

RESOLUTION NO. 114-23

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
AMENDING THE CITY'S ADOPTED SALARY SCHEDULE**

WHEREAS, the Human Resources Department maintains the classification and salary schedule on behalf of the City; and

WHEREAS, the City contracted with The Segal Group, Inc. ("Segal") on April 21, 2020, to conduct a comprehensive classification and compensation study to yield recommended classification specifications and a proposed competitive salary structure; and

WHEREAS, Segal completed its study in 2022 recommending the establishment of a new salary structure and updates to job descriptions, including new and retitled positions; and

WHEREAS, the City has negotiated in good faith with representatives from Service Employees International Union (SEIU) Local 1021 General Employees, International Federation of Professional and Technical Engineers (IFPTE) Local 21 Mid-Management Bargaining Unit, and IFPTE Local 21 Executive Management Unit, regarding the implementation of the study, pursuant to reopener clauses in their respective Memorandum of Understanding; and

WHEREAS, the parties have agreed to the establishment of the updated wage structure via contract amendments presented and adopted by City Council (resolutions 44-23, 51-23, and 54-23); and

WHEREAS, the City now wishes to amend the salary schedule and such amendments are supported by the City Manager.

NOW THEREFORE, BE IT RESOLVED, that effective November 1, 2023, the Salary Schedule is hereby revised as shown in Attachment A and the Director of Human Resources shall publicly post the revised Salary Schedule.

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 24, 2023, by the following vote:

AYES: Councilmembers Bana, Robinson, Willis, Zepeda, Vice Mayor McLaughlin, and Mayor Martinez.
NOES: None.
ABSTENTIONS: None.
ABSENT: Councilmember 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. 114-23**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on October 24, 2023.

Certified as a True Copy

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND, CALIFORNIA
BY *Roberto Linder*
ASSISTANT

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
ACCOUNTANT I	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
ACCOUNTANT II	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
ACCOUNTING ASSISTANT	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
ACCOUNTING MANAGER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
ADMINISTRATIVE ANALYST	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
ADMINISTRATIVE ASSISTANT	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
ADMINISTRATIVE CHIEF	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
ADMINISTRATIVE TRAINEE	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
AQUATIC SPECIALIST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
ARTS AND CULTURE MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
ASSISTANT CITY ATTORNEY	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
ASSISTANT CITY ENGINEER	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
ASSISTANT ENGINEER	General Employees	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
ASSISTANT PLANNER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
ASSISTANT POLICE CHIEF	Executive Management	\$ 17,950.88				\$ 22,438.58	11/01/2023
ASSISTED HOUSING MANAGER	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
ASSOCIATE ADMIN ANALYST	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ASSOCIATE CIVIL ENGINEER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
ASSOCIATE MANAGEMENT ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
ASSOCIATE PLANNER	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ASST POLICE PROPERTY TECH	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
AUDITORIUM LEADWORKER	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
BATTALION CHIEF	Richmond Fire Mgmt	\$ 12,725.14	\$ 13,388.90	\$ 14,065.16			07/01/2023
BLDG MAINTENANCE SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
BUDGET ADMINISTRATOR	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
BUDGET ANALYST I	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
BUDGET ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
BUILDING INSPECTOR	General Employees	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
BUILDING INSPECTOR SUPERVISOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
BUILDING OFFICIAL	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
BUILDING TRADES WORKER I	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
BUILDING TRADES WORKER II	General Employees	\$ 6,366.64	\$ 6,674.18	\$ 7,007.42			07/01/2023
BUILDING TRADES WORKER, SENIOR	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
BUSINESS LICENSE FIELD INVEST.	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
BUSINESS LICENSE SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
BUSINESS SERVICES SPECIALIST	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
BUSINESS SYSTEMS ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
BUSINESS SYSTEMS ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
BUYER I	General Employees	\$ 5,621.28	\$ 5,869.50	\$ 6,130.40	\$ 6,413.02	\$ 6,710.12	07/01/2023
BUYER II	General Employees	\$ 6,750.40	\$ 7,073.48	\$ 7,430.10	\$ 7,790.08	\$ 8,171.60	07/01/2023
CABLE TELEVISION MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
CABLE TV ENGINEERING SPPT ASST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
CABLE TV ENGRG COORDINATOR	Mid-Management	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
CABLE TV PGMMING COORDINATOR	Mid-Management	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
CABLE TV PROD SUPPORT ASST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
CAPITAL PROJECTS MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
CARPENTER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
CCTV WIRELESS&SYS SPECIALIST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
CHIEF ACCOUNTANT	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	\$ 17,950.88				\$ 22,438.58	11/01/2023
CITY ATTORNEY	Unrepresented Exec Mgmt	\$ 12,954.90				\$ 20,622.00	01/01/2023
CITY CLERK	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CITY MANAGER	Unrepresented Exec Mgmt	\$ 15,693.30				\$ 26,058.34	01/01/2023
CIRCULATION SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
CODE ENFORCEMENT MANAGER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
CODE ENFORCEMENT OFFICER I	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
CODE ENFORCEMENT OFFICER II	General Employees	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
CODE ENFORCEMENT SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
COMB. EQUIP MECHANIC LEAD WKR	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
COMB. EQUIPMENT MECHANIC	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
COMM SHIFT SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
COMMUNICATIONS CALL TAKER	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
COMMUNICATIONS CENTER MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
COMMUNICATIONS DISPATCHER I	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
COMMUNICATIONS DISPATCHER II	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
COMMUNICATIONS DISPATCHER III	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
COMMUNITY ENGAGEMENT MANAGER	Executive Management	\$ 8,491.35				\$ 13,516.65	01/01/2023
COMMUNITY SERVICES PGM MANAGER	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
COMMUNITY SERVICES TECHNICIAN	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
COMPLIANCE SPECIALIST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CONF INVEST & APPEALS OFFICER	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
CONSTRUCTION INSPECTOR I	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
CONSTRUCTION INSPECTOR II	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
COUNCILMEMBER	City Council	\$ 1,402.50				\$ 1,402.50	07/31/2007

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
CRIME ANALYSIS TECHNICIAN	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CRIME ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
CRIME PREVENTION MANAGER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
CRIME PREVENTION SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
CRIME SCENE TECHNICIAN	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	\$ 6,426.10	\$ 6,735.48	\$ 7,073.34	\$ 7,416.32	\$ 7,780.16	07/01/2023
DEPUTY BUILDING OFFICIAL	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
DEPUTY CITY ATTORNEY	Executive Management	\$ 11,202.70				\$ 13,616.94	11/01/2023
DEPUTY CITY CLERK	General Employees	\$ 6,811.90	\$ 7,142.78	\$ 7,497.68	\$ 7,862.40	\$ 8,250.06	07/01/2023
DEPUTY CITY MANAGER	Executive Management	\$ 18,848.46				\$ 23,560.52	11/01/2023
DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAININ	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR COM SERVICES - ONS	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR COM SERVICES - RECREATION	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIRECTOR OF FINANCE	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR PW CITY ENGINEER	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR PW OPER/MTCE	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIRECTOR RENT PROGRAM	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY FIRE CHIEF	Executive Management	\$ 17,950.88				\$ 22,438.58	11/01/2023
DEPUTY FIRE MARSHAL	IAFF Fire Fighters	\$ 14,088.92	\$ 14,793.62	\$ 15,533.36			07/01/2023
DEPUTY POLICE CHIEF	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEVELOPMENT PROJECT MANAGER I	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
DEVELOPMENT PROJECT MANAGER II	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	\$ 17,950.88				\$ 22,438.58	11/01/2023
DIRECTOR OF COMMUNITY SERVICES	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF FINANCE	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF PUBLIC WORKS	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DUPLICATING MAIL SPECIALIST	General Employees	\$ 4,339.44	\$ 4,556.10	\$ 4,783.76	\$ 5,023.00	\$ 5,273.66	07/01/2023
ECONOMIC DEV ADMINISTRATOR	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ELECTRICAL SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
ELECTRICIAN I	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
ELECTRICIAN II	General Employees	\$ 6,654.64	\$ 7,005.18	\$ 7,374.28	\$ 7,739.00	\$ 8,095.00	07/01/2023
EMERGENCY SERVICES ANALYST	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
EMERGENCY SERVICES MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
EMPLOYEE BENEFITS ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
ENVIRONMENTAL COMPLIANCE INSP	General Employees	\$ 6,864.96	\$ 7,194.32	\$ 7,555.56	\$ 7,923.28	\$ 8,310.20	07/01/2023
ENVIRONMENTAL MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
EQUIPMENT MECHANIC I	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
EQUIPMENT MECHANIC II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
EQUIPMENT MECHANIC, SENIOR	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
EQUIPMENT OPERATOR	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
EQUIPMENT PARTS SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
EQUIPMENT PARTS STOREKEEPER	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
EQUIPMENT SERV SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
EQUIPMENT SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
EXECUTIVE ASSISTANT I	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
EXECUTIVE ASSISTANT II	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
EXECUTIVE ASST TO THE CITY MGR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
FACILITIES MAINTENANCE WORKER I	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
FACILITIES MAINTENANCE WORKER II	General Employees	\$ 5,220.82	\$ 5,456.02	\$ 5,695.56			07/01/2023
FAMILY LITERACY SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
FINANCE MANAGER I	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
FINANCE MANAGER II	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
FIRE CAPTAIN	IAFF Fire Fighters	\$ 11,909.74	\$ 12,498.06	\$ 13,135.54			07/01/2023
FIRE CHIEF	Executive Management	\$ 18,848.46				\$ 23,560.52	11/01/2023
FIRE ENGINEER	IAFF Fire Fighters	\$ 10,356.76	\$ 10,868.46	\$ 11,422.08			07/01/2023
FIRE FIGHTER	IAFF Fire Fighters	\$ 8,854.90	\$ 9,286.28	\$ 9,739.02	\$ 10,238.80	\$ 10,728.92	07/01/2023
FIRE FIGHTER TRAINEE	IAFF Fire Fighters	\$ 5,678.98					07/01/2023
FIRE INSPECTOR I	IAFF Fire Fighters	\$ 11,909.74	\$ 12,498.06	\$ 13,135.54			07/01/2023
FIRE INSPECTOR II	IAFF Fire Fighters	\$ 12,802.62	\$ 13,436.00	\$ 14,120.28			07/01/2023
FIRE MARSHAL	Richmond Fire Mgmt	\$ 13,997.54	\$ 14,723.62	\$ 15,470.74			07/01/2023
GARDENER	General Employees	\$ 5,220.82	\$ 5,456.02	\$ 5,695.56			07/01/2023
GENERAL COUNSEL RENT PROGRAM	Executive Management	\$ 11,264.40				\$ 17,931.90	01/01/2023
GIS ADMINISTRATOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
GROUNDSKEEPER	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
HEAD OF REFERENCE	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
HEARING EXAMINER RENT PROGRAM	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
HOUSING ASSISTANCE REPRESENTATIVE	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
HOUSING FINANCE REPRESENTATIVE	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
HOUSING MANAGER	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
HOUSING PROGRAM SPECIALIST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
HOUSING PROGRAM SPEC, SENIOR	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
HOUSING PROGRAMS ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
HOUSING REPRESENTATIVE	General Employees	\$ 5,585.72	\$ 5,852.60	\$ 6,117.84	\$ 6,412.92	\$ 6,733.78	07/01/2023
HOUSING SERVICES SUPERVISOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
HUMAN RESOURCES ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
HUMAN RESOURCES ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
HUMAN RESOURCES ANALYST SENIOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
HUMAN RESOURCES MANAGER	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
HUMAN RESOURCES TECHNICIAN I	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
HUMAN RESOURCES TECHNICIAN II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
HUMAN RESOURCES TECHNICIAN III	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
INDUSTRIAL BUILDING INSPECTOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
INFORMATION TECHNOLOGY ASST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
INFORMATION TECHNOLOGY MGR	Mid-Management	\$ 10,941.84	\$ 11,488.94	\$ 12,065.50	\$ 12,668.30	\$ 13,303.84	07/01/2023
INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
INFRASTRUCTURE ADMINISTRATOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
JAILER	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
JUNIOR ENGINEER	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
LAW OFFICE SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
LEAD POLICE RECORDS SPECIALIST	General Employees	\$ 5,362.12	\$ 5,585.72	\$ 5,852.60	\$ 6,117.84	\$ 6,412.92	07/01/2023
LEARNING CENTER COORDINATOR	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
LIBRARIAN I	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
LIBRARIAN II	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
LIBRARY ASSISTANT I	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
LIBRARY ASSISTANT II	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
LIBRARY ASSOCIATE	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
LIBRARY INFO SYSS SUP TECH	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
LIBRARY SERVICES MGR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
LITERACY PROGRAM MANAGER	Mid-Management	\$ 7,283.68	\$ 7,637.38	\$ 7,996.88	\$ 8,390.82	\$ 8,796.64	07/01/2023
MAINTENANCE LEAD WORKER	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
MAINTENANCE MECHANIC I	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
MAINTENANCE MECHANIC II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
MAINTENANCE WORKER I	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
MAINTENANCE WORKER II	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
MANAGEMENT ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
MAYOR	City Council	\$ 3,875.00				\$ 3,875.00	09/11/2007

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
MIS TECHNICIAN	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
NEIGHBORHOOD CHANGE AGENT	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
NETWORK & SYSTEMS ENGINEER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
NETWORK & SYSTEMS SECURITY OFI	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
NETWORK & SYSTEMS SPEC I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
NETWORK & SYSTEMS SPEC II	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
OFFICE ASSISTANT	General Employees	\$ 4,332.48	\$ 4,548.26	\$ 4,775.16	\$ 5,016.44	\$ 5,266.50	07/01/2023
OFFICE SPECIALIST	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
ONS FIELD COORDINATOR	General Employees	\$ 6,750.40	\$ 7,073.48	\$ 7,430.10	\$ 7,790.08	\$ 8,171.60	07/01/2023
ONS PROGRAM MANAGER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PAINTER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
PARALEGAL	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
PARKING ENF REPRESENTATIVE	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
PARKS CONSTRUCTION & MAINT WKR	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
PARKS SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PAYROLL COORDINATOR	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
PAYROLL MANAGER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
PAYROLL SPECIALIST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
PERMIT TECHNICIAN I	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
PERMIT TECHNICIAN II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
PLAN CHECKING ENGINEER	Mid-Management	\$ 8,553.02	\$ 8,981.14	\$ 9,430.88	\$ 9,887.74	\$ 10,396.22	07/01/2023
PLANNING MANAGER	Executive Management	\$ 10,442.25				\$ 16,621.50	01/01/2023
PLANNING TECHNICIAN I	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
PLANNING TECHNICIAN II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
POLICE ADMINISTRATIVE MANAGER	Mid-Management	\$ 10,789.38	\$ 11,328.60	\$ 11,897.00	\$ 12,512.48	\$ 13,108.18	07/01/2023
POLICE ASSISTANT	General Employees	\$ 4,729.56	\$ 4,905.06	\$ 5,085.78	\$ 5,275.88	\$ 5,494.74	07/01/2023
POLICE CAPTAIN	Richmond Police Mgmt	\$ 15,115.60	\$ 15,873.38	\$ 16,695.70	\$ 17,488.94		01/01/2023
POLICE CHIEF	Executive Management	\$ 18,848.46				\$ 23,560.52	11/01/2023
POLICE LIEUTENANT	Richmond Police Mgmt	\$ 12,957.80	\$ 13,600.96	\$ 14,281.90	\$ 14,982.24		01/01/2023
POLICE OFFICER	Richmond Police Officers	\$ 9,159.18	\$ 9,577.88	\$ 10,078.46	\$ 10,565.06		07/01/2023
POLICE OFFICER TRAINEE	Unrepresented	\$ 6,977.88					07/01/2023
POLICE PROPERTY TECHNICIAN	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
POLICE RECORDS & PROPERTY MGR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
POLICE RECORDS SPECIALIST	General Employees	\$ 4,667.56	\$ 4,899.86	\$ 5,143.84	\$ 5,401.72	\$ 5,671.60	07/01/2023
POLICE SERGEANT	Richmond Police Officers	\$ 10,898.54	\$ 11,410.32	\$ 11,998.56	\$ 12,588.56		07/01/2023
PORT DIRECTOR	Executive Management	\$ 11,264.40				\$ 17,931.90	01/01/2023
PORT MARKETING/OPERATIONS MGR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
PRINCIPAL PLANNER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
PROGRAMMER ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
PROGRAMMER ANALYST II	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
PROJECT COORDINATOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
PROJECT MANAGER I	Executive Management	\$ 11,202.70				\$ 13,616.94	11/01/2023
PROJECT MANAGER II	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
PROJECT MANAGER III	Executive Management	\$ 13,663.30				\$ 16,607.82	11/01/2023
PROP MAINT&HOUSING INSPECTOR	General Employees	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
PURCHASING ASSISTANT	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
PW ADMINISTRATIVE MANAGER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
PW FACILS MAINT SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PW STRTS MAINT SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
RECREATION PROGRAM COORDINATOR	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
RECREATION SUPERVISOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
REGISTRATION SPECIALIST	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
RENT PROGRAM SVCS ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
RENT PROGRAM SVCS ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
RESIDENT HOUSING MANAGER	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
RISK MANAGER	Executive Management	\$ 13,663.30				\$ 16,607.82	11/01/2023
R-TRANSIT ASSISTANT	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
R-TRANSIT DRIVER	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
R-TRANSIT DRIVER LEADWORKER	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
SENIOR ACCOUNTANT	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR ADMINISTRATIVE ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR ASSISTANT CITY ATTORNEY	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
SENIOR BUDGET ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR BUILDING INSPECTOR	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
SENIOR BUYER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR CABLE TV PROD ASSISTANT	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
SENIOR CIVIL ENGINEER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
SENIOR ELECTRICIAN	General Employees	\$ 8,207.48	\$ 8,595.14	\$ 9,021.02	\$ 9,455.62	\$ 9,926.28	07/01/2023
SENIOR LIBRARY ASSISTANT	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
SENIOR MAINTENANCE MECHANIC	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
SENIOR MANAGEMENT ANALYST	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
SENIOR PLANNER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
SENIOR PROGRAMMER ANALYST	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
SENIOR PROPERTY MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR RESIDENT HOUSING MANAGER	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
SR BUSINESS ASSISTANCE OFFICER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
SR EMPLOYEE BENEFITS ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SR ENVIRON COMPLIANCE INSPECT	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
STAFF ATTORNEY RENT PROGRAM	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
STATIONARY ENGINEER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
STATIONARY ENGINEER SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
STREETS SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SYSTEMS ADMINISTRATOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
TELECOMMUNICATIONS COORDINATOR	Mid-Management	\$ 8,390.82	\$ 8,796.64	\$ 9,234.14	\$ 9,696.72	\$ 10,179.58	07/01/2023
TELEPHONE RADIO SPECIALIST	General Employees	\$ 6,064.04	\$ 6,366.84	\$ 6,673.42	\$ 7,007.42	\$ 7,358.42	07/01/2023
TREE LEADWORKER	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
UTILITY LEADWORKER	General Employees	\$ 5,958.28	\$ 6,233.16	\$ 6,502.64			07/01/2023
VOL TUTOR / LEARNER COORDINATR	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
WEB COORDINATOR	Mid-Management	\$ 8,854.08	\$ 9,296.78	\$ 9,760.82	\$ 10,249.66	\$ 10,761.38	07/01/2023
WORKFORCE COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
WORKFORCE PROGRAM MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
WORKFORCE PROGRAM SPECIALIST	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
WORKFORCE SPECIALIST I	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
WORKFORCE SPECIALIST II	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023

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

Rev. 10/17/23 [a]: 2% increase for Richmond Fire Management unit retroactive to 1/1/23; 13.5% increase for Richmond Police Management unit retroactive to 1/1/23

Rev. 10/17/23 [b]: 2% increase for Richmond Fire Management unit retroactive to 7/1/23

Rev. 11/1/23: Various adjustments approved via City Council resolution for implementation of compensation study results.

Job Class	Job Description	Unit Description	Grade	Step 1 Min	Step 2	Step 3	Step 4	Step 5 Max	Effective
				(Hourly)	(Hourly)	(Hourly)	(Hourly)	(Hourly)	
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