$ 5,105	$ 5,360	07/01/2023
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,746	$ 7,069	$ 7,426	$ 7,787	$ 8,167	07/01/2023
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,586	$ 5,853	$ 6,118			07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1056	AUDITORIUM WORKER	General Employees	129A	$ 5,018	$ 5,242	$ 5,474			07/01/2023
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,783	$ 7,120	$ 7,441	$ 7,803	$ 8,195	07/01/2023
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,542	$ 4,719	$ 4,909	$ 5,118	$ 5,327	07/01/2023
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,864	$ 9,308	$ 9,774	$ 10,263	$ 10,775	07/01/2023
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,623	$ 6,946	$ 7,295	$ 7,651	$ 8,022	07/01/2023
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 8,188	$ 8,578	$ 8,999	$ 9,435	$ 9,902	07/01/2023
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 10,704	$ 11,240	$ 11,801	$ 12,391	$ 13,011	07/01/2023
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 5,412	$ 5,674	$ 5,958			07/01/2023
1065	BUILDING TRADES WORKER II	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,703	$ 7,036	$ 7,359			07/01/2023
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,874	$ 7,218	$ 7,579	$ 7,957	$ 8,356	07/01/2023
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,801	$ 8,191	$ 8,601	$ 9,030	$ 9,481	07/01/2023
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,997	$ 8,391	$ 8,797	$ 9,234	$ 9,697	07/01/2023
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,997	$ 8,391	$ 8,797	$ 9,234	$ 9,697	07/01/2023
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,730	$ 4,905	$ 5,086	$ 5,276	$ 5,495	07/01/2023
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 5,315	$ 5,553	$ 5,799	$ 6,041	$ 6,332	07/01/2023
1075	BUYER I	General Employees	043H	$ 5,621	$ 5,870	$ 6,130	$ 6,413	$ 6,710	07/01/2023
1076	BUYER II	General Employees	052D	$ 6,750	$ 7,073	$ 7,430	$ 7,790	$ 8,172	07/01/2023
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 7,248	$ 7,611	$ 7,992	$ 8,392	$ 8,811	07/01/2023
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,863	$ 4,057	$ 4,263	$ 4,476	$ 4,701	07/01/2023
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,500	$ 3,681	$ 3,863	$ 4,057	$ 4,272	07/01/2023
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 10,412	$ 10,934	$ 11,465	$ 12,002	$ 12,592	07/01/2023
1085	CARPENTER	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,801	$ 8,191	$ 8,601	$ 9,030	$ 9,481	07/01/2023
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 9,485	$ 9,961	$ 10,459	$ 10,981	$ 11,530	07/01/2023
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 10,412	$ 10,934	$ 11,465	$ 12,002	$ 12,592	07/01/2023
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,911	$ 10,407	$ 10,927	$ 11,474	$ 12,048	07/01/2023
1089	CHIEF OF PARTY	General Employees	052A	$ 6,301	$ 6,605	$ 6,936	$ 7,273	$ 7,630	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 9,512	$ 9,986	$ 10,478	$ 10,966	$ 11,503	07/01/2023
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 10,179	$ 10,687	$ 11,224	$ 11,785	$ 12,376	07/01/2023
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
4020	CITY CLERK	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1091	CITY CLERK ASSISTANT	General Employees	14	$ 4,332	$ 4,548	$ 4,775	$ 5,016	$ 5,267	07/01/2023
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 4,332	$ 4,548	$ 4,775	$ 5,016	$ 5,267	07/01/2023
4025	CITY ENGINEER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 15,693				$ 26,058	01/01/2023
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 4,125	$ 4,332	$ 4,548	$ 4,777	$ 5,016	07/01/2023
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,911	$ 10,407	$ 10,927	$ 11,474	$ 12,048	07/01/2023
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 5,162	$ 5,395	$ 5,634	$ 5,872	$ 6,090	07/01/2023
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,623	$ 6,946	$ 7,295	$ 7,651	$ 8,022	07/01/2023
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 8,430	$ 8,842	$ 9,275	$ 9,740	$ 10,227	07/01/2023
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 7,585	$ 7,963	$ 8,362	$ 8,780	$ 9,220	07/01/2023
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,790	$ 6,056	$ 6,340			07/01/2023
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 7,385	$ 7,741	$ 8,127			07/01/2023
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 5,018	$ 5,242	$ 5,474	$ 5,725	$ 5,992	07/01/2023
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 6,118	$ 6,413	$ 6,734	$ 7,062	$ 7,407	07/01/2023
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,674	$ 7,007	$ 7,348			07/01/2023
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
1115	COMB. WELDER	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 7,284	$ 7,637	$ 7,997	$ 8,391	$ 8,797	07/01/2023
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 8,724	$ 9,160	$ 9,618	$ 10,099	$ 10,604	07/01/2023
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 4,125	$ 4,332	$ 4,548	$ 4,777	$ 5,016	07/01/2023
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 10,412	$ 10,934	$ 11,465	$ 12,002	$ 12,592	07/01/2023
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,510	$ 5,786	$ 6,075	$ 6,379	$ 6,697	07/01/2023
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 7,234	$ 7,596	$ 7,976	$ 8,375	$ 8,793	07/01/2023
1126	COMMUNICATIONS DISPATCHER III	General Employees	51C	$ 7,940	$ 8,337	$ 8,753	$ 9,191	$ 9,651	07/01/2023
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 4,024	$ 4,182	$ 4,349	$ 4,533	$ 4,723	07/01/2023
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,913	$ 5,134	$ 5,362	$ 5,586	$ 5,853	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 5,057	$ 5,272	$ 5,489	$ 5,712	$ 5,970	07/01/2023
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 4,332	$ 4,548	$ 4,775	$ 5,016	$ 5,267	07/01/2023
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,904	$ 7,262	$ 7,621	$ 8,002	$ 8,402	07/01/2023
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,630	$ 5,865	$ 6,146			07/01/2023
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,725	$ 5,992	$ 6,250	$ 6,573	$ 6,899	07/01/2023
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 6,367	$ 6,675	$ 7,007	$ 7,348	$ 7,711	07/01/2023
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023
6000	COUNCILMEMBER	City Council		$ 1,403				$ 1,403	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 5,162	$ 5,395	$ 5,634	$ 5,872	$ 6,090	07/01/2023
2175	CRIME ANALYST	Mid-Management	055B	$ 6,783	$ 7,120	$ 7,441	$ 7,803	$ 8,195	07/01/2023
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 5,295	$ 5,519	$ 5,740	$ 5,999	$ 6,265	07/01/2023
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 5,162	$ 5,395	$ 5,634	$ 5,872	$ 6,090	07/01/2023
1143	CURATOR'S ASSISTANT	General Employees	18	$ 4,339	$ 4,556	$ 4,784	$ 5,023	$ 5,274	07/01/2023
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 6,426	$ 6,735	$ 7,073	$ 7,416	$ 7,780	07/01/2023
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 10,179	$ 10,687	$ 11,224	$ 11,785	$ 12,376	07/01/2023
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 9,804	$ 10,295	$ 10,803	$ 11,338	$ 11,892	07/01/2023
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 10,412	$ 10,934	$ 11,465	$ 12,002	$ 12,592	07/01/2023
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 10,412	$ 10,934	$ 11,465	$ 12,002	$ 12,592	07/01/2023
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,812	$ 7,143	$ 7,498	$ 7,862	$ 8,250	07/01/2023
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,911	$ 10,407	$ 10,927	$ 11,474	$ 12,048	07/01/2023
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 10,412	$ 10,934	$ 11,465	$ 12,002	$ 12,592	07/01/2023
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	$ 14,170				$ 17,712	01/01/2023
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 14,089	$ 14,794	$ 15,533			07/01/2023
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 8,553	$ 8,981	$ 9,431	$ 9,888	$ 10,396	07/01/2023
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,851	$ 9,289	$ 9,749	$ 10,232	$ 10,735	07/01/2023
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 8,236	$ 8,632	$ 9,059	$ 9,512	$ 9,986	07/01/2023
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	$ 15,870				$ 19,838	01/01/2023
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1Z	$ 15,897				$ 19,837	01/17/2023
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,944	$ 4,142	$ 4,349	$ 4,567	$ 4,795	07/01/2023
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 4,339	$ 4,556	$ 4,784	$ 5,023	$ 5,274	07/01/2023
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 9,047	$ 9,503	$ 9,963	$ 10,455	$ 10,961	07/01/2023
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,911	$ 10,407	$ 10,927	$ 11,474	$ 12,048	07/01/2023
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
1156	ELECTRICIAN I	General Employees	143	$ 5,934	$ 6,246	$ 6,575	$ 6,921	$ 7,286	07/01/2023
1155	ELECTRICIAN II	General Employees	145	$ 6,655	$ 7,005	$ 7,374	$ 7,739	$ 8,095	07/01/2023
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 6,164	$ 6,446	$ 6,723	$ 7,008	$ 7,341	07/01/2023
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,882	$ 5,126	$ 5,382	$ 5,651	$ 5,934	07/01/2023
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 5,430	$ 5,795	$ 5,988	$ 6,287	$ 6,604	07/01/2023
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 7,248	$ 7,611	$ 7,992	$ 8,392	$ 8,811	07/01/2023
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,997	$ 8,391	$ 8,797	$ 9,234	$ 9,697	07/01/2023
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 8,023	$ 8,425	$ 8,846	$ 9,289	$ 9,753	07/01/2023
1168	ENGINEER I	General Employees	049EZ	$ 7,234	$ 7,596	$ 7,976	$ 8,375	$ 8,793	07/01/2023
1169	ENGINEER II	General Employees	53Z	$ 8,724	$ 9,160	$ 9,618	$ 10,099	$ 10,604	07/01/2023
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,865	$ 7,194	$ 7,556	$ 7,923	$ 8,310	07/01/2023
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 8,128	$ 8,534	$ 8,961	$ 9,409	$ 9,881	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 11,272	$ 11,835	$ 12,427	$ 13,049	$ 13,701	07/01/2023
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,630	$ 4,823	$ 5,018			07/01/2023
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 5,221	$ 5,456	$ 5,696			07/01/2023
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,586	$ 5,853	$ 6,118			07/01/2023
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,958	$ 6,233	$ 6,503			07/01/2023
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,586	$ 5,853	$ 6,118			07/01/2023
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,914	$ 5,160	$ 5,419			07/01/2023
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 8,430	$ 8,842	$ 9,275	$ 9,740	$ 10,227	07/01/2023
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,585	$ 6,914	$ 7,263	$ 7,626	$ 8,009	07/01/2023
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 5,248	$ 5,511	$ 5,788	$ 6,078	$ 6,383	07/01/2023
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,788	$ 6,076	$ 6,382	$ 6,702	$ 7,037	07/01/2023
2246	FACILITIES MGR	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 5,011	$ 5,227	$ 5,443	$ 5,664	$ 5,920	07/01/2023
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,826	$ 6,117	$ 6,422	$ 6,743	$ 7,080	07/01/2023
2255	FINANCE MANAGER	Mid-Management	064F	$ 9,059	$ 9,511	$ 9,986	$ 10,486	$ 11,010	07/01/2023
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,864	$ 9,308	$ 9,774	$ 10,263	$ 10,775	07/01/2023
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 8,210	$ 8,678	$ 9,146	$ 9,614	$ 10,080	07/01/2023
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,910	$ 12,498	$ 13,136			07/01/2023
4060	FIRE CHIEF	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 10,357	$ 10,868	$ 11,422			07/01/2023
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,855	$ 9,286	$ 9,739	$ 10,239	$ 10,729	07/01/2023
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,679					07/01/2023
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,910	$ 12,498	$ 13,136			07/01/2023
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,803	$ 13,436	$ 14,120			07/01/2023
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 5,221	$ 5,456	$ 5,696			07/01/2023
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 9,389	$ 9,858	$ 10,352	$ 10,870	$ 11,413	07/01/2023
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,630	$ 4,823	$ 5,018			07/01/2023
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,586	$ 5,853	$ 6,118	$ 6,413	$ 6,734	07/01/2023
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,630	$ 4,823	$ 5,018			07/01/2023
2263	HARBOR ENGINEER	Mid-Management	061E	$ 8,128	$ 8,534	$ 8,961	$ 9,409	$ 9,881	07/01/2023
2264	HARBORMASTER	Mid-Management	60	$ 7,637	$ 7,997	$ 8,391	$ 8,797	$ 9,234	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,874	$ 7,218	$ 7,579	$ 7,957	$ 8,356	07/01/2023
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 9,047	$ 9,503	$ 9,963	$ 10,455	$ 10,961	07/01/2023
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1216	HOUSING FINANCE REP I	General Employees	43	$ 5,018	$ 5,242	$ 5,474	$ 5,725	$ 5,992	07/01/2023
1217	HOUSING FINANCE REP II	General Employees	52	$ 6,118	$ 6,413	$ 6,734	$ 7,062	$ 7,407	07/01/2023
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,533	$ 4,723	$ 4,913			07/01/2023
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,823	$ 5,018	$ 5,242			07/01/2023
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2269	HOUSING MANAGER	Mid-Management	090A	$ 12,645	$ 13,278	$ 13,942	$ 14,638	$ 15,371	07/01/2023
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 4,125	$ 4,332	$ 4,548	$ 4,777	$ 5,016	07/01/2023
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 5,057	$ 5,272	$ 5,489	$ 5,712	$ 5,970	07/01/2023
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 6,118	$ 6,413	$ 6,734	$ 7,062	$ 7,407	07/01/2023
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 4,024	$ 4,182	$ 4,349	$ 4,533	$ 4,723	07/01/2023
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,586	$ 5,853	$ 6,118	$ 6,413	$ 6,734	07/01/2023
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 7,637	$ 7,997	$ 8,391	$ 8,797	$ 9,234	07/01/2023
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,997	$ 8,391	$ 8,797	$ 9,234	$ 9,697	07/01/2023
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 6,427	$ 6,739	$ 7,078	$ 7,424	$ 7,784	07/01/2023
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 12,645	$ 13,278	$ 13,942	$ 14,638	$ 15,371	07/01/2023
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 4,332	$ 4,548	$ 4,775	$ 5,016	$ 5,267	07/01/2023
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 5,362	$ 5,586	$ 5,853	$ 6,118	$ 6,413	07/01/2023
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,904	$ 9,351	$ 9,805	$ 10,286	$ 10,771	07/01/2023
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,580	$ 5,827	$ 6,069	$ 6,360	$ 6,648	07/01/2023
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,942	$ 11,489	$ 12,066	$ 12,668	$ 13,304	07/01/2023
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1250	JAILER	General Employees	40	$ 5,078	$ 5,283	$ 5,520	$ 5,763	$ 6,005	07/01/2023
1253	JOB DEVELOPER	General Employees	51	$ 5,992	$ 6,250	$ 6,573	$ 6,899	$ 7,220	07/01/2023
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 4,354	$ 4,523	$ 4,726	$ 4,916	$ 5,111	07/01/2023
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,630	$ 4,823	$ 5,018			07/01/2023
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,627	$ 6,932	$ 7,231	$ 7,592	$ 7,971	07/01/2023
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 5,362	$ 5,586	$ 5,853	$ 6,118	$ 6,413	07/01/2023
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 5,011	$ 5,227	$ 5,443	$ 5,664	$ 5,920	07/01/2023
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 5,125	$ 5,381	$ 5,651	$ 5,934	$ 6,232	07/01/2023
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,585	$ 6,914	$ 7,263	$ 7,626	$ 8,009	07/01/2023
1266	LEGAL SECRETARY	General Employees	040C	$ 5,381	$ 5,650	$ 5,932	$ 6,229	$ 6,541	07/01/2023
1270	LIBRARIAN I	General Employees	042B	$ 5,544	$ 5,795	$ 6,053	$ 6,306	$ 6,604	07/01/2023
1275	LIBRARIAN II	General Employees	046B	$ 6,053	$ 6,306	$ 6,604	$ 6,910	$ 7,238	07/01/2023
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,944	$ 4,142	$ 4,349	$ 4,567	$ 4,795	07/01/2023
1285	LIBRARY ASSISTANT II	General Employees	18	$ 4,339	$ 4,556	$ 4,784	$ 5,023	$ 5,274	07/01/2023
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,881	$ 5,125	$ 5,381	$ 5,651	$ 5,934	07/01/2023
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,917	$ 6,168	$ 6,459	$ 6,753	$ 7,079	07/01/2023
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 7,284	$ 7,637	$ 7,997	$ 8,391	$ 8,797	07/01/2023
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 5,057	$ 5,272	$ 5,489	$ 5,712	$ 5,970	07/01/2023
1316	MAINTENANCE CLERK	General Employees	28	$ 3,712	$ 3,865	$ 4,024	$ 4,182	$ 4,349	07/01/2023
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,958	$ 6,233	$ 6,503			07/01/2023
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,792	$ 4,992	$ 5,194			07/01/2023
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,630	$ 5,865	$ 6,146			07/01/2023
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,958	$ 6,233	$ 6,503			07/01/2023
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 4,100	$ 4,275	$ 4,442			07/01/2023
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,630	$ 4,823	$ 5,018			07/01/2023
1309	MAINTENANCE WORKER II	General Employees	129	$ 5,221	$ 5,456	$ 5,696			07/01/2023
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 5,221	$ 5,456	$ 5,696			07/01/2023
2311	MARKETING MANAGER	Mid-Management	064A	$ 8,236	$ 8,632	$ 9,059	$ 9,512	$ 9,986	07/01/2023
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,826	$ 6,117	$ 6,422	$ 6,743	$ 7,080	07/01/2023
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1311	MIS TECHNICIAN	General Employees	44	$ 5,580	$ 5,827	$ 6,069	$ 6,360	$ 6,648	07/01/2023
1314	MUSEUM CURATOR	General Employees	042B	$ 5,544	$ 5,795	$ 6,053	$ 6,306	$ 6,604	07/01/2023
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,510	$ 5,786	$ 6,075	$ 6,379	$ 6,697	07/01/2023
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 7,284	$ 7,637	$ 7,997	$ 8,391	$ 8,797	07/01/2023
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,854	$ 9,297	$ 9,761	$ 10,250	$ 10,761	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 10,564	$ 11,093	$ 11,506	$ 12,229	$ 12,843	07/01/2023
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,874	$ 7,218	$ 7,579	$ 7,957	$ 8,356	07/01/2023
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,801	$ 8,191	$ 8,601	$ 9,030	$ 9,481	07/01/2023
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,772	$ 3,959	$ 4,156	$ 4,365	$ 4,584	07/01/2023
1317	OFFICE ASSISTANT II	General Employees	14	$ 4,332	$ 4,548	$ 4,775	$ 5,016	$ 5,267	07/01/2023
2337	OFFICE ENGINEER	Mid-Management	061E	$ 8,128	$ 8,534	$ 8,961	$ 9,409	$ 9,881	07/01/2023
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,750	$ 7,073	$ 7,430	$ 7,790	$ 8,172	07/01/2023
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 8,553	$ 8,981	$ 9,431	$ 9,888	$ 10,396	07/01/2023
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
1321	PAINTER	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,772	$ 3,959	$ 4,156	$ 4,365	$ 4,584	07/01/2023
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 6,497	$ 6,802	$ 7,096	$ 7,425	$ 7,770	07/01/2023
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 5,427	$ 5,698	$ 5,984			07/01/2023
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,730	$ 4,905	$ 5,086	$ 5,276	$ 5,495	07/01/2023
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,586	$ 5,853	$ 6,118			07/01/2023
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 6,367	$ 6,674	$ 7,007			07/01/2023
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,627	$ 6,932	$ 7,231	$ 7,592	$ 7,971	07/01/2023
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 8,430	$ 8,842	$ 9,275	$ 9,740	$ 10,227	07/01/2023
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,828	$ 6,071	$ 6,359	$ 6,649	$ 6,969	07/01/2023
2354	PAYROLL MANAGER	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
1337	PERMIT TECHNICIAN I	General Employees	14	$ 4,332	$ 4,548	$ 4,775	$ 5,016	$ 5,267	07/01/2023
1339	PERMIT TECHNICIAN II	General Employees	46	$ 5,362	$ 5,586	$ 5,853	$ 6,118	$ 6,413	07/01/2023
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 6,057	$ 6,343	$ 6,611	$ 6,919	$ 7,242	07/01/2023
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,783	$ 7,120	$ 7,441	$ 7,803	$ 8,195	07/01/2023
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,585	$ 6,914	$ 7,263	$ 7,626	$ 8,009	07/01/2023
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 8,553	$ 8,981	$ 9,431	$ 9,888	$ 10,396	07/01/2023
1035	PLANNER I	General Employees	043G	$ 5,520	$ 5,765	$ 6,021	$ 6,298	$ 6,591	07/01/2023
1050	PLANNER II	General Employees	052G	$ 6,865	$ 7,194	$ 7,556	$ 7,923	$ 8,310	07/01/2023
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4102	PLANNING MANAGER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,610	$ 4,799	$ 4,995	$ 5,189	$ 5,400	07/01/2023
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 5,400	$ 5,628	$ 5,860	$ 6,098	$ 6,374	07/01/2023
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 10,789	$ 11,329	$ 11,897	$ 12,512	$ 13,108	07/01/2023
1326	POLICE ASSISTANT	General Employees	34	$ 4,730	$ 4,905	$ 5,086	$ 5,276	$ 5,495	07/01/2023
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 17,847				$ 22,957	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 9,159	$ 9,578	$ 10,078	$ 10,565		07/01/2023
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,978					07/01/2023
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 5,011	$ 5,227	$ 5,443	$ 5,664	$ 5,920	07/01/2023
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 4,339	$ 4,556	$ 4,784	$ 5,023	$ 5,274	07/01/2023
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,899	$ 11,410	$ 11,999	$ 12,589		07/01/2023
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
4110	PORT DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 7,284	$ 7,637	$ 7,997	$ 8,391	$ 8,797	07/01/2023
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,874	$ 7,218	$ 7,579	$ 7,957	$ 8,356	07/01/2023
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,801	$ 8,191	$ 8,601	$ 9,030	$ 9,481	07/01/2023
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,851	$ 9,289	$ 9,749	$ 10,232	$ 10,735	07/01/2023
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4121	PROJECT MANAGER III	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,623	$ 6,946	$ 7,295	$ 7,651	$ 8,022	07/01/2023
2401	PROPERTY MANAGER	Mid-Management	051D	$ 6,325	$ 6,596	$ 6,942	$ 7,288	$ 7,619	07/01/2023
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 9,389	$ 9,858	$ 10,352	$ 10,870	$ 11,413	07/01/2023
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,533	$ 4,723	$ 4,913	$ 5,134	$ 5,362	07/01/2023
2412	PURCHASING MANAGER	Mid-Management	57	$ 7,492	$ 7,868	$ 8,261	$ 8,674	$ 9,107	07/01/2023
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,430	$ 8,842	$ 9,275	$ 9,740	$ 10,227	07/01/2023
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,430	$ 8,842	$ 9,275	$ 9,740	$ 10,227	07/01/2023
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 8,430	$ 8,842	$ 9,275	$ 9,740	$ 10,227	07/01/2023
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 5,256	$ 5,468	$ 5,712	$ 5,965	$ 6,240	07/01/2023
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 6,427	$ 6,739	$ 7,078	$ 7,424	$ 7,784	07/01/2023
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 4,240	$ 4,452	$ 4,675	$ 4,909	$ 5,154	07/01/2023
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 9,475				$ 15,082	01/01/2023
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2455	RISK MANAGER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1325	R-TRANSIT DRIVER	General Employees	850A	$ 3,195	$ 3,379	$ 3,523	$ 3,697	$ 3,883	07/01/2023
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023
1355	SECRETARY	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,585	$ 6,914	$ 7,263	$ 7,626	$ 8,009	07/01/2023
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 5,248	$ 5,511	$ 5,788	$ 6,078	$ 6,383	07/01/2023
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,881	$ 5,125	$ 5,381	$ 5,651	$ 5,934	07/01/2023
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,982	$ 8,381	$ 8,763	$ 9,186	$ 9,650	07/01/2023
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,743	$ 8,131	$ 8,527	$ 8,943	$ 9,366	07/01/2023
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,854	$ 9,297	$ 9,761	$ 10,250	$ 10,761	07/01/2023
2480	SENIOR BUYER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,863	$ 4,057	$ 4,263	$ 4,476	$ 4,701	07/01/2023
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 11,651	$ 12,234	$ 12,845	$ 13,487	$ 14,162	07/01/2023
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
1158	SENIOR ELECTRICIAN	General Employees	147	$ 8,207	$ 8,595	$ 9,021	$ 9,456	$ 9,926	07/01/2023
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,826	$ 6,117	$ 6,422	$ 6,743	$ 7,080	07/01/2023
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 5,018	$ 5,242	$ 5,474	$ 5,725	$ 5,992	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 5,242	$ 5,474	$ 5,725	$ 5,992	$ 6,250	07/01/2023
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,854	$ 9,297	$ 9,761	$ 10,250	$ 10,761	07/01/2023
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,668	$ 4,900	$ 5,144	$ 5,402	$ 5,672	07/01/2023
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,674	$ 7,007	$ 7,348			07/01/2023
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 7,385	$ 7,765	$ 8,154	$ 8,560	$ 8,989	07/01/2023
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,854	$ 9,297	$ 9,761	$ 10,250	$ 10,761	07/01/2023
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,622	$ 4,853	$ 5,096	$ 5,350	$ 5,618	07/01/2023
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 7,441	$ 7,803	$ 8,195	$ 8,592	$ 9,004	07/01/2023
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 7,385	$ 7,741	$ 8,127			07/01/2023
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,912	$ 7,230	$ 7,549			07/01/2023
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,586	$ 5,853	$ 6,118			07/01/2023
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,790	$ 6,056	$ 6,340			07/01/2023
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 7,201	$ 7,513	$ 7,900			07/01/2023
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,851	$ 9,289	$ 9,749	$ 10,232	$ 10,735	07/01/2023
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,817	$ 8,186	$ 8,592	$ 9,006	$ 9,453	07/01/2023
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,743	$ 8,131	$ 8,527	$ 8,943	$ 9,366	07/01/2023
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 6,180	$ 6,478	$ 6,802	$ 7,132	$ 7,483	07/01/2023
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,942	$ 7,288	$ 7,619	$ 7,988	$ 8,391	07/01/2023
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1367	STATIONARY ENGINEER	General Employees	138B	$ 6,549	$ 6,865	$ 7,208			07/01/2023
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 7,457	$ 7,817	$ 8,186	$ 8,592	$ 9,006	07/01/2023
1350	STOREKEEPER	General Employees	38	$ 4,533	$ 4,723	$ 4,913	$ 5,134	$ 5,362	07/01/2023
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 6,427	$ 6,739	$ 7,078	$ 7,424	$ 7,784	07/01/2023
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 8,430	$ 8,842	$ 9,275	$ 9,740	$ 10,227	07/01/2023
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 5,400	$ 5,664	$ 5,944	$ 6,254	$ 6,566	07/01/2023
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,638	$ 5,897	$ 6,172	$ 6,438	$ 6,770	07/01/2023
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,650	$ 5,916	$ 6,169	$ 6,458	$ 6,756	07/01/2023
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 8,023	$ 8,425	$ 8,846	$ 9,289	$ 9,753	07/01/2023
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 8,023	$ 8,425	$ 8,846	$ 9,289	$ 9,753	07/01/2023
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 9,389	$ 9,858	$ 10,352	$ 10,870	$ 11,413	07/01/2023
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,874	$ 7,218	$ 7,579	$ 7,957	$ 8,356	07/01/2023
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 8,391	$ 8,797	$ 9,234	$ 9,697	$ 10,180	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 6,064	$ 6,367	$ 6,673	$ 7,007	$ 7,358	07/01/2023
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 9,503	$ 9,963	$ 10,455	$ 10,961	$ 11,503	07/01/2023
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,580	$ 5,827	$ 6,069	$ 6,360	$ 6,648	07/01/2023
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,674	$ 7,008	$ 7,349	$ 7,708	$ 8,072	07/01/2023
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,765	$ 6,020	$ 6,273	$ 6,564	$ 6,871	07/01/2023
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 7,385	$ 7,741	$ 8,127			07/01/2023
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,912	$ 7,230	$ 7,549			07/01/2023
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,790	$ 6,056	$ 6,340			07/01/2023
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 7,597	$ 7,976	$ 8,364	$ 8,771	$ 9,186	07/01/2023
1371	TREE LEADWORKER	General Employees	135A	$ 5,958	$ 6,233	$ 6,503			07/01/2023
1374	URBAN PLANNER	General Employees	059A	$ 7,229	$ 7,582	$ 7,963	$ 8,347	$ 8,749	07/01/2023
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,958	$ 6,233	$ 6,503			07/01/2023
1375	UTILITY WORKER I	General Employees	125	$ 4,630	$ 4,823	$ 5,018			07/01/2023
1377	UTILITY WORKER II	General Employees	129	$ 5,221	$ 5,456	$ 5,696			07/01/2023
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 5,011	$ 5,227	$ 5,443	$ 5,664	$ 5,920	07/01/2023
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 7,598	$ 7,970	$ 8,341	$ 8,756	$ 9,179	07/01/2023
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 7,598	$ 7,970	$ 8,341	$ 8,756	$ 9,179	07/01/2023
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 10,704	$ 11,240	$ 11,801	$ 12,391	$ 13,011	07/01/2023
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,854	$ 9,297	$ 9,761	$ 10,250	$ 10,761	07/01/2023
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,844	$ 5,086	$ 5,339	$ 5,607	$ 5,888	07/01/2023
2549	WHARFINGER	Mid-Management	141D	$ 7,256	$ 7,619	$ 7,970			07/01/2023
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 5,078	$ 5,283	$ 5,520	$ 5,763	$ 6,005	07/01/2023
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 6,353	$ 6,643	$ 6,928	$ 7,223	$ 7,565	07/01/2023
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 7,441	$ 7,803	$ 8,195	$ 8,592	$ 9,004	07/01/2023
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 5,430	$ 5,795	$ 5,988	$ 6,287	$ 6,604	07/01/2023
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,826	$ 6,117	$ 6,422	$ 6,743	$ 7,080	07/01/2023
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 5,362	$ 5,586	$ 5,853	$ 6,118	$ 6,413	07/01/2023

NOTES:
Rev. 1/17/23: Salary range change for Dir of Public Works adopted and approved
Rev. 5/23/23: 2% increase for IAFF Fire Fighters unit, retroactive to 1/1/2023
Rev. 7/1/23: 4% increase for General Employees, 4% increase for Mid-Management, 2% increase for IAFF Fire Fighters, and 2% increase for Richmond Police Officers

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 16.97	$ 18.78	$ 20.54	$ 22.39	$ 24.10	07/01/2023
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 18.18					07/01/2023
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 18.18	$ 19.09				07/01/2023
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 18.18	$ 19.09	$ 20.05	$ 21.04	$ 22.11	07/01/2023
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	$ 44.52	$ 46.74	$ 49.08	$ 51.54	$ 54.11	07/01/2023
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 27.71	$ 28.83	$ 30.10	$ 31.40	$ 32.89	07/01/2023
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 19.17	$ 20.12	$ 21.15			07/01/2023
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 16.97	$ 17.81	$ 18.70	$ 19.62	$ 20.60	07/01/2023
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 18.18	$ 19.09	$ 20.05			07/01/2023
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 18.18	$ 19.09	$ 20.05	$ 21.04		07/01/2023
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 16.97	$ 17.81	$ 18.70	$ 19.62	$ 20.60	07/01/2023
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 18.18					07/01/2023
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 16.97	$ 17.81	$ 18.70	$ 19.62	$ 20.60	07/01/2023
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 18.18					07/01/2023
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 16.97	$ 17.81	$ 18.70	$ 19.62	$ 20.60	07/01/2023
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 16.97	$ 17.81	$ 18.70	$ 19.62	$ 20.60	07/01/2023
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 29.44	$ 30.77	$ 32.13	$ 33.44	$ 35.05	07/01/2023
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 20.12					07/01/2023
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 16.97	$ 17.81	$ 18.70	$ 19.62	$ 20.60	07/01/2023
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 18.18	$ 19.09	$ 20.05	$ 21.04	$ 22.11	07/01/2023
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 21.04	$ 22.10	$ 23.18	$ 24.35	$ 25.57	07/01/2023
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 18.18					07/01/2023
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 18.18	$ 19.09	$ 20.05	$ 21.04	$ 22.11	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,405	$ 5,644	$ 5,895	$ 6,166	$ 6,452	01/01/2023
1005	ACCOUNTANT II	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,238	$ 4,450	$ 4,673	$ 4,908	$ 5,154	01/01/2023
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,675	$ 8,059	$ 8,426	$ 8,833	$ 9,279	01/01/2023
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,941	$ 6,195	$ 6,522	$ 6,846	$ 7,155	01/01/2023
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,820	$ 6,064	$ 6,350	$ 6,645	$ 6,960	01/01/2023
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 9,227	$ 9,688	$ 10,173	$ 10,681	$ 11,215	01/01/2023
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,579	$ 11,109	$ 11,665	$ 12,247	$ 12,860	01/01/2023
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,238	$ 4,450	$ 4,673	$ 4,908	$ 5,154	01/01/2023
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,487	$ 6,798	$ 7,140	$ 7,487	$ 7,853	01/01/2023
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,825	$ 5,040	$ 5,263			01/01/2023
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,367	$ 4,537	$ 4,721	$ 4,921	$ 5,122	01/01/2023
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,873	$ 8,248	$ 8,653	$ 9,072	$ 9,521	01/01/2023
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 10,292	$ 10,808	$ 11,347	$ 11,915	$ 12,511	01/01/2023
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 5,204	$ 5,456	$ 5,729			01/01/2023
1065	BUILDING TRADES WORKER II	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,446	$ 6,765	$ 7,076			01/01/2023
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 5,111	$ 5,340	$ 5,576	$ 5,809	$ 6,088	01/01/2023
1075	BUYER I	General Employees	043H	$ 5,405	$ 5,644	$ 5,895	$ 6,166	$ 6,452	01/01/2023
1076	BUYER II	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,969	$ 7,318	$ 7,685	$ 8,069	$ 8,472	01/01/2023
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,715	$ 3,901	$ 4,099	$ 4,303	$ 4,520	01/01/2023
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,365	$ 3,540	$ 3,715	$ 3,901	$ 4,108	01/01/2023
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
1085	CARPENTER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 9,120	$ 9,578	$ 10,057	$ 10,559	$ 11,087	01/01/2023
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
1089	CHIEF OF PARTY	General Employees	052A	$ 6,059	$ 6,351	$ 6,669	$ 6,994	$ 7,337	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 9,146	$ 9,602	$ 10,075	$ 10,544	$ 11,061	01/01/2023
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,787	$ 10,276	$ 10,792	$ 11,332	$ 11,900	01/01/2023
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
4020	CITY CLERK	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1091	CITY CLERK ASSISTANT	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
4025	CITY ENGINEER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 15,693				$ 26,058	01/01/2023
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 7,293	$ 7,657	$ 8,040	$ 8,442	$ 8,865	01/01/2023
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,417	$ 6,738	$ 7,065			01/01/2023
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1115	COMB. WELDER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 8,388	$ 8,808	$ 9,248	$ 9,710	$ 10,196	01/01/2023
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,298	$ 5,563	$ 5,841	$ 6,133	$ 6,440	01/01/2023
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,956	$ 7,304	$ 7,669	$ 8,052	$ 8,455	01/01/2023
1126	COMMUNICATIONS DISPATCHER III	General Employees	51C	$ 7,634	$ 8,016	$ 8,417	$ 8,838	$ 9,279	01/01/2023
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,725	$ 4,937	$ 5,156	$ 5,371	$ 5,628	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,639	$ 6,983	$ 7,328	$ 7,694	$ 8,079	01/01/2023
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,414	$ 5,640	$ 5,909			01/01/2023
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,505	$ 5,762	$ 6,010	$ 6,320	$ 6,633	01/01/2023
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 6,122	$ 6,419	$ 6,738	$ 7,065	$ 7,414	01/01/2023
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
2175	CRIME ANALYST	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 5,092	$ 5,306	$ 5,519	$ 5,768	$ 6,024	01/01/2023
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1143	CURATOR'S ASSISTANT	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 6,179	$ 6,476	$ 6,801	$ 7,131	$ 7,481	01/01/2023
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,787	$ 10,276	$ 10,792	$ 11,332	$ 11,900	01/01/2023
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 9,427	$ 9,899	$ 10,388	$ 10,902	$ 11,435	01/01/2023
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,550	$ 6,868	$ 7,209	$ 7,560	$ 7,933	01/01/2023
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	$ 14,170				$ 17,712	01/01/2023
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,813	$ 14,504	$ 15,229			01/01/2023
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,920	$ 8,300	$ 8,710	$ 9,146	$ 9,602	01/01/2023
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	$ 15,870				$ 19,838	01/01/2023
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 15,897				$ 19,837	01/17/2023
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1156	ELECTRICIAN I	General Employees	143	$ 5,706	$ 6,006	$ 6,322	$ 6,655	$ 7,006	01/01/2023
1155	ELECTRICIAN II	General Employees	145	$ 6,399	$ 6,736	$ 7,091	$ 7,441	$ 7,784	01/01/2023
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,927	$ 6,198	$ 6,464	$ 6,739	$ 7,058	01/01/2023
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,694	$ 4,929	$ 5,175	$ 5,434	$ 5,706	01/01/2023
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 5,221	$ 5,572	$ 5,758	$ 6,046	$ 6,350	01/01/2023
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,969	$ 7,318	$ 7,685	$ 8,069	$ 8,472	01/01/2023
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
1168	ENGINEER I	General Employees	049EZ	$ 6,956	$ 7,304	$ 7,669	$ 8,052	$ 8,455	01/01/2023
1169	ENGINEER II	General Employees	53Z	$ 8,388	$ 8,808	$ 9,248	$ 9,710	$ 10,196	01/01/2023
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,601	$ 6,918	$ 7,265	$ 7,619	$ 7,991	01/01/2023
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,838	$ 11,379	$ 11,949	$ 12,547	$ 13,174	01/01/2023
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,725	$ 4,962	$ 5,210			01/01/2023
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,565	$ 5,843	$ 6,137	$ 6,444	$ 6,766	01/01/2023
2246	FACILITIES MGR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,711	$ 9,146	$ 9,602	$ 10,082	$ 10,586	01/01/2023
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,894	$ 8,344	$ 8,794	$ 9,244	$ 9,692	01/01/2023
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,676	$ 12,253	$ 12,878			01/01/2023
4060	FIRE CHIEF	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 10,154	$ 10,655	$ 11,198			01/01/2023
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,681	$ 9,104	$ 9,548	$ 10,038	$ 10,519	01/01/2023
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,568					01/01/2023
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,676	$ 12,253	$ 12,878			01/01/2023
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,552	$ 13,173	$ 13,843			01/01/2023
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,371	$ 5,628	$ 5,883	$ 6,166	$ 6,475	01/01/2023
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023
2264	HARBORMASTER	Mid-Management	60	$ 7,344	$ 7,689	$ 8,068	$ 8,458	$ 8,879	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,358	$ 4,541	$ 4,725			01/01/2023
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,637	$ 4,825	$ 5,040			01/01/2023
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2269	HOUSING MANAGER	Mid-Management	090A	$ 12,159	$ 12,767	$ 13,405	$ 14,075	$ 14,780	01/01/2023
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,371	$ 5,628	$ 5,883	$ 6,166	$ 6,475	01/01/2023
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 7,344	$ 7,689	$ 8,068	$ 8,458	$ 8,879	01/01/2023
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 12,159	$ 12,767	$ 13,405	$ 14,075	$ 14,780	01/01/2023
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,562	$ 8,991	$ 9,428	$ 9,890	$ 10,357	01/01/2023
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,521	$ 11,047	$ 11,601	$ 12,181	$ 12,792	01/01/2023
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1250	JAILER	General Employees	40	$ 4,882	$ 5,079	$ 5,308	$ 5,542	$ 5,774	01/01/2023
1253	JOB DEVELOPER	General Employees	51	$ 5,762	$ 6,010	$ 6,320	$ 6,633	$ 6,942	01/01/2023
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 4,186	$ 4,349	$ 4,544	$ 4,727	$ 4,915	01/01/2023
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,372	$ 6,666	$ 6,952	$ 7,300	$ 7,665	01/01/2023
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,928	$ 5,174	$ 5,433	$ 5,706	$ 5,992	01/01/2023
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
1266	LEGAL SECRETARY	General Employees	040C	$ 5,174	$ 5,432	$ 5,704	$ 5,990	$ 6,290	01/01/2023
1270	LIBRARIAN I	General Employees	042B	$ 5,331	$ 5,572	$ 5,820	$ 6,064	$ 6,350	01/01/2023
1275	LIBRARIAN II	General Employees	046B	$ 5,820	$ 6,064	$ 6,350	$ 6,645	$ 6,960	01/01/2023
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1285	LIBRARY ASSISTANT II	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,693	$ 4,928	$ 5,174	$ 5,433	$ 5,706	01/01/2023
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,689	$ 5,931	$ 6,211	$ 6,493	$ 6,807	01/01/2023
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
1316	MAINTENANCE CLERK	General Employees	28	$ 3,569	$ 3,717	$ 3,869	$ 4,021	$ 4,182	01/01/2023
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,607	$ 4,800	$ 4,994			01/01/2023
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,414	$ 5,640	$ 5,909			01/01/2023
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,943	$ 4,110	$ 4,271			01/01/2023
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1309	MAINTENANCE WORKER II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,920	$ 8,300	$ 8,710	$ 9,146	$ 9,602	01/01/2023
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1311	MIS TECHNICIAN	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
1314	MUSEUM CURATOR	General Employees	042B	$ 5,331	$ 5,572	$ 5,820	$ 6,064	$ 6,350	01/01/2023
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,298	$ 5,563	$ 5,841	$ 6,133	$ 6,440	01/01/2023
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 10,158	$ 10,666	$ 11,064	$ 11,759	$ 12,349	01/01/2023
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
1317	OFFICE ASSISTANT II	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1321	PAINTER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 6,247	$ 6,540	$ 6,823	$ 7,140	$ 7,471	01/01/2023
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 5,218	$ 5,479	$ 5,754			01/01/2023
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,372	$ 6,666	$ 6,952	$ 7,300	$ 7,665	01/01/2023
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,604	$ 5,838	$ 6,114	$ 6,393	$ 6,701	01/01/2023
2354	PAYROLL MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1337	PERMIT TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1339	PERMIT TECHNICIAN II	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,824	$ 6,099	$ 6,356	$ 6,653	$ 6,963	01/01/2023
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
1035	PLANNER I	General Employees	043G	$ 5,308	$ 5,544	$ 5,789	$ 6,056	$ 6,338	01/01/2023
1050	PLANNER II	General Employees	052G	$ 6,601	$ 6,918	$ 7,265	$ 7,619	$ 7,991	01/01/2023
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4102	PLANNING MANAGER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,432	$ 4,614	$ 4,803	$ 4,990	$ 5,192	01/01/2023
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 5,192	$ 5,412	$ 5,635	$ 5,863	$ 6,128	01/01/2023
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 10,374	$ 10,893	$ 11,439	$ 12,031	$ 12,604	01/01/2023
1326	POLICE ASSISTANT	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 17,847				$ 22,957	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,980	$ 9,390	$ 9,881	$ 10,358		01/01/2023
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,710					01/01/2023
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,685	$ 11,187	$ 11,763	$ 12,342		01/01/2023
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4110	PORT DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4121	PROJECT MANAGER III	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2401	PROPERTY MANAGER	Mid-Management	051D	$ 6,082	$ 6,342	$ 6,675	$ 7,008	$ 7,326	01/01/2023
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,358	$ 4,541	$ 4,725	$ 4,937	$ 5,156	01/01/2023
2412	PURCHASING MANAGER	Mid-Management	57	$ 7,204	$ 7,565	$ 7,943	$ 8,341	$ 8,757	01/01/2023
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 5,054	$ 5,258	$ 5,493	$ 5,736	$ 6,000	01/01/2023
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 4,077	$ 4,281	$ 4,495	$ 4,720	$ 4,956	01/01/2023
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2455	RISK MANAGER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1325	R-TRANSIT DRIVER	General Employees	850A	$ 3,072	$ 3,249	$ 3,387	$ 3,555	$ 3,733	01/01/2023
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1355	SECRETARY	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,693	$ 4,928	$ 5,174	$ 5,433	$ 5,706	01/01/2023
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,675	$ 8,059	$ 8,426	$ 8,833	$ 9,279	01/01/2023
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,445	$ 7,819	$ 8,199	$ 8,599	$ 9,006	01/01/2023
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
2480	SENIOR BUYER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,715	$ 3,901	$ 4,099	$ 4,303	$ 4,520	01/01/2023
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 11,202	$ 11,763	$ 12,351	$ 12,969	$ 13,617	01/01/2023
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,892	$ 8,265	$ 8,674	$ 9,092	$ 9,545	01/01/2023
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 5,040	$ 5,263	$ 5,505	$ 5,762	$ 6,010	01/01/2023
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,417	$ 6,738	$ 7,065			01/01/2023
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 7,101	$ 7,466	$ 7,841	$ 8,231	$ 8,643	01/01/2023
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,444	$ 4,666	$ 4,900	$ 5,144	$ 5,402	01/01/2023
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 7,155	$ 7,503	$ 7,880	$ 8,261	$ 8,658	01/01/2023
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,646	$ 6,952	$ 7,259			01/01/2023
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,924	$ 7,224	$ 7,596			01/01/2023
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,445	$ 7,819	$ 8,199	$ 8,599	$ 9,006	01/01/2023
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,942	$ 6,229	$ 6,540	$ 6,858	$ 7,195	01/01/2023
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1367	STATIONARY ENGINEER	General Employees	138	$ 6,297	$ 6,601	$ 6,930			01/01/2023
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1350	STOREKEEPER	General Employees	38	$ 4,358	$ 4,541	$ 4,725	$ 4,937	$ 5,156	01/01/2023
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 5,192	$ 5,446	$ 5,716	$ 6,013	$ 6,314	01/01/2023
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,422	$ 5,670	$ 5,935	$ 6,190	$ 6,510	01/01/2023
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,831	$ 6,122	$ 6,417	$ 6,738	$ 7,075	01/01/2023
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,417	$ 6,738	$ 7,066	$ 7,411	$ 7,761	01/01/2023
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,543	$ 5,789	$ 6,032	$ 6,311	$ 6,606	01/01/2023
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,646	$ 6,952	$ 7,259			01/01/2023
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 7,304	$ 7,670	$ 8,043	$ 8,434	$ 8,833	01/01/2023
1371	TREE LEADWORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1374	URBAN PLANNER	General Employees	059A	$ 6,951	$ 7,290	$ 7,657	$ 8,026	$ 8,413	01/01/2023
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1375	UTILITY WORKER I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1377	UTILITY WORKER II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 7,306	$ 7,663	$ 8,020	$ 8,419	$ 8,826	01/01/2023
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 7,306	$ 7,663	$ 8,020	$ 8,419	$ 8,826	01/01/2023
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 10,292	$ 10,808	$ 11,347	$ 11,915	$ 12,511	01/01/2023
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,658	$ 4,890	$ 5,134	$ 5,391	$ 5,661	01/01/2023
2549	WHARFINGER	Mid-Management	141D	$ 6,977	$ 7,326	$ 7,663			01/01/2023
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,882	$ 5,079	$ 5,308	$ 5,542	$ 5,774	01/01/2023
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 6,109	$ 6,388	$ 6,662	$ 6,945	$ 7,274	01/01/2023
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 7,155	$ 7,503	$ 7,880	$ 8,261	$ 8,658	01/01/2023
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 5,221	$ 5,572	$ 5,758	$ 6,046	$ 6,350	01/01/2023
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023

NOTES:
Rev. 1/17/23: Salary range change for Dir of Public Works adopted and approved
Rev. 5/23/23: 2% increase for IAFF Fire Fighters unit, retroactive to 1/1/2023

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 16.32	$ 18.06	$ 19.75	$ 21.53	$ 23.18	01/01/2023
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 17.48					01/01/2023
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 17.48	$ 18.35				01/01/2023
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 17.48	$ 18.35	$ 19.28	$ 20.23	$ 21.26	01/01/2023
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 42.81	$ 44.95	$ 47.19	$ 49.55	$ 52.03	01/01/2023
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 26.65	$ 27.72	$ 28.94	$ 30.20	$ 31.62	01/01/2023
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 18.43	$ 19.35	$ 20.33			01/01/2023
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 17.48	$ 18.35	$ 19.28			01/01/2023
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 17.48	$ 18.35	$ 19.28	$ 20.23		01/01/2023
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 17.48					01/01/2023
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 17.48					01/01/2023
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 28.30	$ 29.59	$ 30.90	$ 32.15	$ 33.70	01/01/2023
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 19.35					01/01/2023
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 17.48	$ 18.35	$ 19.28	$ 20.23	$ 21.26	01/01/2023
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 20.23	$ 21.25	$ 22.29	$ 23.41	$ 24.58	01/01/2023
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 17.48					01/01/2023
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 17.48	$ 18.35	$ 19.28	$ 20.23	$ 21.26	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,405	$ 5,644	$ 5,895	$ 6,166	$ 6,452	01/01/2023
1005	ACCOUNTANT II	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,238	$ 4,450	$ 4,673	$ 4,908	$ 5,154	01/01/2023
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,675	$ 8,059	$ 8,426	$ 8,833	$ 9,279	01/01/2023
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,941	$ 6,195	$ 6,522	$ 6,846	$ 7,155	01/01/2023
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,820	$ 6,064	$ 6,350	$ 6,645	$ 6,960	01/01/2023
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 9,227	$ 9,688	$ 10,173	$ 10,681	$ 11,215	01/01/2023
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,579	$ 11,109	$ 11,665	$ 12,247	$ 12,860	01/01/2023
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,238	$ 4,450	$ 4,673	$ 4,908	$ 5,154	01/01/2023
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,487	$ 6,798	$ 7,140	$ 7,487	$ 7,853	01/01/2023
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,825	$ 5,040	$ 5,263			01/01/2023
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,367	$ 4,537	$ 4,721	$ 4,921	$ 5,122	01/01/2023
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,873	$ 8,248	$ 8,653	$ 9,072	$ 9,521	01/01/2023
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 10,292	$ 10,808	$ 11,347	$ 11,915	$ 12,511	01/01/2023
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 5,204	$ 5,456	$ 5,729			01/01/2023
1065	BUILDING TRADES WORKER II	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,446	$ 6,765	$ 7,076			01/01/2023
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 5,111	$ 5,340	$ 5,576	$ 5,809	$ 6,088	01/01/2023
1075	BUYER I	General Employees	043H	$ 5,405	$ 5,644	$ 5,895	$ 6,166	$ 6,452	01/01/2023
1076	BUYER II	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,969	$ 7,318	$ 7,685	$ 8,069	$ 8,472	01/01/2023
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,715	$ 3,901	$ 4,099	$ 4,303	$ 4,520	01/01/2023
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,365	$ 3,540	$ 3,715	$ 3,901	$ 4,108	01/01/2023
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
1085	CARPENTER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 9,120	$ 9,578	$ 10,057	$ 10,559	$ 11,087	01/01/2023
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
1089	CHIEF OF PARTY	General Employees	052A	$ 6,059	$ 6,351	$ 6,669	$ 6,994	$ 7,337	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 9,146	$ 9,602	$ 10,075	$ 10,544	$ 11,061	01/01/2023
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,787	$ 10,276	$ 10,792	$ 11,332	$ 11,900	01/01/2023
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
4020	CITY CLERK	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1091	CITY CLERK ASSISTANT	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
4025	CITY ENGINEER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 15,693				$ 26,058	01/01/2023
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 7,293	$ 7,657	$ 8,040	$ 8,442	$ 8,865	01/01/2023
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,417	$ 6,738	$ 7,065			01/01/2023
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1115	COMB. WELDER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 8,388	$ 8,808	$ 9,248	$ 9,710	$ 10,196	01/01/2023
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,298	$ 5,563	$ 5,841	$ 6,133	$ 6,440	01/01/2023
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,956	$ 7,304	$ 7,669	$ 8,052	$ 8,455	01/01/2023
1126	COMMUNICATIONS DISPATCHER III	General Employees	51C	$ 7,634	$ 8,016	$ 8,417	$ 8,838	$ 9,279	01/01/2023
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,725	$ 4,937	$ 5,156	$ 5,371	$ 5,628	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,639	$ 6,983	$ 7,328	$ 7,694	$ 8,079	01/01/2023
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,414	$ 5,640	$ 5,909			01/01/2023
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,505	$ 5,762	$ 6,010	$ 6,320	$ 6,633	01/01/2023
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 6,122	$ 6,419	$ 6,738	$ 7,065	$ 7,414	01/01/2023
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
2175	CRIME ANALYST	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 5,092	$ 5,306	$ 5,519	$ 5,768	$ 6,024	01/01/2023
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1143	CURATOR'S ASSISTANT	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 6,179	$ 6,476	$ 6,801	$ 7,131	$ 7,481	01/01/2023
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,787	$ 10,276	$ 10,792	$ 11,332	$ 11,900	01/01/2023
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 9,427	$ 9,899	$ 10,388	$ 10,902	$ 11,435	01/01/2023
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,550	$ 6,868	$ 7,209	$ 7,560	$ 7,933	01/01/2023
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	$ 14,170				$ 17,712	01/01/2023
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,920	$ 8,300	$ 8,710	$ 9,146	$ 9,602	01/01/2023
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	$ 15,870				$ 19,838	01/01/2023
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 15,897				$ 19,837	01/17/2023
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1156	ELECTRICIAN I	General Employees	143	$ 5,706	$ 6,006	$ 6,322	$ 6,655	$ 7,006	01/01/2023
1155	ELECTRICIAN II	General Employees	145	$ 6,399	$ 6,736	$ 7,091	$ 7,441	$ 7,784	01/01/2023
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,927	$ 6,198	$ 6,464	$ 6,739	$ 7,058	01/01/2023
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,694	$ 4,929	$ 5,175	$ 5,434	$ 5,706	01/01/2023
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 5,221	$ 5,572	$ 5,758	$ 6,046	$ 6,350	01/01/2023
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,969	$ 7,318	$ 7,685	$ 8,069	$ 8,472	01/01/2023
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
1168	ENGINEER I	General Employees	049EZ	$ 6,956	$ 7,304	$ 7,669	$ 8,052	$ 8,455	01/01/2023
1169	ENGINEER II	General Employees	53Z	$ 8,388	$ 8,808	$ 9,248	$ 9,710	$ 10,196	01/01/2023
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,601	$ 6,918	$ 7,265	$ 7,619	$ 7,991	01/01/2023
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,838	$ 11,379	$ 11,949	$ 12,547	$ 13,174	01/01/2023
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,725	$ 4,962	$ 5,210			01/01/2023
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,565	$ 5,843	$ 6,137	$ 6,444	$ 6,766	01/01/2023
2246	FACILITIES MGR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,711	$ 9,146	$ 9,602	$ 10,082	$ 10,586	01/01/2023
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,894	$ 8,344	$ 8,794	$ 9,244	$ 9,692	01/01/2023
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,371	$ 5,628	$ 5,883	$ 6,166	$ 6,475	01/01/2023
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023
2264	HARBORMASTER	Mid-Management	60	$ 7,344	$ 7,689	$ 8,068	$ 8,458	$ 8,879	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,358	$ 4,541	$ 4,725			01/01/2023
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,637	$ 4,825	$ 5,040			01/01/2023
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2269	HOUSING MANAGER	Mid-Management	090A	$ 12,159	$ 12,767	$ 13,405	$ 14,075	$ 14,780	01/01/2023
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,371	$ 5,628	$ 5,883	$ 6,166	$ 6,475	01/01/2023
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 7,344	$ 7,689	$ 8,068	$ 8,458	$ 8,879	01/01/2023
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 12,159	$ 12,767	$ 13,405	$ 14,075	$ 14,780	01/01/2023
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,562	$ 8,991	$ 9,428	$ 9,890	$ 10,357	01/01/2023
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,521	$ 11,047	$ 11,601	$ 12,181	$ 12,792	01/01/2023
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1250	JAILER	General Employees	40	$ 4,882	$ 5,079	$ 5,308	$ 5,542	$ 5,774	01/01/2023
1253	JOB DEVELOPER	General Employees	51	$ 5,762	$ 6,010	$ 6,320	$ 6,633	$ 6,942	01/01/2023
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 4,186	$ 4,349	$ 4,544	$ 4,727	$ 4,915	01/01/2023
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,372	$ 6,666	$ 6,952	$ 7,300	$ 7,665	01/01/2023
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,928	$ 5,174	$ 5,433	$ 5,706	$ 5,992	01/01/2023
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
1266	LEGAL SECRETARY	General Employees	040C	$ 5,174	$ 5,432	$ 5,704	$ 5,990	$ 6,290	01/01/2023
1270	LIBRARIAN I	General Employees	042B	$ 5,331	$ 5,572	$ 5,820	$ 6,064	$ 6,350	01/01/2023
1275	LIBRARIAN II	General Employees	046B	$ 5,820	$ 6,064	$ 6,350	$ 6,645	$ 6,960	01/01/2023
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1285	LIBRARY ASSISTANT II	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,693	$ 4,928	$ 5,174	$ 5,433	$ 5,706	01/01/2023
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,689	$ 5,931	$ 6,211	$ 6,493	$ 6,807	01/01/2023
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
1316	MAINTENANCE CLERK	General Employees	28	$ 3,569	$ 3,717	$ 3,869	$ 4,021	$ 4,182	01/01/2023
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,607	$ 4,800	$ 4,994			01/01/2023
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,414	$ 5,640	$ 5,909			01/01/2023
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,943	$ 4,110	$ 4,271			01/01/2023
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1309	MAINTENANCE WORKER II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,920	$ 8,300	$ 8,710	$ 9,146	$ 9,602	01/01/2023
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1311	MIS TECHNICIAN	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
1314	MUSEUM CURATOR	General Employees	042B	$ 5,331	$ 5,572	$ 5,820	$ 6,064	$ 6,350	01/01/2023
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,298	$ 5,563	$ 5,841	$ 6,133	$ 6,440	01/01/2023
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 10,158	$ 10,666	$ 11,064	$ 11,759	$ 12,349	01/01/2023
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
1317	OFFICE ASSISTANT II	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1321	PAINTER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 6,247	$ 6,540	$ 6,823	$ 7,140	$ 7,471	01/01/2023
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 5,218	$ 5,479	$ 5,754			01/01/2023
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,372	$ 6,666	$ 6,952	$ 7,300	$ 7,665	01/01/2023
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,604	$ 5,838	$ 6,114	$ 6,393	$ 6,701	01/01/2023
2354	PAYROLL MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1337	PERMIT TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1339	PERMIT TECHNICIAN II	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,824	$ 6,099	$ 6,356	$ 6,653	$ 6,963	01/01/2023
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
1035	PLANNER I	General Employees	043G	$ 5,308	$ 5,544	$ 5,789	$ 6,056	$ 6,338	01/01/2023
1050	PLANNER II	General Employees	052G	$ 6,601	$ 6,918	$ 7,265	$ 7,619	$ 7,991	01/01/2023
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4102	PLANNING MANAGER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,432	$ 4,614	$ 4,803	$ 4,990	$ 5,192	01/01/2023
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 5,192	$ 5,412	$ 5,635	$ 5,863	$ 6,128	01/01/2023
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 10,374	$ 10,893	$ 11,439	$ 12,031	$ 12,604	01/01/2023
1326	POLICE ASSISTANT	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 17,847				$ 22,957	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,980	$ 9,390	$ 9,881	$ 10,358		01/01/2023
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,710					01/01/2023
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,685	$ 11,187	$ 11,763	$ 12,342		01/01/2023
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4110	PORT DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4121	PROJECT MANAGER III	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2401	PROPERTY MANAGER	Mid-Management	051D	$ 6,082	$ 6,342	$ 6,675	$ 7,008	$ 7,326	01/01/2023
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,358	$ 4,541	$ 4,725	$ 4,937	$ 5,156	01/01/2023
2412	PURCHASING MANAGER	Mid-Management	57	$ 7,204	$ 7,565	$ 7,943	$ 8,341	$ 8,757	01/01/2023
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 5,054	$ 5,258	$ 5,493	$ 5,736	$ 6,000	01/01/2023
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 4,077	$ 4,281	$ 4,495	$ 4,720	$ 4,956	01/01/2023
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2455	RISK MANAGER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1325	R-TRANSIT DRIVER	General Employees	850A	$ 3,072	$ 3,249	$ 3,387	$ 3,555	$ 3,733	01/01/2023
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1355	SECRETARY	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,693	$ 4,928	$ 5,174	$ 5,433	$ 5,706	01/01/2023
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,675	$ 8,059	$ 8,426	$ 8,833	$ 9,279	01/01/2023
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,445	$ 7,819	$ 8,199	$ 8,599	$ 9,006	01/01/2023
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
2480	SENIOR BUYER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,715	$ 3,901	$ 4,099	$ 4,303	$ 4,520	01/01/2023
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 11,202	$ 11,763	$ 12,351	$ 12,969	$ 13,617	01/01/2023
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,892	$ 8,265	$ 8,674	$ 9,092	$ 9,545	01/01/2023
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 5,040	$ 5,263	$ 5,505	$ 5,762	$ 6,010	01/01/2023
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,417	$ 6,738	$ 7,065			01/01/2023
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 7,101	$ 7,466	$ 7,841	$ 8,231	$ 8,643	01/01/2023
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,444	$ 4,666	$ 4,900	$ 5,144	$ 5,402	01/01/2023
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 7,155	$ 7,503	$ 7,880	$ 8,261	$ 8,658	01/01/2023
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,646	$ 6,952	$ 7,259			01/01/2023
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,924	$ 7,224	$ 7,596			01/01/2023
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,445	$ 7,819	$ 8,199	$ 8,599	$ 9,006	01/01/2023
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,942	$ 6,229	$ 6,540	$ 6,858	$ 7,195	01/01/2023
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1367	STATIONARY ENGINEER	General Employees	138	$ 6,297	$ 6,601	$ 6,930			01/01/2023
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1350	STOREKEEPER	General Employees	38	$ 4,358	$ 4,541	$ 4,725	$ 4,937	$ 5,156	01/01/2023
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 5,192	$ 5,446	$ 5,716	$ 6,013	$ 6,314	01/01/2023
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,422	$ 5,670	$ 5,935	$ 6,190	$ 6,510	01/01/2023
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,831	$ 6,122	$ 6,417	$ 6,738	$ 7,075	01/01/2023
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,417	$ 6,738	$ 7,066	$ 7,411	$ 7,761	01/01/2023
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,543	$ 5,789	$ 6,032	$ 6,311	$ 6,606	01/01/2023
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,646	$ 6,952	$ 7,259			01/01/2023
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 7,304	$ 7,670	$ 8,043	$ 8,434	$ 8,833	01/01/2023
1371	TREE LEADWORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1374	URBAN PLANNER	General Employees	059A	$ 6,951	$ 7,290	$ 7,657	$ 8,026	$ 8,413	01/01/2023
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1375	UTILITY WORKER I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1377	UTILITY WORKER II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 7,306	$ 7,663	$ 8,020	$ 8,419	$ 8,826	01/01/2023
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 7,306	$ 7,663	$ 8,020	$ 8,419	$ 8,826	01/01/2023
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 10,292	$ 10,808	$ 11,347	$ 11,915	$ 12,511	01/01/2023
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,658	$ 4,890	$ 5,134	$ 5,391	$ 5,661	01/01/2023
2549	WHARFINGER	Mid-Management	141D	$ 6,977	$ 7,326	$ 7,663			01/01/2023
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,882	$ 5,079	$ 5,308	$ 5,542	$ 5,774	01/01/2023
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 6,109	$ 6,388	$ 6,662	$ 6,945	$ 7,274	01/01/2023
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 7,155	$ 7,503	$ 7,880	$ 8,261	$ 8,658	01/01/2023
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 5,221	$ 5,572	$ 5,758	$ 6,046	$ 6,350	01/01/2023
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023

NOTES:
Rev. 1/17/23: Salary range change for Dir of Public Works adopted and approved

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 16.32	$ 18.06	$ 19.75	$ 21.53	$ 23.18	01/01/2023
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 17.48					01/01/2023
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 17.48	$ 18.35				01/01/2023
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 17.48	$ 18.35	$ 19.28	$ 20.23	$ 21.26	01/01/2023
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 42.81	$ 44.95	$ 47.19	$ 49.55	$ 52.03	01/01/2023
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 26.65	$ 27.72	$ 28.94	$ 30.20	$ 31.62	01/01/2023
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 18.43	$ 19.35	$ 20.33			01/01/2023
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 17.48	$ 18.35	$ 19.28			01/01/2023
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 17.48	$ 18.35	$ 19.28	$ 20.23		01/01/2023
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 17.48					01/01/2023
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 17.48					01/01/2023
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 28.30	$ 29.59	$ 30.90	$ 32.15	$ 33.70	01/01/2023
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 19.35					01/01/2023
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 16.32	$ 17.13	$ 17.98	$ 18.87	$ 19.80	01/01/2023
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 17.48	$ 18.35	$ 19.28	$ 20.23	$ 21.26	01/01/2023
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 20.23	$ 21.25	$ 22.29	$ 23.41	$ 24.58	01/01/2023
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 17.48					01/01/2023
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 17.48	$ 18.35	$ 19.28	$ 20.23	$ 21.26	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,405	$ 5,644	$ 5,895	$ 6,166	$ 6,452	01/01/2023
1005	ACCOUNTANT II	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,238	$ 4,450	$ 4,673	$ 4,908	$ 5,154	01/01/2023
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,675	$ 8,059	$ 8,426	$ 8,833	$ 9,279	01/01/2023
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,941	$ 6,195	$ 6,522	$ 6,846	$ 7,155	01/01/2023
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,820	$ 6,064	$ 6,350	$ 6,645	$ 6,960	01/01/2023
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 9,227	$ 9,688	$ 10,173	$ 10,681	$ 11,215	01/01/2023
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,579	$ 11,109	$ 11,665	$ 12,247	$ 12,860	01/01/2023
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,238	$ 4,450	$ 4,673	$ 4,908	$ 5,154	01/01/2023
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,487	$ 6,798	$ 7,140	$ 7,487	$ 7,853	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,825	$ 5,040	$ 5,263			01/01/2023
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,367	$ 4,537	$ 4,721	$ 4,921	$ 5,122	01/01/2023
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,873	$ 8,248	$ 8,653	$ 9,072	$ 9,521	01/01/2023
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 10,292	$ 10,808	$ 11,347	$ 11,915	$ 12,511	01/01/2023
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 5,204	$ 5,456	$ 5,729			01/01/2023
1065	BUILDING TRADES WORKER II	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,446	$ 6,765	$ 7,076			01/01/2023
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 5,111	$ 5,340	$ 5,576	$ 5,809	$ 6,088	01/01/2023
1075	BUYER I	General Employees	043H	$ 5,405	$ 5,644	$ 5,895	$ 6,166	$ 6,452	01/01/2023
1076	BUYER II	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,969	$ 7,318	$ 7,685	$ 8,069	$ 8,472	01/01/2023
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,715	$ 3,901	$ 4,099	$ 4,303	$ 4,520	01/01/2023
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,365	$ 3,540	$ 3,715	$ 3,901	$ 4,108	01/01/2023
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
1085	CARPENTER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 9,120	$ 9,578	$ 10,057	$ 10,559	$ 11,087	01/01/2023
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
1089	CHIEF OF PARTY	General Employees	052A	$ 6,059	$ 6,351	$ 6,669	$ 6,994	$ 7,337	01/01/2023
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 9,146	$ 9,602	$ 10,075	$ 10,544	$ 11,061	01/01/2023
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,787	$ 10,276	$ 10,792	$ 11,332	$ 11,900	01/01/2023
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,955				$ 20,622	01/01/2023
4020	CITY CLERK	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1091	CITY CLERK ASSISTANT	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
4025	CITY ENGINEER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 15,693				$ 26,058	01/01/2023
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 7,293	$ 7,657	$ 8,040	$ 8,442	$ 8,865	01/01/2023
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,417	$ 6,738	$ 7,065			01/01/2023
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1115	COMB. WELDER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,471	$ 7,843	$ 8,198	$ 8,596	$ 9,028	01/01/2023
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,298	$ 5,563	$ 5,841	$ 6,133	$ 6,440	01/01/2023
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,956	$ 7,304	$ 7,669	$ 8,052	$ 8,455	01/01/2023
1126	COMMUNICATIONS DISPATCHER III	General Employees	51C	$ 7,362	$ 7,729	$ 8,115	$ 8,522	$ 8,948	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,725	$ 4,937	$ 5,156	$ 5,371	$ 5,628	01/01/2023
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,639	$ 6,983	$ 7,328	$ 7,694	$ 8,079	01/01/2023
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,414	$ 5,640	$ 5,909			01/01/2023
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,505	$ 5,762	$ 6,010	$ 6,320	$ 6,633	01/01/2023
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 6,122	$ 6,419	$ 6,738	$ 7,065	$ 7,414	01/01/2023
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
2175	CRIME ANALYST	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 5,092	$ 5,306	$ 5,519	$ 5,768	$ 6,024	01/01/2023
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,964	$ 5,187	$ 5,417	$ 5,646	$ 5,856	01/01/2023
1143	CURATOR'S ASSISTANT	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 6,179	$ 6,476	$ 6,801	$ 7,131	$ 7,481	01/01/2023
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,787	$ 10,276	$ 10,792	$ 11,332	$ 11,900	01/01/2023
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 9,427	$ 9,899	$ 10,388	$ 10,902	$ 11,435	01/01/2023
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,550	$ 6,868	$ 7,209	$ 7,560	$ 7,933	01/01/2023
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,955				$ 20,622	01/01/2023
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 10,012	$ 10,513	$ 11,024	$ 11,541	$ 12,108	01/01/2023
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	$ 14,170				$ 17,712	01/01/2023
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,920	$ 8,300	$ 8,710	$ 9,146	$ 9,602	01/01/2023
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	$ 15,870				$ 19,838	01/01/2023
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 11,264				$ 17,932	01/01/2023
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,529	$ 10,007	$ 10,506	$ 11,033	$ 11,585	01/01/2023
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1156	ELECTRICIAN I	General Employees	143	$ 5,706	$ 6,006	$ 6,322	$ 6,655	$ 7,006	01/01/2023
1155	ELECTRICIAN II	General Employees	145	$ 6,399	$ 6,736	$ 7,091	$ 7,441	$ 7,784	01/01/2023
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,927	$ 6,198	$ 6,464	$ 6,739	$ 7,058	01/01/2023
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,694	$ 4,929	$ 5,175	$ 5,434	$ 5,706	01/01/2023
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 5,221	$ 5,572	$ 5,758	$ 6,046	$ 6,350	01/01/2023
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,969	$ 7,318	$ 7,685	$ 8,069	$ 8,472	01/01/2023
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1168	ENGINEER I	General Employees	049EZ	$ 6,956	$ 7,304	$ 7,669	$ 8,052	$ 8,455	01/01/2023
1169	ENGINEER II	General Employees	53Z	$ 8,388	$ 8,808	$ 9,248	$ 9,710	$ 10,196	01/01/2023
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,601	$ 6,918	$ 7,265	$ 7,619	$ 7,991	01/01/2023
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,838	$ 11,379	$ 11,949	$ 12,547	$ 13,174	01/01/2023
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,725	$ 4,962	$ 5,210			01/01/2023
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,565	$ 5,843	$ 6,137	$ 6,444	$ 6,766	01/01/2023
2246	FACILITIES MGR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,711	$ 9,146	$ 9,602	$ 10,082	$ 10,586	01/01/2023
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,523	$ 8,950	$ 9,398	$ 9,868	$ 10,361	01/01/2023
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,894	$ 8,344	$ 8,794	$ 9,244	$ 9,692	01/01/2023
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 12,391				$ 19,724	01/01/2023
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,371	$ 5,628	$ 5,883	$ 6,166	$ 6,475	01/01/2023
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023
2264	HARBORMASTER	Mid-Management	60	$ 7,344	$ 7,689	$ 8,068	$ 8,458	$ 8,879	01/01/2023
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,699	$ 9,137	$ 9,580	$ 10,053	$ 10,540	01/01/2023
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,358	$ 4,541	$ 4,725			01/01/2023
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,637	$ 4,825	$ 5,040			01/01/2023
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2269	HOUSING MANAGER	Mid-Management	090A	$ 12,159	$ 12,767	$ 13,405	$ 14,075	$ 14,780	01/01/2023
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,967	$ 4,166	$ 4,373	$ 4,593	$ 4,824	01/01/2023
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,883	$ 6,166	$ 6,475	$ 6,790	$ 7,123	01/01/2023
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,869	$ 4,021	$ 4,182	$ 4,358	$ 4,541	01/01/2023
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,371	$ 5,628	$ 5,883	$ 6,166	$ 6,475	01/01/2023
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 7,344	$ 7,689	$ 8,068	$ 8,458	$ 8,879	01/01/2023
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,689	$ 8,068	$ 8,458	$ 8,879	$ 9,324	01/01/2023
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 12,159	$ 12,767	$ 13,405	$ 14,075	$ 14,780	01/01/2023
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,562	$ 8,991	$ 9,428	$ 9,890	$ 10,357	01/01/2023
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,521	$ 11,047	$ 11,601	$ 12,181	$ 12,792	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1250	JAILER	General Employees	40	$ 4,882	$ 5,079	$ 5,308	$ 5,542	$ 5,774	01/01/2023
1253	JOB DEVELOPER	General Employees	51	$ 5,762	$ 6,010	$ 6,320	$ 6,633	$ 6,942	01/01/2023
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 4,186	$ 4,349	$ 4,544	$ 4,727	$ 4,915	01/01/2023
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,372	$ 6,666	$ 6,952	$ 7,300	$ 7,665	01/01/2023
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,928	$ 5,174	$ 5,433	$ 5,706	$ 5,992	01/01/2023
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
1266	LEGAL SECRETARY	General Employees	040C	$ 5,174	$ 5,432	$ 5,704	$ 5,990	$ 6,290	01/01/2023
1270	LIBRARIAN I	General Employees	042B	$ 5,331	$ 5,572	$ 5,820	$ 6,064	$ 6,350	01/01/2023
1275	LIBRARIAN II	General Employees	046B	$ 5,820	$ 6,064	$ 6,350	$ 6,645	$ 6,960	01/01/2023
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,793	$ 3,983	$ 4,182	$ 4,392	$ 4,611	01/01/2023
1285	LIBRARY ASSISTANT II	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,693	$ 4,928	$ 5,174	$ 5,433	$ 5,706	01/01/2023
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,689	$ 5,931	$ 6,211	$ 6,493	$ 6,807	01/01/2023
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,862	$ 5,070	$ 5,278	$ 5,492	$ 5,740	01/01/2023
1316	MAINTENANCE CLERK	General Employees	28	$ 3,569	$ 3,717	$ 3,869	$ 4,021	$ 4,182	01/01/2023
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,607	$ 4,800	$ 4,994			01/01/2023
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,414	$ 5,640	$ 5,909			01/01/2023
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,943	$ 4,110	$ 4,271			01/01/2023
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1309	MAINTENANCE WORKER II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,920	$ 8,300	$ 8,710	$ 9,146	$ 9,602	01/01/2023
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1311	MIS TECHNICIAN	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
1314	MUSEUM CURATOR	General Employees	042B	$ 5,331	$ 5,572	$ 5,820	$ 6,064	$ 6,350	01/01/2023
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,298	$ 5,563	$ 5,841	$ 6,133	$ 6,440	01/01/2023
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 10,158	$ 10,666	$ 11,064	$ 11,759	$ 12,349	01/01/2023
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
1317	OFFICE ASSISTANT II	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,815	$ 8,205	$ 8,616	$ 9,048	$ 9,501	01/01/2023
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,491	$ 6,801	$ 7,144	$ 7,490	$ 7,857	01/01/2023
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1321	PAINTER	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,627	$ 3,806	$ 3,996	$ 4,197	$ 4,407	01/01/2023
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 6,247	$ 6,540	$ 6,823	$ 7,140	$ 7,471	01/01/2023
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 5,218	$ 5,479	$ 5,754			01/01/2023
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 6,122	$ 6,417	$ 6,738			01/01/2023
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,372	$ 6,666	$ 6,952	$ 7,300	$ 7,665	01/01/2023
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,604	$ 5,838	$ 6,114	$ 6,393	$ 6,701	01/01/2023
2354	PAYROLL MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1337	PERMIT TECHNICIAN I	General Employees	14	$ 4,166	$ 4,373	$ 4,592	$ 4,824	$ 5,064	01/01/2023
1339	PERMIT TECHNICIAN II	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,824	$ 6,099	$ 6,356	$ 6,653	$ 6,963	01/01/2023
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,522	$ 6,846	$ 7,155	$ 7,503	$ 7,880	01/01/2023
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 8,224	$ 8,636	$ 9,068	$ 9,507	$ 9,996	01/01/2023
1035	PLANNER I	General Employees	043G	$ 5,308	$ 5,544	$ 5,789	$ 6,056	$ 6,338	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1050	PLANNER II	General Employees	052G	$ 6,601	$ 6,918	$ 7,265	$ 7,619	$ 7,991	01/01/2023
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
4102	PLANNING MANAGER	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,432	$ 4,614	$ 4,803	$ 4,990	$ 5,192	01/01/2023
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 5,192	$ 5,412	$ 5,635	$ 5,863	$ 6,128	01/01/2023
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 10,374	$ 10,893	$ 11,439	$ 12,031	$ 12,604	01/01/2023
1326	POLICE ASSISTANT	General Employees	34	$ 4,548	$ 4,716	$ 4,890	$ 5,073	$ 5,283	01/01/2023
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 17,847				$ 22,957	01/01/2023
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,980	$ 9,390	$ 9,881	$ 10,358		01/01/2023
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,710					01/01/2023
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 4,173	$ 4,381	$ 4,600	$ 4,830	$ 5,071	01/01/2023
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,685	$ 11,187	$ 11,763	$ 12,342		01/01/2023
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
4110	PORT DIRECTOR	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 7,004	$ 7,344	$ 7,689	$ 8,068	$ 8,458	01/01/2023
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,501	$ 7,876	$ 8,270	$ 8,683	$ 9,116	01/01/2023
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
4121	PROJECT MANAGER III	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,369	$ 6,678	$ 7,014	$ 7,357	$ 7,714	01/01/2023
2401	PROPERTY MANAGER	Mid-Management	051D	$ 6,082	$ 6,342	$ 6,675	$ 7,008	$ 7,326	01/01/2023
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,358	$ 4,541	$ 4,725	$ 4,937	$ 5,156	01/01/2023
2412	PURCHASING MANAGER	Mid-Management	57	$ 7,204	$ 7,565	$ 7,943	$ 8,341	$ 8,757	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 5,054	$ 5,258	$ 5,493	$ 5,736	$ 6,000	01/01/2023
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 11,264				$ 17,932	01/01/2023
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 4,077	$ 4,281	$ 4,495	$ 4,720	$ 4,956	01/01/2023
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,491				$ 13,517	01/01/2023
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2455	RISK MANAGER	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1325	R-TRANSIT DRIVER	General Employees	850A	$ 3,072	$ 3,249	$ 3,387	$ 3,555	$ 3,733	01/01/2023
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1355	SECRETARY	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,332	$ 6,648	$ 6,984	$ 7,333	$ 7,701	01/01/2023
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 5,047	$ 5,299	$ 5,565	$ 5,844	$ 6,137	01/01/2023
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,693	$ 4,928	$ 5,174	$ 5,433	$ 5,706	01/01/2023
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,675	$ 8,059	$ 8,426	$ 8,833	$ 9,279	01/01/2023
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 10,442				$ 16,622	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,445	$ 7,819	$ 8,199	$ 8,599	$ 9,006	01/01/2023
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
2480	SENIOR BUYER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,715	$ 3,901	$ 4,099	$ 4,303	$ 4,520	01/01/2023
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 11,202	$ 11,763	$ 12,351	$ 12,969	$ 13,617	01/01/2023
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,892	$ 8,265	$ 8,674	$ 9,092	$ 9,545	01/01/2023
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,825	$ 5,040	$ 5,263	$ 5,505	$ 5,762	01/01/2023
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 5,040	$ 5,263	$ 5,505	$ 5,762	$ 6,010	01/01/2023
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,488	$ 4,711	$ 4,946	$ 5,194	$ 5,453	01/01/2023
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,417	$ 6,738	$ 7,065			01/01/2023
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 7,101	$ 7,466	$ 7,841	$ 8,231	$ 8,643	01/01/2023
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,444	$ 4,666	$ 4,900	$ 5,144	$ 5,402	01/01/2023
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 7,155	$ 7,503	$ 7,880	$ 8,261	$ 8,658	01/01/2023
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,646	$ 6,952	$ 7,259			01/01/2023
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,371	$ 5,628	$ 5,883			01/01/2023
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,924	$ 7,224	$ 7,596			01/01/2023
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,511	$ 8,931	$ 9,374	$ 9,839	$ 10,323	01/01/2023
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,516	$ 7,871	$ 8,261	$ 8,660	$ 9,089	01/01/2023
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,445	$ 7,819	$ 8,199	$ 8,599	$ 9,006	01/01/2023
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,942	$ 6,229	$ 6,540	$ 6,858	$ 7,195	01/01/2023
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,675	$ 7,008	$ 7,326	$ 7,681	$ 8,068	01/01/2023
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,475				$ 15,082	01/01/2023
1367	STATIONARY ENGINEER	General Employees	138	$ 6,297	$ 6,601	$ 6,930			01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 7,170	$ 7,516	$ 7,871	$ 8,261	$ 8,660	01/01/2023
1350	STOREKEEPER	General Employees	38	$ 4,358	$ 4,541	$ 4,725	$ 4,937	$ 5,156	01/01/2023
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 6,180	$ 6,480	$ 6,806	$ 7,138	$ 7,485	01/01/2023
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 8,106	$ 8,502	$ 8,919	$ 9,365	$ 9,834	01/01/2023
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 5,192	$ 5,446	$ 5,716	$ 6,013	$ 6,314	01/01/2023
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,422	$ 5,670	$ 5,935	$ 6,190	$ 6,510	01/01/2023
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,433	$ 5,688	$ 5,932	$ 6,209	$ 6,496	01/01/2023
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,714	$ 8,101	$ 8,506	$ 8,931	$ 9,378	01/01/2023
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 9,028	$ 9,479	$ 9,953	$ 10,452	$ 10,974	01/01/2023
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,610	$ 6,941	$ 7,287	$ 7,651	$ 8,034	01/01/2023
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 8,068	$ 8,458	$ 8,879	$ 9,324	$ 9,788	01/01/2023
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,831	$ 6,122	$ 6,417	$ 6,738	$ 7,075	01/01/2023
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 9,137	$ 9,580	$ 10,053	$ 10,540	$ 11,061	01/01/2023
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,365	$ 5,603	$ 5,836	$ 6,116	$ 6,393	01/01/2023
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,417	$ 6,738	$ 7,066	$ 7,411	$ 7,761	01/01/2023
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,543	$ 5,789	$ 6,032	$ 6,311	$ 6,606	01/01/2023
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 7,101	$ 7,444	$ 7,814			01/01/2023
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,646	$ 6,952	$ 7,259			01/01/2023
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,567	$ 5,823	$ 6,096			01/01/2023
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 7,304	$ 7,670	$ 8,043	$ 8,434	$ 8,833	01/01/2023
1371	TREE LEADWORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1374	URBAN PLANNER	General Employees	059A	$ 6,951	$ 7,290	$ 7,657	$ 8,026	$ 8,413	01/01/2023
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,729	$ 5,993	$ 6,253			01/01/2023
1375	UTILITY WORKER I	General Employees	125	$ 4,452	$ 4,637	$ 4,825			01/01/2023
1377	UTILITY WORKER II	General Employees	129	$ 5,020	$ 5,246	$ 5,477			01/01/2023
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,819	$ 5,026	$ 5,234	$ 5,446	$ 5,692	01/01/2023
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 7,306	$ 7,663	$ 8,020	$ 8,419	$ 8,826	01/01/2023
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 7,306	$ 7,663	$ 8,020	$ 8,419	$ 8,826	01/01/2023
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 10,292	$ 10,808	$ 11,347	$ 11,915	$ 12,511	01/01/2023
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,514	$ 8,939	$ 9,385	$ 9,855	$ 10,347	01/01/2023
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,658	$ 4,890	$ 5,134	$ 5,391	$ 5,661	01/01/2023
2549	WHARFINGER	Mid-Management	141D	$ 6,977	$ 7,326	$ 7,663			01/01/2023
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,882	$ 5,079	$ 5,308	$ 5,542	$ 5,774	01/01/2023
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 6,109	$ 6,388	$ 6,662	$ 6,945	$ 7,274	01/01/2023
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 7,155	$ 7,503	$ 7,880	$ 8,261	$ 8,658	01/01/2023
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 5,221	$ 5,572	$ 5,758	$ 6,046	$ 6,350	01/01/2023
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,602	$ 5,882	$ 6,175	$ 6,483	$ 6,807	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 (Monthly)	Effective
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 5,156	$ 5,371	$ 5,628	$ 5,883	$ 6,166	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 8,788	$ 9,227	$ 9,688	$ 10,173	$ 10,681	10/04/2022
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,989	$ 8,388	$ 8,808	$ 9,248	$ 9,710	10/04/2022
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	10/04/2022
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,271	$ 7,634	$ 8,016	$ 8,417	$ 8,838	10/04/2022

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	$ 13,495				$ 16,869	11/15/2022
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	$ 15,114				$ 18,893	12/20/2022
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1156	ELECTRICIAN I	General Employees	143	$ 5,434	$ 5,720	$ 6,021	$ 6,338	$ 6,672	07/05/2022
1155	ELECTRICIAN II	General Employees	145	$ 6,094	$ 6,415	$ 6,753	$ 7,087	$ 7,413	07/05/2022
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1168	ENGINEER I	General Employees	049EZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022
1169	ENGINEER II	General Employees	53Z	$ 7,989	$ 8,388	$ 8,808	$ 9,248	$ 9,710	10/04/2022
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
2354	PAYROLL MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/15/2022
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,804	$ 9,206	$ 9,687	$ 10,155		10/18/2022
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,390					07/05/2022
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,475	$ 10,967	$ 11,533	$ 12,100		10/18/2022
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 10,669	$ 11,203	$ 11,763	$ 12,351	$ 12,969	10/04/2022
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,516	$ 7,871	$ 8,261	$ 8,659	$ 9,090	07/05/2022
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	$ 40.77	$ 42.81	$ 44.95	$ 47.19	$ 49.55	10/04/2022
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology were adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

Revised 6/16/2022: Cost of living adjustments to RPOA, RPMA, and 188 classifications effective 6/16/2022

Revised 7/5/2022: Classifications Electrician I/II and Senior Electrician were adopted and approved; new salary for Police Officer Trainee was adopted and approved; Classifications Deputy Director of Finance - Budget and Financial Services and Deputy Director of Public Works - Operations and Maintenance bargaining unit amended and approved

Revised 10/4/2022: Salary range change for Communications Dispatcher I, Communications Dispatcher II, Engineer I, Engineer II, Associate Civic Engineer, and Senior Civil Engineer were adopted and approved

Revised 10/18/2022: Salary range for RPOA classifications adopted and approved

Revised 11/15/2022: Classification and salary range for Payroll Manager was adopted and approved; new salary range for Deputy Director Public Works City Engineer was adopted and approved

Revised 12/20/2022: Classification and salary range for Director of Economic Development was adopted and approved

Revised 1/17/2023: New salary for Communications Dispatcher III, Comm Shift Supervisor, and Comm Dispatcher II Per Diem approved retroactive to 10/4/22

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 8,788	$ 9,227	$ 9,688	$ 10,173	$ 10,681	10/04/2022
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	10/04/2022
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	$ 13,495				$ 16,869	11/15/2022
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	$ 15,114				$ 18,893	12/20/2022
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1156	ELECTRICIAN I	General Employees	143	$ 5,434	$ 5,720	$ 6,021	$ 6,338	$ 6,672	07/05/2022
1155	ELECTRICIAN II	General Employees	145	$ 6,094	$ 6,415	$ 6,753	$ 7,087	$ 7,413	07/05/2022
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1168	ENGINEER I	General Employees	049EZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022
1169	ENGINEER II	General Employees	53Z	$ 7,989	$ 8,388	$ 8,808	$ 9,248	$ 9,710	10/04/2022
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
2354	PAYROLL MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/15/2022
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,804	$ 9,206	$ 9,687	$ 10,155		10/18/2022
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,390					07/05/2022
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,475	$ 10,967	$ 11,533	$ 12,100		10/18/2022
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 10,669	$ 11,203	$ 11,763	$ 12,351	$ 12,969	10/04/2022
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,516	$ 7,871	$ 8,261	$ 8,659	$ 9,090	07/05/2022
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology were adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

Revised 6/16/2022: Cost of living adjustments to RPOA, RPMA, and 188 classifications effective 6/16/2022

Revised 7/5/2022: Classifications Electrician I/II and Senior Electrician were adopted and approved; new salary for Police Officer Trainee was adopted and approved; Classifications Deputy Director of Finance - Budget and Financial Services and Deputy Director of Public Works - Operations and Maintenance bargaining unit amended and approved

Revised 10/4/2022: Salary range change for Communications Dispatcher I, Communications Dispatcher II, Engineer I, Engineer II, Associate Civic Engineer, and Senior Civil Engineer were adopted and approved

Revised 10/18/2022: Salary range for RPOA classifications adopted and approved

Revised 11/15/2022: Classification and salary range for Payroll Manager was adopted and approved; new salary range for Deputy Director Public Works City Engineer was adopted and approved

Revised 12/20/2022: Classification and salary range for Director of Economic Development was adopted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 8,788	$ 9,227	$ 9,688	$ 10,173	$ 10,681	10/04/2022
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	10/04/2022
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	$ 13,495				$ 16,869	11/15/2022
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1156	ELECTRICIAN I	General Employees	143	$ 5,434	$ 5,720	$ 6,021	$ 6,338	$ 6,672	07/05/2022
1155	ELECTRICIAN II	General Employees	145	$ 6,094	$ 6,415	$ 6,753	$ 7,087	$ 7,413	07/05/2022
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049EZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1169	ENGINEER II	General Employees	53Z	$ 7,989	$ 8,388	$ 8,808	$ 9,248	$ 9,710	10/04/2022
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
2354	PAYROLL MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/15/2022
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,804	$ 9,206	$ 9,687	$ 10,155		10/18/2022
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,390					07/05/2022
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,475	$ 10,967	$ 11,533	$ 12,100		10/18/2022
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 10,669	$ 11,203	$ 11,763	$ 12,351	$ 12,969	10/04/2022
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,516	$ 7,871	$ 8,261	$ 8,659	$ 9,090	07/05/2022
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology were adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

Revised 6/16/2022: Cost of living adjustments to RPOA, RPMA, and 188 classifications effective 6/16/2022

Revised 7/5/2022: Classifications Electrician I/II and Senior Electrician were adopted and approved; new salary for Police Officer Trainee was adopted and approved; Classifications Deputy Director of Finance - Budget and Financial Services and Deputy Director of Public Works - Operations and Maintenance bargaining unit amended and approved

Revised 10/4/2022: Salary range change for Communications Dispatcher I, Communications Dispatcher II, Engineer I, Engineer II, Associate Civic Engineer, and Senior Civil Engineer were adopted and approved

Revised 10/18/2022: Salary range for RPOA classifications adopted and approved

Revised 11/15/2022: Classification and salary range for Payroll Manager was adopted and approved; new salary range for Deputy Director Public Works City Engineer was adopted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 8,788	$ 9,227	$ 9,688	$ 10,173	$ 10,681	10/04/2022
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	10/04/2022
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1156	ELECTRICIAN I	General Employees	143	$ 5,434	$ 5,720	$ 6,021	$ 6,338	$ 6,672	07/05/2022
1155	ELECTRICIAN II	General Employees	145	$ 6,094	$ 6,415	$ 6,753	$ 7,087	$ 7,413	07/05/2022
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049EZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1169	ENGINEER II	General Employees	53Z	$ 7,989	$ 8,388	$ 8,808	$ 9,248	$ 9,710	10/04/2022
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,804	$ 9,206	$ 9,687	$ 10,155		10/18/2022
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,390					07/05/2022
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,475	$ 10,967	$ 11,533	$ 12,100		10/18/2022
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 10,669	$ 11,203	$ 11,763	$ 12,351	$ 12,969	10/04/2022
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,516	$ 7,871	$ 8,261	$ 8,659	$ 9,090	07/05/2022
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology were adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

Revised 6/16/2022: Cost of living adjustments to RPOA, RPMA, and 188 classifications effective 6/16/2022

Revised 7/5/2022: Classifications Electrician I/II and Senior Electrician were adopted and approved; new salary for Police Officer Trainee was adopted and approved; Classifications Deputy Director of Finance - Budget and Financial Services and Deputy Director of Public Works - Operations and Maintenance bargaining unit amended and approved

Revised 10/4/2022: Salary range change for Communications Dispatcher I, Communications Dispatcher II, Engineer I, Engineer II, Associate Civic Engineer, and Senior Civil Engineer were adopted and approved

Revised 10/18/2022: Salary range for RPOA classifications adopted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	$ 8,788	$ 9,227	$ 9,688	$ 10,173	$ 10,681	10/04/2022
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	10/04/2022
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1156	ELECTRICIAN I	General Employees	143	$ 5,434	$ 5,720	$ 6,021	$ 6,338	$ 6,672	07/05/2022
1155	ELECTRICIAN II	General Employees	145	$ 6,094	$ 6,415	$ 6,753	$ 7,087	$ 7,413	07/05/2022
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049EZ	$ 6,625	$ 6,956	$ 7,304	$ 7,669	$ 8,052	10/04/2022

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1169	ENGINEER II	General Employees	53Z	$ 7,989	$ 8,388	$ 8,808	$ 9,248	$ 9,710	10/04/2022
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,465	$ 8,852	$ 9,315	$ 9,764		06/16/2022
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,390					07/05/2022
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,072	$ 10,545	$ 11,089	$ 11,634		06/16/2022
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	$ 10,669	$ 11,203	$ 11,763	$ 12,351	$ 12,969	10/04/2022
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,516	$ 7,871	$ 8,261	$ 8,659	$ 9,090	07/05/2022
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology were adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

Revised 6/16/2022: Cost of living adjustments to RPOA, RPMA, and 188 classifications effective 6/16/2022

Revised 7/5/2022: Classifications Electrician I/II and Senior Electrician were adopted and approved; new salary for Police Officer Trainee was adopted and approved; Classifications Deputy Director of Finance - Budget and Financial Services and Deputy Director of Public Works - Operations and Maintenance bargaining unit amended and approved

Revised 10/4/2022: Salary range change for Communications Dispatcher I, Communications Dispatcher II, Engineer I, Engineer II, Associate Civic Engineer, and Senior Civil Engineer were adopted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	$ 9,024				$ 14,364	07/05/2022
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1156	ELECTRICIAN I	General Employees	143	$ 5,434	$ 5,720	$ 6,021	$ 6,338	$ 6,672	07/05/2022
1155	ELECTRICIAN II	General Employees	145	$ 6,094	$ 6,415	$ 6,753	$ 7,087	$ 7,413	07/05/2022
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,465	$ 8,852	$ 9,315	$ 9,764		06/16/2022
1343	POLICE OFFICER TRAINEE	Unrepresented	299	$ 6,390					07/05/2022
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,072	$ 10,545	$ 11,089	$ 11,634		06/16/2022
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1158	SENIOR ELECTRICIAN	General Employees	147	$ 7,516	$ 7,871	$ 8,261	$ 8,659	$ 9,090	07/05/2022
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology was adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

Revised 6/16/2022: Cost of living adjustments to RPOA, RPMA, and 188 classifications effective 6/16/2022

Revised 7/5/2022: Classifications Electrician I/II and Senior Electrician were adopted and approved; new salary for Police Officer Trainee was adopted and approved; Classifications Deputy Director of Finance - Budget and Financial Services and Deputy Director of Public Works - Operations and Maintenance bargaining unit amended and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,542	$ 14,219	$ 14,930			06/16/2022
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,955	$ 10,446	$ 10,979			06/16/2022
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,511	$ 8,926	$ 9,361	$ 9,841	$ 10,312	06/16/2022
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,458					06/16/2022
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,447	$ 12,013	$ 12,625			06/16/2022
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,305	$ 12,914	$ 13,572			06/16/2022
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,318	$ 13,985	$ 14,710	$ 15,409		06/16/2022
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,417	$ 11,983	$ 12,583	$ 13,200		06/16/2022
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,465	$ 8,852	$ 9,315	$ 9,764		06/16/2022
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 10,072	$ 10,545	$ 11,089	$ 11,634		06/16/2022
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology was adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

Revised 6/16/2022: Cost of living adjustments to RPOA, RPMA, and 188 classifications effective 6/16/2022

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 24,583	04/05/2022
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,408	$ 14,078	$ 14,782			07/24/2019
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,856	$ 10,343	$ 10,870			07/01/2018
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,427	$ 8,837	$ 9,268	$ 9,744	$ 10,210	07/01/2018
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,404					07/01/2018
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,184	$ 12,786	$ 13,438			07/01/2018
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,186	$ 13,847	$ 14,564	$ 15,256		07/01/2018
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,304	$ 11,865	$ 12,459	$ 13,070		07/01/2018
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,381	$ 8,764	$ 9,222	$ 9,668		07/01/2018
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 9,973	$ 10,441	$ 10,979	$ 11,519		07/01/2018
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology was adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

Revised 4/5/2022: Council approval of City Manager employment agreement

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 23,567	08/01/2020
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,408	$ 14,078	$ 14,782			07/24/2019
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,856	$ 10,343	$ 10,870			07/01/2018
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,427	$ 8,837	$ 9,268	$ 9,744	$ 10,210	07/01/2018
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,404					07/01/2018
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,184	$ 12,786	$ 13,438			07/01/2018
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	$ 5,046	$ 5,298	$ 5,563	$ 5,841	$ 6,133	03/15/2022
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,186	$ 13,847	$ 14,564	$ 15,256		07/01/2018
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,304	$ 11,865	$ 12,459	$ 13,070		07/01/2018
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,381	$ 8,764	$ 9,222	$ 9,668		07/01/2018
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 9,973	$ 10,441	$ 10,979	$ 11,519		07/01/2018
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9B	$ 3,883	$ 4,077	$ 4,281	$ 4,495	$ 4,720	03/15/2022
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	$ 4,232	$ 4,444	$ 4,666	$ 4,900	$ 5,144	03/15/2022
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology was adopted and approved; new salary range for Police Chief was adopted and approved

Revised 3/15/2022: Salary range change for Neighborhood Change Agent, Resident Housing Manager, and Senior Resident Housing Manager were adopted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 23,567	08/01/2020
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	$ 13,408	$ 14,078	$ 14,782			07/24/2019
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,856	$ 10,343	$ 10,870			07/01/2018
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,427	$ 8,837	$ 9,268	$ 9,744	$ 10,210	07/01/2018
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,404					07/01/2018
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,184	$ 12,786	$ 13,438			07/01/2018
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,186	$ 13,847	$ 14,564	$ 15,256		07/01/2018
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,304	$ 11,865	$ 12,459	$ 13,070		07/01/2018
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,381	$ 8,764	$ 9,222	$ 9,668		07/01/2018
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 9,973	$ 10,441	$ 10,979	$ 11,519		07/01/2018
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9	$ 1,703	$ 1,786	$ 1,876	$ 1,969	$ 2,069	07/01/2015
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	11/02/2021
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology was adopted and approved; new salary range for Police Chief was adopted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	3.1	$ 9,024				$ 14,364	02/01/2022
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 23,567	08/01/2020
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHALL	IAFF Fire Fighters	225	$ 13,408	$ 14,078	$ 14,782			07/24/2019
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	$ 10,728				$ 17,078	02/01/2022
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,856	$ 10,343	$ 10,870			07/01/2018
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,427	$ 8,837	$ 9,268	$ 9,744	$ 10,210	07/01/2018
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,404					07/01/2018
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,184	$ 12,786	$ 13,438			07/01/2018
3505	FIRE MARSHALL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,186	$ 13,847	$ 14,564	$ 15,256		07/01/2018
4105	POLICE CHIEF	Executive Management	5.8	$ 16,997				$ 21,864	02/01/2022
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,304	$ 11,865	$ 12,459	$ 13,070		07/01/2018
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,381	$ 8,764	$ 9,222	$ 9,668		07/01/2018
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 9,973	$ 10,441	$ 10,979	$ 11,519		07/01/2018
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9	$ 1,703	$ 1,786	$ 1,876	$ 1,969	$ 2,069	07/01/2015
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	11/02/2021
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE II/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1570	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

Revised 2/1/2022: Salary range change for City Clerk and Director of Information Technology was adopted and approved; new salary range for Police Chief was adopted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	$ 14,805				$ 23,567	08/01/2020
4032	CITY PROSECUTER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	Executive Management	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	$ 9,024				$ 14,364	01/11/2022
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHALL	IAFF Fire Fighters	225	$ 13,408	$ 14,078	$ 14,782			07/24/2019
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
4060	FIRE CHIEF	Executive Management	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,856	$ 10,343	$ 10,870			07/01/2018
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,427	$ 8,837	$ 9,268	$ 9,744	$ 10,210	07/01/2018
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,404					07/01/2018
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,184	$ 12,786	$ 13,438			07/01/2018
3505	FIRE MARSHALL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1393	ONS FIELD COORDINATOR	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	01/11/2022
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
4102	PLANNING MANAGER	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,186	$ 13,847	$ 14,564	$ 15,256		07/01/2018
4105	POLICE CHIEF	Executive Management	5.7	$ 13,572				$ 20,833	08/01/2020
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,304	$ 11,865	$ 12,459	$ 13,070		07/01/2018
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,381	$ 8,764	$ 9,222	$ 9,668		07/01/2018
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 9,973	$ 10,441	$ 10,979	$ 11,519		07/01/2018
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	Executive Management	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9	$ 1,703	$ 1,786	$ 1,876	$ 1,969	$ 2,069	07/01/2015
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	11/02/2021
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE II/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1570	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

Revised 1/1/2022: Local minimum wage increased to $15.54 per hour effective January 1, 2022

Revised 1/11/2022: Classification Deputy Dir Com Services - ONS and Classification ONS Field Coordinator were adopted and approved; Classification Neighborhood Safety Director was deleted and approved

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	UNREPRESENTED	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	EXEMPT MGMT	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
4149	CHIEF ASSISTANT CITY ATTORNEY	UNREPRESENTED	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	UNREPRESENTED	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	UNREPRESENTED	7.1	$ 14,805				$ 23,567	08/01/2020
4032	CITY PROSECUTER	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	11/02/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
4147	COMMUNITY ENGAGEMENT MANAGER	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	EXEMPT MGMT	5.5	$ 12,338				$ 19,640	08/01/2020
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
4047	DEPUTY DIR COM SERVICES - RECREATION	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHALL	IAFF Fire Fighters	225	$ 13,408	$ 14,078	$ 14,782			07/24/2019
4045	DEPUTY POLICE CHIEF	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	EXEMPT MGMT	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	UNREPRESENTED	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
4127	DIRECTOR OF PUBLIC WORKS	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	11/02/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
4060	FIRE CHIEF	EXEMPT MGMT	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,856	$ 10,343	$ 10,870			07/01/2018
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,427	$ 8,837	$ 9,268	$ 9,744	$ 10,210	07/01/2018
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,404					07/01/2018
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,184	$ 12,786	$ 13,438			07/01/2018
3505	FIRE MARSHALL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
4095	NEIGHBORHOOD SAFETY DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,186	$ 13,847	$ 14,564	$ 15,256		07/01/2018
4105	POLICE CHIEF	EXEMPT MGMT	5.7	$ 13,572				$ 20,833	08/01/2020
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,304	$ 11,865	$ 12,459	$ 13,070		07/01/2018
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,381	$ 8,764	$ 9,222	$ 9,668		07/01/2018
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 9,973	$ 10,441	$ 10,979	$ 11,519		07/01/2018
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4148	RENT BOARD GENERAL COUNSEL	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9	$ 1,703	$ 1,786	$ 1,876	$ 1,969	$ 2,069	07/01/2015
4138	RESIDENT SVCS ADMIN OFFICER	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	11/02/2021
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	11/02/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.54	$ 16.31	$ 17.12			01/01/2022
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE II/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.54	$ 16.31	$ 17.12	$ 17.97	$ 18.86	01/01/2022
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1570	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015

NOTES:

1/1/2022 - Update as per the City of Richmond local minimum wage ordinance (Ordinance No. 15-17 N.S. amending Municipal Code Chapter 7.108). The local minimum wage increased to $15.54 per hour effective January 1, 2022.

CITY OF Richmond CALIFORNIA

City of Richmond Salary Schedule

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1000	ACCOUNTANT I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1005	ACCOUNTANT II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
1009	ACCOUNTING ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1010	ACCOUNTING ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2000	ACCOUNTING MANAGER	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1015	ADMINISTRATIVE AIDE	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
4000	ADMINISTRATIVE CHIEF	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1025	ADMINISTRATIVE TRAINEE	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1030	AQUATIC SPECIALIST	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
4005	ASSISTANT CITY ATTORNEY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4070	ASSISTANT CITY MANAGER	UNREPRESENTED	5.5	$ 12,338				$ 19,640	08/01/2020
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	$ 5,658	$ 5,900	$ 6,211	$ 6,520	$ 6,814	07/01/2015
4008	ASSISTANT POLICE CHIEF	EXEMPT MGMT	5.5	$ 12,338				$ 19,640	08/01/2020
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
1040	ASST POLICE PROPERTY TECH	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	$ 10,075	$ 10,580	$ 11,109	$ 11,664	$ 12,248	07/01/2015
1051	AUDIT ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1052	AUDIT ASSISTANT II	General Employees	30	$ 4,036	$ 4,238	$ 4,451	$ 4,674	$ 4,909	07/01/2015
2038	AUDIT MANAGER	Mid-Management	052D	$ 6,178	$ 6,474	$ 6,800	$ 7,131	$ 7,479	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1054	AUDITORIUM LEADWORKER	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1056	AUDITORIUM WORKER	General Employees	129A	$ 4,595	$ 4,800	$ 5,013			07/01/2015
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	$ 12,231	$ 12,869	$ 13,519			11/01/2021
2041	BENEFITS ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	$ 4,159	$ 4,321	$ 4,496	$ 4,687	$ 4,878	07/01/2015
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2045	BUDGET ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2050	BUDGET ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1060	BUILDING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	$ 7,499	$ 7,855	$ 8,241	$ 8,640	$ 9,067	07/01/2015
2065	BUILDING OFFICIAL	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
1064	BUILDING TRADES WORKER I	General Employees	051A	$ 4,956	$ 5,196	$ 5,456			07/01/2015
1065	BUILDING TRADES WORKER II	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1066	BUILDING TRADES WORKER III	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2069	BUSINESS ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2070	BUSINESS ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2071	BUSINESS ASST OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	$ 4,868	$ 5,085	$ 5,310	$ 5,532	$ 5,798	07/01/2015
1075	BUYER I	General Employees	043H	$ 5,148	$ 5,375	$ 5,614	$ 5,873	$ 6,145	07/01/2015
1076	BUYER II	General Employees	052D	$ 6,182	$ 6,478	$ 6,804	$ 7,134	$ 7,483	07/01/2015
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2096	CABLE TELEVISION MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	08/05/2020
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	$ 3,205	$ 3,371	$ 3,538	$ 3,715	$ 3,912	07/01/2015
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1085	CARPENTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2105	CHIEF ACCOUNTANT	Mid-Management	72	$ 8,686	$ 9,122	$ 9,578	$ 10,056	$ 10,559	07/01/2015
1088	CHIEF ASSISTANT CITY ATTORNEY	UNREPRESENTED	5.1	$ 10,728				$ 17,078	11/23/2021
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2103	CHIEF OF HSNG DEVELOPMENT	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1089	CHIEF OF PARTY	General Employees	052A	$ 5,770	$ 6,049	$ 6,351	$ 6,661	$ 6,987	07/01/2015
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	$ 8,711	$ 9,145	$ 9,595	$ 10,042	$ 10,534	07/01/2015
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
4015	CITY ATTORNEY	UNREPRESENTED	5.5	$ 12,338				$ 19,640	08/01/2020
4020	CITY CLERK	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
1091	CITY CLERK ASSISTANT	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1090	CITY CLERK TECHNICIAN	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
4025	CITY ENGINEER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
4030	CITY MANAGER	UNREPRESENTED	7.1	$ 14,805				$ 23,567	08/01/2020
4032	CITY PROSECUTER	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
1092	CLAIMS ASSISTANT I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1093	CLAIMS ASSISTANT II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	$ 6,946	$ 7,292	$ 7,658	$ 8,040	$ 8,443	07/01/2015
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
4035	COM& ECONOMIC DEV AGENCY DIR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
1129	COM DEV CONSTRUCTION RP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1130	COM DEV CONSTRUCTION RP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1115	COMB. WELDER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	$ 7,115	$ 7,470	$ 7,808	$ 8,186	$ 8,598	07/01/2015
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
1120	COMMUNICATIONS DISPATCHER I	General Employees	032C	$ 4,694	$ 4,875	$ 5,074	$ 5,290	$ 5,503	07/01/2015
1125	COMMUNICATIONS DISPATCHER II	General Employees	041C	$ 5,628	$ 5,851	$ 6,114	$ 6,388	$ 6,677	07/01/2015
1126	COMMUNICATIONS DISPATCHER III	General Employees	051C	$ 7,011	$ 7,361	$ 7,729	$ 8,116	$ 8,522	01/16/2021

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	$ 4,500	$ 4,702	$ 4,910	$ 5,115	$ 5,360	07/01/2015
1131	COMMUNITY ENGAGEMENT MANAGER	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	11/23/2021
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1134	COMMUNITY SERVICES TECH II	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4080	CONF INVEST & APPEALS OFFICER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	$ 6,322	$ 6,651	$ 6,979	$ 7,328	$ 7,694	07/01/2015
1136	CONSTRUCTION ASSISTANT	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1137	CONSTRUCTION INSPECTOR I	General Employees	49	$ 5,243	$ 5,487	$ 5,724	$ 6,019	$ 6,317	07/01/2015
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	$ 5,830	$ 6,113	$ 6,417	$ 6,729	$ 7,061	07/01/2015
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2173	COORDINATOR NEIG SVCS	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
6000	COUNCILMEMBER	City Council		$ 1,402.50				$ 1,402.50	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
2175	CRIME ANALYST	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	$ 4,849	$ 5,054	$ 5,256	$ 5,494	$ 5,738	07/01/2015
1142	CRIME SCENE TECHNICIAN	General Employees	042A	$ 4,727	$ 4,940	$ 5,159	$ 5,377	$ 5,577	07/01/2015
1143	CURATOR'S ASSISTANT	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	$ 5,885	$ 6,168	$ 6,477	$ 6,792	$ 7,125	07/01/2015
2178	DATA APPLICATION MGR	Mid-Management	069F	$ 9,321	$ 9,787	$ 10,278	$ 10,792	$ 11,333	07/01/2015
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	$ 8,978	$ 9,428	$ 9,893	$ 10,383	$ 10,890	05/01/2020
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4040	DEPUTY CITY ATTORNEY I	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
4041	DEPUTY CITY ATTORNEY II	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
1147	DEPUTY CITY CLERK	General Employees	052H	$ 6,238	$ 6,541	$ 6,866	$ 7,200	$ 7,555	08/05/2020
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4044	DEPUTY CITY MANAGER	EXEMPT MGMT	5.5	$ 12,338				$ 19,640	08/01/2020
1148	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
4046	DEPUTY DIR COM SERVICES - LIBRARY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
4047	DEPUTY DIR COM SERVICES - RECREATION	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
4051	DEPUTY DIR PW CITY ENGINEER	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	11/23/2021
2197	DEPUTY DIR PW OPER/MTCE	Mid-Management	070D	$ 9,535	$ 10,013	$ 10,499	$ 10,991	$ 11,532	07/01/2015
2190	DEPUTY DIRECTOR BUD & FIN SERV	Mid-Management	069H	$ 9,398	$ 9,868	$ 10,361	$ 10,879	$ 11,422	07/01/2015
4042	DEPUTY DIRECTOR RENT PROGRAM	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
4043	DEPUTY FIRE CHIEF	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
3000	DEPUTY FIRE MARSHALL	IAFF Fire Fighters	225	$ 13,408	$ 14,078	$ 14,782			07/24/2019
4045	DEPUTY POLICE CHIEF	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
2198	DEV & CAP PROG MGR	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4048	DIR INFRASTRUCTURE&MAINT OPS	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4049	DIR OF WATER RESOURCE RECOVERY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	EXEMPT MGMT	5.2	$ 11,801				$ 18,785	08/01/2020
4037	DIRECTOR OF COMMUNITY SERVICES	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4010	DIRECTOR OF FINANCE	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4071	DIRECTOR OF HUMAN RESOURCES	UNREPRESENTED	5.1	$ 10,728				$ 17,078	08/01/2020
4145	DIRECTOR OF INFORMATION TECHNOLOGY	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
4127	DIRECTOR OF PUBLIC WORKS	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
2211	ECON DEV MRKTG MGR	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	$ 9,076	$ 9,531	$ 10,006	$ 10,507	$ 11,033	07/01/2015
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1155	ELECTRICIAN	General Employees	141	$ 6,139	$ 6,443	$ 6,739			07/01/2015
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	$ 5,645	$ 5,903	$ 6,156	$ 6,418	$ 6,722	01/16/2021
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4050	EMPLOYMENT & TRAINING DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	$ 4,471	$ 4,694	$ 4,929	$ 5,175	$ 5,434	07/01/2015
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	$ 6,638	$ 6,970	$ 7,319	$ 7,685	$ 8,069	07/01/2015
2221	ENERGY CONVERSATION MGR	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
1168	ENGINEER I	General Employees	049E	$ 5,143	$ 5,393	$ 5,634	$ 5,934	$ 6,239	07/01/2015
1169	ENGINEER II	General Employees	53	$ 5,934	$ 6,239	$ 6,535	$ 6,862	$ 7,209	07/01/2015
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	$ 10,322	$ 10,837	$ 11,380	$ 11,950	$ 12,547	07/01/2015
1170	EQUIPMENT MECHANIC I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1175	EQUIPMENT MECHANIC II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1176	EQUIPMENT MECHANIC III	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1180	EQUIPMENT MECHANIC IV	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1185	EQUIPMENT OPERATOR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	$ 4,500	$ 4,725	$ 4,962			07/01/2015
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
4057	EXECUTIVE DIRECTOR RENT PRGRM	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1195	EXECUTIVE SECRETARY I	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
1200	EXECUTIVE SECRETARY II	General Employees	038D	$ 5,300	$ 5,564	$ 5,845	$ 6,137	$ 6,444	07/01/2015
2246	FACILITIES MGR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2255	FINANCE MANAGER	Mid-Management	064F	$ 8,296	$ 8,710	$ 9,145	$ 9,602	$ 10,082	07/01/2015
2248	FINANCE MANAGER I	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2249	FINANCE MANAGER II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2256	FINANCIAL ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	$ 8,117	$ 8,524	$ 8,950	$ 9,399	$ 9,868	07/01/2015
2257	FINANCIAL SVCS MGR	Mid-Management	064B	$ 7,518	$ 7,946	$ 8,375	$ 8,804	$ 9,231	07/01/2015
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
4060	FIRE CHIEF	EXEMPT MGMT	5.2	$ 11,801				$ 18,785	08/01/2020
3010	FIRE ENGINEER	IAFF Fire Fighters	205	$ 9,856	$ 10,343	$ 10,870			07/01/2018
3015	FIRE FIGHTER	IAFF Fire Fighters	200	$ 8,427	$ 8,837	$ 9,268	$ 9,744	$ 10,210	07/01/2018
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	$ 5,404					07/01/2018
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	$ 11,334	$ 11,894	$ 12,500			07/01/2018
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	$ 12,184	$ 12,786	$ 13,438			07/01/2018
3505	FIRE MARSHALL	Richmond Fire Mgmt	225D	$ 13,454	$ 14,152	$ 14,870			11/01/2021
1210	GARDENER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2260	GIS ADMINISTRATOR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2261	GRANTS MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1214	GRAPHIC ILLUSTRATOR	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1215	GROUNDSKEEPER/GARDENER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
2263	HARBOR ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
2264	HARBORMASTER	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
2265	HEAD OF REFERENCE	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
4062	HEARING EXAMINER	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2266	HOUSING ASSET MANAGER	Mid-Management	067D	$ 8,285	$ 8,702	$ 9,124	$ 9,575	$ 10,038	07/01/2015
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
4065	HOUSING DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1216	HOUSING FINANCE REP I	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1217	HOUSING FINANCE REP II	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1218	HOUSING GROUNDSKEEPER	General Employees	124	$ 4,151	$ 4,325	$ 4,500			07/01/2015
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	$ 4,417	$ 4,595	$ 4,800			07/01/2015
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2269	HOUSING MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	11/23/2021
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1231	HOUSING REPHAB SPECIALIST	General Employees	52	$ 5,602	$ 5,873	$ 6,166	$ 6,467	$ 6,783	07/01/2015
1232	HOUSING REPRESENTATIVE I	General Employees	32	$ 3,685	$ 3,829	$ 3,983	$ 4,151	$ 4,325	07/01/2015
1233	HOUSING REPRESENTATIVE II	General Employees	48	$ 5,115	$ 5,360	$ 5,602	$ 5,873	$ 6,166	07/01/2015
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	$ 6,994	$ 7,323	$ 7,684	$ 8,056	$ 8,456	07/01/2015
4075	HR PERSONNEL OFFICER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	$ 7,323	$ 7,684	$ 8,056	$ 8,456	$ 8,880	07/01/2015
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	$ 11,580	$ 12,159	$ 12,767	$ 13,405	$ 14,076	12/01/2020
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	$ 8,154	$ 8,563	$ 8,979	$ 9,419	$ 9,864	07/01/2020
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	$ 10,020	$ 10,521	$ 11,049	$ 11,601	$ 12,183	08/05/2020
4084	INTERNAL AUDITOR	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
2285	INVESTMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1250	JAILER	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1253	JOB DEVELOPER	General Employees	51	$ 5,487	$ 5,724	$ 6,019	$ 6,317	$ 6,611	07/01/2015
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	$ 3,987	$ 4,142	$ 4,328	$ 4,502	$ 4,680	07/01/2015
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
4085	LABOR RELATIONS/TRAINING MGR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
1264	LEARNING CENTER MANAGER I	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
1265	LEARNING CENTER MANAGER II	General Employees	040B	$ 4,693	$ 4,927	$ 5,175	$ 5,434	$ 5,707	07/01/2015
2291	LEGAL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1266	LEGAL SECRETARY	General Employees	040C	$ 4,927	$ 5,174	$ 5,433	$ 5,704	$ 5,990	07/01/2015
1270	LIBRARIAN I	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1275	LIBRARIAN II	General Employees	046B	$ 5,543	$ 5,775	$ 6,047	$ 6,328	$ 6,628	07/01/2015
4090	LIBRARY & CULTURAL SVCS DIR	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1280	LIBRARY ASSISTANT I	General Employees	12	$ 3,612	$ 3,793	$ 3,983	$ 4,183	$ 4,391	07/01/2015
1285	LIBRARY ASSISTANT II	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
1286	LIBRARY ASSOCIATE	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
4092	LIBRARY/COMMUNITY SERVICES DIR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	$ 5,418	$ 5,648	$ 5,915	$ 6,184	$ 6,483	07/01/2015
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	$ 4,631	$ 4,828	$ 5,027	$ 5,230	$ 5,467	07/01/2015
1316	MAINTENANCE CLERK	General Employees	28	$ 3,399	$ 3,540	$ 3,685	$ 3,829	$ 3,983	07/01/2015
1300	MAINTENANCE LEAD WORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1318	MAINTENANCE MECHANIC I	General Employees	125A	$ 4,388	$ 4,571	$ 4,756			07/01/2015
1320	MAINTENANCE MECHANIC II	General Employees	132	$ 5,156	$ 5,371	$ 5,628			07/01/2015
1322	MAINTENANCE MECHANIC III	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1305	MAINTENANCE UTILITY WORKER	General Employees	119	$ 3,755	$ 3,914	$ 4,068			07/01/2015
1307	MAINTENANCE WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1309	MAINTENANCE WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2310	MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2309	MANAGEMENT ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1324	MARINA MAINTENANCE WORKER	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
2311	MARKETING MANAGER	Mid-Management	064A	$ 7,543	$ 7,905	$ 8,296	$ 8,711	$ 9,145	07/01/2015
2312	MARKETING SPECIALIST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
6005	MAYOR	City Council		$ 3,875				$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1311	MIS TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1314	MUSEUM CURATOR	General Employees	042B	$ 5,077	$ 5,307	$ 5,543	$ 5,775	$ 6,047	07/01/2015
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014A	$ 3,778	$ 3,967	$ 4,165	$ 4,375	$ 4,594	07/01/2015
4095	NEIGHBORHOOD SAFETY DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	$ 9,674	$ 10,158	$ 10,537	$ 11,199	$ 11,761	08/05/2020
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
1315	OFFICE ASSISTANT I	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
1317	OFFICE ASSISTANT II	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
2337	OFFICE ENGINEER	Mid-Management	061E	$ 7,443	$ 7,815	$ 8,206	$ 8,617	$ 9,048	07/01/2015
1319	OFFICE SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2339	ONS PROGRAM MANAGER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1321	PAINTER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
1323	PARATRANSIT ASSISTANT	General Employees	8	$ 3,455	$ 3,625	$ 3,806	$ 3,998	$ 4,197	07/01/2015
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	$ 5,950	$ 6,229	$ 6,498	$ 6,800	$ 7,115	07/01/2015
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	$ 4,970	$ 5,218	$ 5,480			07/01/2015
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
1329	PARKING ENF REPRESENTATIVE	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2350	PARKS SUPERVISOR	Mid-Management	135E	$ 6,068	$ 6,348	$ 6,621	$ 6,952	$ 7,300	07/01/2015
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
1333	PAYROLL COORDINATOR	General Employees	046A	$ 5,337	$ 5,560	$ 5,823	$ 6,088	$ 6,382	07/01/2015
1335	PAYROLL SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2354	PAYROLL SUPERVISOR	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
1337	PERMIT TECHNICIAN I	General Employees	14	$ 3,967	$ 4,165	$ 4,373	$ 4,594	$ 4,823	07/01/2015
1339	PERMIT TECHNICIAN II	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015
2355	PERSONNEL ANALYST I	Mid-Management	043E	$ 5,547	$ 5,809	$ 6,054	$ 6,337	$ 6,632	07/01/2015
2360	PERSONNEL ANALYST II	Mid-Management	055B	$ 6,211	$ 6,520	$ 6,814	$ 7,146	$ 7,505	07/01/2015
2362	PERSONNEL ASSISTANT	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	$ 7,832	$ 8,224	$ 8,636	$ 9,055	$ 9,520	07/01/2015
1035	PLANNER I	General Employees	043G	$ 5,055	$ 5,280	$ 5,513	$ 5,767	$ 6,036	07/01/2015
1050	PLANNER II	General Employees	052G	$ 6,287	$ 6,588	$ 6,919	$ 7,256	$ 7,610	07/01/2015
4103	PLANNING & BUILDING SERVICES DIRECTOR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
4102	PLANNING MANAGER	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
1340	PLANNING TECHNICIAN I	General Employees	028B	$ 4,221	$ 4,394	$ 4,574	$ 4,752	$ 4,945	07/01/2015
1341	PLANNING TECHNICIAN II	General Employees	036B	$ 4,945	$ 5,154	$ 5,367	$ 5,584	$ 5,837	07/01/2015
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	$ 9,880	$ 10,374	$ 10,895	$ 11,458	$ 12,004	07/01/2015
1326	POLICE ASSISTANT	General Employees	34	$ 4,331	$ 4,492	$ 4,657	$ 4,831	$ 5,032	07/01/2015
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	$ 13,186	$ 13,847	$ 14,564	$ 15,256		07/01/2018
4105	POLICE CHIEF	EXEMPT MGMT	5.7	$ 13,572				$ 20,833	08/01/2020
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	$ 11,304	$ 11,865	$ 12,459	$ 13,070		07/01/2018
5000	POLICE OFFICER	Richmond Police Officers	300	$ 8,381	$ 8,764	$ 9,222	$ 9,668		07/01/2018
1343	POLICE OFFICER TRAINEE	Richmond Police Officers	299	$ 4,000					07/01/2008
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1347	POLICE RECORDS SPECIALIST	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1349	POLICE REPORT TRANSCRIBER	General Employees	18	$ 3,974	$ 4,172	$ 4,381	$ 4,600	$ 4,829	07/01/2015
5005	POLICE SERGEANT	Richmond Police Officers	304	$ 9,973	$ 10,441	$ 10,979	$ 11,519		07/01/2018
2375	PORT ADMINISTRATOR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
4110	PORT DIRECTOR	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	08/01/2020
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2382	PORT TRAFFIC MANAGER	Mid-Management	58	$ 6,670	$ 6,994	$ 7,323	$ 7,684	$ 8,056	07/01/2015
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2390	PRINCIPAL PLANNER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
2392	PROCUREMENT ANALYST	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2394	PROGRAMMER ANALYST I	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
2395	PROGRAMMER ANALYST II	Mid-Management	63	$ 7,144	$ 7,501	$ 7,876	$ 8,269	$ 8,682	07/01/2015
2400	PROJECT COORDINATOR	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
4115	PROJECT MANAGER I	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
4120	PROJECT MANAGER II	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
4121	PROJECT MANAGER III	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	$ 6,065	$ 6,360	$ 6,680	$ 7,006	$ 7,347	07/01/2015
2401	PROPERTY MANAGER	Mid-Management	051D	$ 5,792	$ 6,040	$ 6,357	$ 6,674	$ 6,977	07/01/2015
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2402	PUBLIC SAFETY TECHNLGY SUPRVSR	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1328	PURCHASING ASSISTANT	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2412	PURCHASING MANAGER	Mid-Management	57	$ 6,861	$ 7,205	$ 7,565	$ 7,944	$ 8,340	07/01/2015
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2411	PW SUPERINTENDENT	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
4125	PWKS OPERATIONS & MAINT DIR	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4130	RECREATION DIRECTOR	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	$ 4,813	$ 5,008	$ 5,231	$ 5,463	$ 5,714	07/01/2015
2415	RECREATION SUPERVISOR	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015
4135	REDEVELOPMENT DIRECTOR	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2442	RENT BOARD GENERAL COUNSEL	EXEMPT MGMT	5.1	$ 10,728				$ 17,078	11/23/2021
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
1353	RESIDENT HOUSING MANAGER	General Employees	9	$ 1,703	$ 1,786	$ 1,876	$ 1,969	$ 2,069	07/01/2015
4138	RESIDENT SVCS ADMIN OFFICER	EXEMPT MGMT	2.1	$ 8,087				$ 12,873	08/01/2020
2450	REVENUE MANAGER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2455	RISK MANAGER	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1325	R-TRANSIT DRIVER	General Employees	850A	$ 2,926	$ 3,094	$ 3,226	$ 3,385	$ 3,556	07/01/2015
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	07/01/2015
1355	SECRETARY	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	$ 6,031	$ 6,331	$ 6,651	$ 6,984	$ 7,334	07/01/2015
1330	SECRETARY TO THE MAYOR	General Employees	038C	$ 4,806	$ 5,047	$ 5,300	$ 5,566	$ 5,845	07/01/2015
2465	SENIOR ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	$ 4,470	$ 4,693	$ 4,927	$ 5,175	$ 5,434	07/01/2015
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	$ 7,310	$ 7,675	$ 8,025	$ 8,412	$ 8,837	07/01/2015
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4140	SENIOR ASSISTANT CITY ATTORNEY	EXEMPT MGMT	4.1	$ 9,945				$ 15,830	08/01/2020
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1359	SENIOR BUILDING INSPECTOR	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2480	SENIOR BUYER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	07/01/2015
2485	SENIOR CIVIL ENGINEER	Mid-Management	064C	$ 8,617	$ 9,048	$ 9,499	$ 9,975	$ 10,474	07/01/2015
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1364	SENIOR ENGINEERING AIDE	General Employees	43	$ 4,595	$ 4,800	$ 5,013	$ 5,243	$ 5,487	07/01/2015
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	$ 4,800	$ 5,013	$ 5,243	$ 5,487	$ 5,724	07/01/2015
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	$ 4,274	$ 4,487	$ 4,710	$ 4,947	$ 5,194	07/01/2015
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	$ 6,112	$ 6,417	$ 6,729			07/01/2015
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	$ 6,763	$ 7,111	$ 7,467	$ 7,839	$ 8,231	07/01/2015
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2510	SENIOR PLANNER	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2433	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
4146	SENIOR RESIDENT HOUSING MANAGER	General Employees	545A	$ 3,538	$ 3,715	$ 3,904	$ 4,098	$ 4,304	01/16/2021
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1344	SEWER MTCE LEADWORKER	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1342	SEWER MTCE OPERATOR	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1346	SEWER MTCE WORKER I	General Employees	134	$ 5,115	$ 5,360	$ 5,602			07/01/2015
1348	SEWER MTCE WORKER II	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	$ 6,595	$ 6,880	$ 7,234			07/01/2015
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	$ 8,106	$ 8,506	$ 8,928	$ 9,370	$ 9,831	07/01/2015
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	$ 7,158	$ 7,496	$ 7,868	$ 8,247	$ 8,657	07/01/2015
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	$ 7,090	$ 7,446	$ 7,808	$ 8,190	$ 8,577	07/01/2015
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	$ 5,659	$ 5,932	$ 6,229	$ 6,531	$ 6,852	07/01/2015
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	$ 6,357	$ 6,674	$ 6,977	$ 7,315	$ 7,684	07/01/2015
4142	STAFF ATTORNEY RENT PROGRAM	EXEMPT MGMT	3.1	$ 9,024				$ 14,364	08/01/2020
1367	STATIONARY ENGINEER	General Employees	138	$ 5,830	$ 6,112	$ 6,417			07/01/2015
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	$ 6,829	$ 7,158	$ 7,496	$ 7,868	$ 8,247	07/01/2015
1350	STOREKEEPER	General Employees	38	$ 4,151	$ 4,325	$ 4,500	$ 4,702	$ 4,910	07/01/2015
2533	SUP HSNG MANAGER	Mid-Management	052H	$ 5,885	$ 6,171	$ 6,482	$ 6,798	$ 7,129	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Monthly)	Step 2 (Monthly)	Step 3 (Monthly)	Step 4 (Monthly)	Step 5 Max (Monthly)	Effective
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	$ 7,720	$ 8,097	$ 8,494	$ 8,919	$ 9,366	07/01/2015
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	$ 4,945	$ 5,187	$ 5,443	$ 5,727	$ 6,013	07/01/2015
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	$ 5,163	$ 5,400	$ 5,652	$ 5,895	$ 6,200	07/01/2015
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	$ 5,174	$ 5,417	$ 5,649	$ 5,914	$ 6,187	07/01/2015
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2541	TECH SUPPORT MANAGER	Mid-Management	66	$ 7,347	$ 7,715	$ 8,101	$ 8,506	$ 8,931	07/01/2015
2542	TECH SYSTEM MANAGER	Mid-Management	068F	$ 8,598	$ 9,027	$ 9,479	$ 9,954	$ 10,452	07/01/2015
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	$ 6,295	$ 6,610	$ 6,940	$ 7,287	$ 7,652	07/01/2015
1382	TELECOMMUNICATIONS MANAGER	Mid-Management	64	$ 7,684	$ 8,056	$ 8,456	$ 8,880	$ 9,322	01/16/2021
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	$ 5,553	$ 5,830	$ 6,111	$ 6,417	$ 6,738	07/01/2015
2543	TRAFFIC ENGINEER	Mid-Management	069D	$ 8,702	$ 9,124	$ 9,575	$ 10,038	$ 10,534	07/01/2015
1354	TRAFFIC TECHNICIAN	General Employees	44	$ 5,110	$ 5,337	$ 5,558	$ 5,824	$ 6,088	07/01/2015
1356	TREATMENT PLANT CHEMIST	General Employees	054B	$ 6,112	$ 6,417	$ 6,730	$ 7,058	$ 7,392	07/01/2015
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	$ 5,279	$ 5,513	$ 5,745	$ 6,011	$ 6,292	07/01/2015
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	$ 6,763	$ 7,089	$ 7,442			07/01/2015
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	$ 6,329	$ 6,621	$ 6,913			07/01/2015
1372	TREATMENT PLANT OPERATOR	General Employees	133D	$ 5,302	$ 5,546	$ 5,805			07/01/2015
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	$ 6,957	$ 7,304	$ 7,660	$ 8,032	$ 8,412	07/01/2015
1371	TREE LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1374	URBAN PLANNER	General Employees	059A	$ 6,620	$ 6,943	$ 7,292	$ 7,644	$ 8,012	07/01/2015
1373	UTILITY LEADWORKER	General Employees	135A	$ 5,456	$ 5,708	$ 5,955			07/01/2015
1375	UTILITY WORKER I	General Employees	125	$ 4,240	$ 4,417	$ 4,595			07/01/2015
1377	UTILITY WORKER II	General Employees	129	$ 4,781	$ 4,996	$ 5,216			07/01/2015
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	$ 4,589	$ 4,787	$ 4,985	$ 5,187	$ 5,421	07/01/2015
2546	WASTE WATER MTC SUP	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	$ 6,958	$ 7,298	$ 7,638	$ 8,018	$ 8,406	07/01/2015
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	$ 9,802	$ 10,293	$ 10,807	$ 11,347	$ 11,915	07/01/2015
2548	WEB COORDINATOR	Mid-Management	068E	$ 8,108	$ 8,514	$ 8,938	$ 9,386	$ 9,855	07/01/2015
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	$ 4,436	$ 4,657	$ 4,889	$ 5,134	$ 5,392	07/01/2015
2549	WHARFINGER	Mid-Management	141D	$ 6,644	$ 6,977	$ 7,298			07/01/2015
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	$ 4,650	$ 4,837	$ 5,055	$ 5,278	$ 5,499	07/01/2015
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	$ 5,818	$ 6,084	$ 6,345	$ 6,614	$ 6,928	07/01/2015
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	$ 6,814	$ 7,146	$ 7,505	$ 7,868	$ 8,245	07/01/2015
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	$ 4,972	$ 5,307	$ 5,483	$ 5,758	$ 6,048	07/01/2015
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	$ 5,335	$ 5,601	$ 5,881	$ 6,175	$ 6,483	07/01/2015
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	$ 4,910	$ 5,115	$ 5,360	$ 5,602	$ 5,873	07/01/2015

Job Class	Job Description	Unit Description	Grade	Step 1 Min (Hourly)	Step 2 (Hourly)	Step 3 (Hourly)	Step 4 (Hourly)	Step 5 Max (Hourly)	Effective
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	$ 15.54	$ 17.20	$ 18.81	$ 20.51	$ 22.07	07/01/2015
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	$ 16.64					07/01/2015
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	$ 16.64	$ 17.48				07/01/2015
1805	AUDITORIUM AIDE III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	410C	$ 31.37	$ 32.62	$ 34.08	$ 35.61	$ 37.22	10/01/2019
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	$ 25.38	$ 26.40	$ 27.56	$ 28.76	$ 30.12	07/01/2015
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	$ 17.55	$ 18.43	$ 19.36			07/01/2015
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	$ 15.21	$ 15.97	$ 16.76			01/01/2021
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	$ 16.64	$ 17.48	$ 18.36			07/01/2015
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	$ 16.64	$ 17.48	$ 18.36	$ 19.27		07/01/2015
1880	MAINTENANCE AIDE II/III	Part-Time & Intermittent	879	$ 15.23	$ 16.12	$ 17.00	$ 17.90	$ 18.79	01/01/2021
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	$ 16.64					07/01/2015
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	$ 15.21	$ 15.97	$ 16.76	$ 17.59	$ 18.46	01/01/2021
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	$ 16.64					07/01/2015
1882	PARK STEWARD/III	Part-Time & Intermittent	879	$ 15.23	$ 16.12	$ 17.00	$ 17.90	$ 18.79	01/01/2021
1840	POLICE CADET G/III	Part-Time & Intermittent	503	$ 15.21	$ 15.97	$ 16.76	$ 17.59	$ 18.46	01/01/2021
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	$ 26.96	$ 28.18	$ 29.43	$ 30.62	$ 32.09	07/01/2015
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	$ 18.43					07/01/2015
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	$ 15.21	$ 15.97	$ 16.76	$ 17.59	$ 18.46	01/01/2021
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015
1570	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	$ 19.27	$ 20.24	$ 21.23	$ 22.31	$ 23.42	07/01/2015
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	$ 16.64					07/01/2015
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	$ 16.64	$ 17.48	$ 18.36	$ 19.27	$ 20.25	07/01/2015