

RESOLUTION NO. 8-26

**RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA,
APPROVING 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 07/01/2025
2. Citywide Salary Schedule – Revised 08/26/2025
3. Citywide Salary Schedule – Revised 08/16/2025
4. Citywide Salary Schedule – Revised 12/2/2025
5. Citywide Salary Schedule – Revised 12/16/2025
6. Citywide Salary Schedule – Revised 01/01/2026

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 January 27, 2026, by the following vote:

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

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND

Approved: (SEAL)

EDUARDO MARTINEZ
Mayor

Approved as to form:

SHANNON MOORE
Interim 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. 8-26**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on January 27, 2026.


Pamela Christian, Clerk of the City of Richmond

Attachment A

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1005	ACCOUNTANT II	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
4160	ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1416	ASSISTANT PLANNER	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
1428	ASSISTANT TRANSPORTATION PLANNER	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1429	ASSOCIATE TRANSPORTATION PLANNER	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 13,967.38	\$ 14,695.96	\$ 15,438.24			01/01/2025
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1060	BUILDING INSPECTOR	General Employees	052B	\$ 7,521.94	\$ 7,887.88	\$ 8,284.64	\$ 8,689.18	\$ 9,110.96	07/01/2025
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 7,230.48	\$ 7,579.74	\$ 7,958.18			07/01/2025
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2555	BUSINESS SYSTEMS ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1075	BUYER I	General Employees	043H	\$ 6,383.96	\$ 6,665.88	\$ 6,962.16	\$ 7,283.12	\$ 7,620.54	07/01/2025
1076	BUYER II	General Employees	052D	\$ 7,666.30	\$ 8,033.22	\$ 8,438.20	\$ 8,847.04	\$ 9,280.32	07/01/2025
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1085	CARPENTER	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
2215	CHIEF ELECTRICIAN	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
4161	CHIEF INNOVATION OFFICER	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	E5	\$ 20,780.42				\$ 25,975.26	01/01/2025
4020	CITY CLERK	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 17,137.10				\$ 31,674.08	01/01/2026
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 7,521.94	\$ 7,887.88	\$ 8,284.64	\$ 8,689.18	\$ 9,110.96	07/01/2025
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 9,829.80				\$ 15,647.20	07/01/2025
1430	COMMUNITY INTERVENTION SPECIALIST	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
4080	CONFIDENTIAL INVESTIGATOR	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2577	CONTRACT COMPLIANCE ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
6000	COUNCILMEMBER	City Council		\$ 2,524.50				\$ 2,524.50	02/20/2025
1140	CRIME ANALYSIS TECHNICIAN	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2175	CRIME ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 7,297.98	\$ 7,649.34	\$ 8,033.06	\$ 8,422.58	\$ 8,835.76	07/01/2025
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 7,736.14	\$ 8,111.90	\$ 8,514.96	\$ 8,929.18	\$ 9,369.42	07/01/2025
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 15,097.86	\$ 15,853.02	\$ 16,645.74	\$ -	\$ -	01/01/2025
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,928.22	\$ 5,174.26	\$ 5,432.82	\$ 5,704.52	\$ 5,989.18	07/01/2025
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1156	ELECTRICIAN I	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1155	ELECTRICIAN II	General Employees	145	\$ 7,557.56	\$ 7,955.64	\$ 8,374.82	\$ 8,789.04	\$ 9,193.32	07/01/2025
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 7,796.38	\$ 8,170.44	\$ 8,580.70	\$ 8,998.30	\$ 9,437.74	07/01/2025
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,929.18	\$ 6,196.28	\$ 6,468.32			07/01/2025
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
4060	FIRE CHIEF	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 11,098.42	\$ 11,646.76	\$ 12,240.04			01/01/2025
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 9,489.02	\$ 9,951.28	\$ 10,436.44	\$ 10,972.02	\$ 11,497.24	01/01/2025
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 6,085.66					01/01/2025
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 13,719.44	\$ 14,398.18	\$ 15,131.46			01/01/2025
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 15,364.02	\$ 16,161.10	\$ 16,981.04			01/01/2025
1210	GARDENER	General Employees	129	\$ 5,929.18	\$ 6,196.28	\$ 6,468.32			07/01/2025
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 13,039.96				\$ 20,758.42	07/01/2025
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1406	GROUNDSKEEPER	General Employees	G201	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2269	HOUSING MANAGER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1408	HOUSING PROGRAM SPECIALIST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 6,343.60	\$ 6,646.68	\$ 6,947.90	\$ 7,283.02	\$ 7,647.42	07/01/2025
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 12,426.42	\$ 13,047.76	\$ 13,702.56	\$ 14,387.12	\$ 15,108.90	07/01/2025
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1250	JAILER	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1401	JUNIOR ENGINEER	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 6,089.66	\$ 6,343.60	\$ 6,646.68	\$ 6,947.90	\$ 7,283.02	07/01/2025
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1427	LENDING LIBRARY SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1270	LIBRARIAN I	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1275	LIBRARIAN II	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 8,271.94	\$ 8,673.62	\$ 9,081.88	\$ 9,529.30	\$ 9,990.18	07/01/2025
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
6005	MAYOR	City Council		\$ 6,975.00				\$ 6,975.00	02/20/2025
1311	MIS TECHNICIAN	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,920.32	\$ 5,165.38	\$ 5,423.04	\$ 5,697.06	\$ 5,981.06	07/01/2025
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 7,666.30	\$ 8,033.22	\$ 8,438.20	\$ 8,847.04	\$ 9,280.32	07/01/2025
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1321	PAINTER	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1424	PARALEGAL	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2578	PARATRANSIT COORDINATOR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2575	PAYROLL MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2365	PLAN CHECK ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
4102	PLANNING MANAGER	Executive Management	4.1	\$ 12,088.20				\$ 19,241.46	07/01/2025
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 12,253.28	\$ 12,865.68	\$ 13,511.18	\$ 14,210.18	\$ 14,886.70	07/01/2025
1326	POLICE ASSISTANT	General Employees	34	\$ 5,371.28	\$ 5,570.58	\$ 5,775.82	\$ 5,991.70	\$ 6,240.26	07/01/2025
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 17,224.98	\$ 18,088.52	\$ 19,025.58	\$ 19,929.52		01/01/2025
4105	POLICE CHIEF	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 14,766.06	\$ 15,498.98	\$ 16,274.94	\$ 17,073.02		01/01/2025
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 10,299.02	\$ 10,769.82	\$ 11,332.70	\$ 11,879.86		01/01/2025
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 7,924.64					01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 5,300.86	\$ 5,564.66	\$ 5,841.76	\$ 6,134.64	\$ 6,441.12	07/01/2025
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 12,254.84	\$ 12,830.32	\$ 13,491.74	\$ 14,155.18		01/01/2025
4110	PORT DIRECTOR	Executive Management	5.1	\$ 13,039.96				\$ 20,758.42	07/01/2025
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2394	PROGRAMMER ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2579	PROJECT COORDINATOR - Y RATED	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4115	PROJECT MANAGER I	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
4120	PROJECT MANAGER II	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
4121	PROJECT MANAGER III	Executive Management	ED	\$ 15,816.96				\$ 19,225.64	07/01/2025
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 7,521.94	\$ 7,887.88	\$ 8,284.64	\$ 8,689.18	\$ 9,110.96	07/01/2025
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2455	RISK MANAGER	Executive Management	ED	\$ 15,816.96				\$ 19,225.64	07/01/2025
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2480	SENIOR BUYER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2115	SENIOR CODE ENFORCEMENT OFFICER	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 9,321.06	\$ 9,761.32	\$ 10,244.98	\$ 10,738.56	\$ 11,273.08	07/01/2025
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1426	SENIOR PERMIT TECHNICIAN	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2510	SENIOR PLANNER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2520	SENIOR PROPERTY MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2576	SENIOR TRANSPORTATION PLANNER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1367	STATIONARY ENGINEER	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 9,529.30	\$ 9,990.18	\$ 10,487.02	\$ 11,012.38	\$ 11,560.74	07/01/2025
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,886.80	\$ 7,230.70	\$ 7,578.86	\$ 7,958.18	\$ 8,356.82	07/01/2025
1371	TREE LEADWORKER	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1432	TREE TRIMMER	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	08/26/2025
1373	UTILITY LEADWORKER	General Employees	135A	\$ 6,766.70	\$ 7,078.88	\$ 7,384.92			07/01/2025
1431	VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
4159	WATER RESOURCE DIVISION MANAGER	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
2548	WEB COORDINATOR	Mid-Management	068E	\$ 10,055.40	\$ 10,558.18	\$ 11,085.16	\$ 11,640.34	\$ 12,221.48	07/01/2025
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025

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	\$ 20.23	\$ 22.40	\$ 24.50	\$ 26.70	\$ 28.74	07/01/2025
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 20.64					07/01/2025
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 20.64	\$ 21.68				07/01/2025
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 50.56	\$ 53.09	\$ 55.74	\$ 58.53	\$ 61.45	07/01/2025
1887	COMMUNITY AMBASSADOR	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 31.47	\$ 32.74	\$ 34.18	\$ 35.66	\$ 37.35	07/01/2025
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 21.77	\$ 22.85	\$ 24.01			07/01/2025
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.42	\$ 24.58	07/01/2025
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 20.64	\$ 21.68	\$ 22.78			07/01/2025
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90		07/01/2025
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 20.64					07/01/2025
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 20.64					07/01/2025
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 33.43	\$ 34.95	\$ 36.49	\$ 37.98	\$ 39.80	07/01/2025
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 22.85					07/01/2025
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 23.90	\$ 25.10	\$ 26.33	\$ 27.66	\$ 29.03	07/01/2025
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 20.64					07/01/2025
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025

Notes:

Est. 1/1/26: 5% increase for City Manager per employment agreement

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1005	ACCOUNTANT II	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
4160	ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1416	ASSISTANT PLANNER	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
1428	ASSISTANT TRANSPORTATION PLANNER	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1429	ASSOCIATE TRANSPORTATION PLANNER	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 13,967.38	\$ 14,695.96	\$ 15,438.24			01/01/2025
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1060	BUILDING INSPECTOR	General Employees	052B	\$ 7,521.94	\$ 7,887.88	\$ 8,284.64	\$ 8,689.18	\$ 9,110.96	07/01/2025
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 7,230.48	\$ 7,579.74	\$ 7,958.18			07/01/2025
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2555	BUSINESS SYSTEMS ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1075	BUYER I	General Employees	043H	\$ 6,383.96	\$ 6,665.88	\$ 6,962.16	\$ 7,283.12	\$ 7,620.54	07/01/2025
1076	BUYER II	General Employees	052D	\$ 7,666.30	\$ 8,033.22	\$ 8,438.20	\$ 8,847.04	\$ 9,280.32	07/01/2025
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1085	CARPENTER	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
2215	CHIEF ELECTRICIAN	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
4161	CHIEF INNOVATION OFFICER	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	E5	\$ 20,780.42				\$ 25,975.26	03/25/2025
4020	CITY CLERK	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 17,137.10				\$ 30,165.78	01/01/2025
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 7,521.94	\$ 7,887.88	\$ 8,284.64	\$ 8,689.18	\$ 9,110.96	07/01/2025
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 9,829.80				\$ 15,647.20	07/01/2025
1430	COMMUNITY INTERVENTION SPECIALIST	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
4080	CONFIDENTIAL INVESTIGATOR	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2577	CONTRACT COMPLIANCE ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
6000	COUNCILMEMBER	City Council		\$ 2,524.50				\$ 2,524.50	02/20/2025
1140	CRIME ANALYSIS TECHNICIAN	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2175	CRIME ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 7,297.98	\$ 7,649.34	\$ 8,033.06	\$ 8,422.58	\$ 8,835.76	07/01/2025
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 7,736.14	\$ 8,111.90	\$ 8,514.96	\$ 8,929.18	\$ 9,369.42	07/01/2025
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 15,097.86	\$ 15,853.02	\$ 16,645.74	\$ -	\$ -	01/01/2025
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,928.22	\$ 5,174.26	\$ 5,432.82	\$ 5,704.52	\$ 5,989.18	07/01/2025
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1156	ELECTRICIAN I	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1155	ELECTRICIAN II	General Employees	145	\$ 7,557.56	\$ 7,955.64	\$ 8,374.82	\$ 8,789.04	\$ 9,193.32	07/01/2025
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 7,796.38	\$ 8,170.44	\$ 8,580.70	\$ 8,998.30	\$ 9,437.74	07/01/2025
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,929.18	\$ 6,196.28	\$ 6,468.32			07/01/2025
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
4060	FIRE CHIEF	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 11,098.42	\$ 11,646.76	\$ 12,240.04			01/01/2025
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 9,489.02	\$ 9,951.28	\$ 10,436.44	\$ 10,972.02	\$ 11,497.24	01/01/2025
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 6,085.66					01/01/2025
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 13,719.44	\$ 14,398.18	\$ 15,131.46			01/01/2025
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 15,364.02	\$ 16,161.10	\$ 16,981.04			01/01/2025
1210	GARDENER	General Employees	129	\$ 5,929.18	\$ 6,196.28	\$ 6,468.32			07/01/2025
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 13,039.96				\$ 20,758.42	07/01/2025
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1406	GRUNDSKEEPER	General Employees	G201	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2269	HOUSING MANAGER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1408	HOUSING PROGRAM SPECIALIST	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 6,343.60	\$ 6,646.68	\$ 6,947.90	\$ 7,283.02	\$ 7,647.42	07/01/2025
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 12,426.42	\$ 13,047.76	\$ 13,702.56	\$ 14,387.12	\$ 15,108.90	07/01/2025
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1250	JAILER	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1401	JUNIOR ENGINEER	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 6,089.66	\$ 6,343.60	\$ 6,646.68	\$ 6,947.90	\$ 7,283.02	07/01/2025
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1427	LENDING LIBRARY SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1270	LIBRARIAN I	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1275	LIBRARIAN II	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 8,271.94	\$ 8,673.62	\$ 9,081.88	\$ 9,529.30	\$ 9,990.18	07/01/2025
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
6005	MAYOR	City Council		\$ 6,975.00				\$ 6,975.00	02/20/2025
1311	MIS TECHNICIAN	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,920.32	\$ 5,165.38	\$ 5,423.04	\$ 5,697.06	\$ 5,981.06	07/01/2025
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 7,666.30	\$ 8,033.22	\$ 8,438.20	\$ 8,847.04	\$ 9,280.32	07/01/2025
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1321	PAINTER	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1424	PARALEGAL	General Employees	G107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2578	PARATRANSIT COORDINATOR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2575	PAYROLL MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2365	PLAN CHECK ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
4102	PLANNING MANAGER	Executive Management	4.1	\$ 12,088.20				\$ 19,241.46	07/01/2025
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 12,253.28	\$ 12,865.68	\$ 13,511.18	\$ 14,210.18	\$ 14,886.70	07/01/2025
1326	POLICE ASSISTANT	General Employees	34	\$ 5,371.28	\$ 5,570.58	\$ 5,775.82	\$ 5,991.70	\$ 6,240.26	07/01/2025
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 17,224.98	\$ 18,088.52	\$ 19,025.58	\$ 19,929.52		01/01/2025
4105	POLICE CHIEF	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 14,766.06	\$ 15,498.98	\$ 16,274.94	\$ 17,073.02		01/01/2025
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 10,299.02	\$ 10,769.82	\$ 11,332.70	\$ 11,879.86		01/01/2025
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 7,924.64					01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 5,300.86	\$ 5,564.66	\$ 5,841.76	\$ 6,134.64	\$ 6,441.12	07/01/2025
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 12,254.84	\$ 12,830.32	\$ 13,491.74	\$ 14,155.18		01/01/2025
4110	PORT DIRECTOR	Executive Management	5.1	\$ 13,039.96				\$ 20,758.42	07/01/2025
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2394	PROGRAMMER ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2579	PROJECT COORDINATOR - Y RATED	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4115	PROJECT MANAGER I	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
4120	PROJECT MANAGER II	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
4121	PROJECT MANAGER III	Executive Management	ED	\$ 15,816.96				\$ 19,225.64	07/01/2025
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 7,521.94	\$ 7,887.88	\$ 8,284.64	\$ 8,689.18	\$ 9,110.96	07/01/2025
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	\$ 6,962.18	07/01/2025
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
2455	RISK MANAGER	Executive Management	ED	\$ 15,816.96				\$ 19,225.64	07/01/2025
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	\$ 5,853.22	07/01/2025
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2480	SENIOR BUYER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2115	SENIOR CODE ENFORCEMENT OFFICER	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 9,321.06	\$ 9,761.32	\$ 10,244.98	\$ 10,738.56	\$ 11,273.08	07/01/2025
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1426	SENIOR PERMIT TECHNICIAN	General Employees	G106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2510	SENIOR PLANNER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2520	SENIOR PROPERTY MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.18	\$ 6,380.00	07/01/2025
2576	SENIOR TRANSPORTATION PLANNER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1367	STATIONARY ENGINEER	General Employees	G206	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 9,529.30	\$ 9,990.18	\$ 10,487.02	\$ 11,012.38	\$ 11,560.74	07/01/2025
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,886.80	\$ 7,230.70	\$ 7,578.86	\$ 7,958.18	\$ 8,356.82	07/01/2025
1371	TREE LEADWORKER	General Employees	G205	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1432	TREE TRIMMER	General Employees	G204	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	08/26/2025
1373	UTILITY LEADWORKER	General Employees	135A	\$ 6,766.70	\$ 7,078.88	\$ 7,384.92			07/01/2025
1431	VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOR	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
4159	WATER RESOURCE DIVISION MANAGER	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
2548	WEB COORDINATOR	Mid-Management	068E	\$ 10,055.40	\$ 10,558.18	\$ 11,085.16	\$ 11,640.34	\$ 12,221.48	07/01/2025
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 6,257.62	\$ 6,570.50	\$ 6,899.02	\$ 7,243.98	\$ 7,606.18	07/01/2025
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025

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	\$ 20.23	\$ 22.40	\$ 24.50	\$ 26.70	\$ 28.74	07/01/2025
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 20.64					07/01/2025
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 20.64	\$ 21.68				07/01/2025
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 50.56	\$ 53.09	\$ 55.74	\$ 58.53	\$ 61.45	07/01/2025
1887	COMMUNITY AMBASSADOR	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 31.47	\$ 32.74	\$ 34.18	\$ 35.66	\$ 37.35	07/01/2025
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 21.77	\$ 22.85	\$ 24.01			07/01/2025
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.42	\$ 24.58	07/01/2025
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 20.64	\$ 21.68	\$ 22.78			07/01/2025
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90		07/01/2025
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 20.64					07/01/2025
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 20.64					07/01/2025
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 33.43	\$ 34.95	\$ 36.49	\$ 37.98	\$ 39.80	07/01/2025
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 22.85					07/01/2025
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 20.23	\$ 21.24	\$ 22.30	\$ 23.40	\$ 24.56	07/01/2025
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 23.90	\$ 25.10	\$ 26.33	\$ 27.66	\$ 29.03	07/01/2025
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 20.64					07/01/2025
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 20.64	\$ 21.68	\$ 22.78	\$ 23.90	\$ 25.11	07/01/2025

Notes:

Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25] Rev.

3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved

Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved

Rev. 8/16/25 Retroactive increase to Administrative Student Intern, Library Page I, Maintenance Aide, Office Clerk-Cashier, Park Steward, Police Cadet, and Recreation Program Aide made to comply with Richmond Minimum Wage Ordinance

Rev. 12/2/25: 5% increase for Mid-Management and Executive Management retroactive to 7/1/25

Rev. 12/16/25: 5% increase for General Employees and Part-Time & Intermittent retroactive to 7/1/25



City of Richmond Salary Schedule

Last Revised 12/2/25

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1005	ACCOUNTANT II	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
4160	ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1416	ASSISTANT PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
1428	ASSISTANT TRANSPORTATION PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1429	ASSOCIATE TRANSPORTATION PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 13,967.38	\$ 14,695.96	\$ 15,438.24	\$ -	\$ -	01/01/2025
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1060	BUILDING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,886.16	\$ 7,218.80	\$ 7,579.22	\$ -	\$ -	01/01/2025
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2555	BUSINESS SYSTEMS ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1075	BUYER I	General Employees	043H	\$ 6,079.96	\$ 6,348.46	\$ 6,630.64	\$ 6,936.32	\$ 7,257.66	01/01/2025
1076	BUYER II	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
2095	CABLE TV PGMING COORDINATOR	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1085	CARPENTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 19,790.84	\$ -	\$ -	\$ -	\$ 24,738.52	01/01/2025
2215	CHIEF ELECTRICIAN	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
4161	CHIEF INNOVATION OFFICER	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	E5	\$ 20,780.42	\$ -	\$ -	\$ -	\$ 25,975.26	03/25/2025
4020	CITY CLERK	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 17,137.10	\$ -	\$ -	\$ -	\$ 30,165.78	01/01/2025
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 9,829.80				\$ 15,647.20	07/01/2025
1430	COMMUNITY INTERVENTION SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	04/22/2025
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4080	CONFIDENTIAL INVESTIGATOR	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2577	CONTRACT COMPLIANCE ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
6000	COUNCILMEMBER	City Council		\$ 2,524.50	\$ -	\$ -	\$ -	\$ 2,524.50	02/20/2025
1140	CRIME ANALYSIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2175	CRIME ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 7,297.98	\$ 7,649.34	\$ 8,033.06	\$ 8,422.58	\$ 8,835.76	07/01/2025
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 7,367.74	\$ 7,725.62	\$ 8,109.48	\$ 8,503.98	\$ 8,923.26	01/01/2025
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 15,097.86	\$ 15,853.02	\$ 16,645.74	\$ -	\$ -	01/01/2025
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 20,780.38				\$ 25,975.44	07/01/2025
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 17,496.64	\$ -	\$ -	\$ -	\$ 21,870.82	01/01/2025
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,693.54	\$ 4,927.86	\$ 5,174.10	\$ 5,432.88	\$ 5,703.98	01/01/2025
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1156	ELECTRICIAN I	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1155	ELECTRICIAN II	General Employees	145	\$ 7,197.66	\$ 7,576.80	\$ 7,976.02	\$ 8,370.50	\$ 8,755.54	01/01/2025
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 7,425.14	\$ 7,781.38	\$ 8,172.10	\$ 8,569.82	\$ 8,988.32	01/01/2025
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 16,403.06				\$ 20,504.38	07/01/2025
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30	\$ -	\$ -	01/01/2025
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20	\$ -	\$ -	01/01/2025
4060	FIRE CHIEF	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 11,098.42	\$ 11,646.76	\$ 12,240.04	\$ -	\$ -	01/01/2025
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 9,489.02	\$ 9,951.28	\$ 10,436.44	\$ 10,972.02	\$ 11,497.24	01/01/2025
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 6,085.66	\$ -	\$ -	\$ -	\$ -	01/01/2025
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20	\$ -	\$ -	01/01/2025
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 13,719.44	\$ 14,398.18	\$ 15,131.46	\$ -	\$ -	01/01/2025
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 15,364.02	\$ 16,161.10	\$ 16,981.04	\$ -	\$ -	01/01/2025
1210	GARDENER	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30	\$ -	\$ -	01/01/2025
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 13,039.96				\$ 20,758.42	07/01/2025
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1406	GROUNDSKEEPER	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2269	HOUSING MANAGER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1408	HOUSING PROGRAM SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	\$ 7,283.26	01/01/2025
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 12,426.42	\$ 13,047.76	\$ 13,702.56	\$ 14,387.12	\$ 15,108.90	07/01/2025
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.12	\$ 8,319.26	07/01/2025
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 7,884.18	\$ 8,277.32	\$ 8,652.24	\$ 9,071.80	\$ 9,529.30	07/01/2025
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1250	JAILER	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1401	JUNIOR ENGINEER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,799.68	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	01/01/2025
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1427	LENDING LIBRARY SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1270	LIBRARIAN I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1275	LIBRARIAN II	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 8,271.94	\$ 8,673.62	\$ 9,081.88	\$ 9,529.30	\$ 9,990.18	07/01/2025
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
6005	MAYOR	City Council		\$ 6,975.00	\$ -	\$ -	\$ -	\$ 6,975.00	02/20/2025
1311	MIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.36	\$ 17,751.70	07/01/2025
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,686.02	\$ 4,919.40	\$ 5,164.80	\$ 5,425.78	\$ 5,696.24	01/01/2025
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1321	PAINTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1424	PARALEGAL	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2578	PARATRANSIT COORDINATOR	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2575	PAYROLL MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2365	PLAN CHECK ENGINEER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
4102	PLANNING MANAGER	Executive Management	4.1	\$ 12,088.20				\$ 19,241.46	07/01/2025
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 12,253.28	\$ 12,865.68	\$ 13,511.18	\$ 14,210.18	\$ 14,886.70	07/01/2025
1326	POLICE ASSISTANT	General Employees	34	\$ 5,115.50	\$ 5,305.32	\$ 5,500.78	\$ 5,706.38	\$ 5,943.12	01/01/2025
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 17,224.98	\$ 18,088.52	\$ 19,025.58	\$ 19,929.52	\$ -	01/01/2025
4105	POLICE CHIEF	Executive Management	E5	\$ 21,819.44				\$ 27,274.24	07/01/2025
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 14,766.06	\$ 15,498.98	\$ 16,274.94	\$ 17,073.02	\$ -	01/01/2025
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 10,299.02	\$ 10,769.82	\$ 11,332.70	\$ 11,879.86	\$ -	01/01/2025
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 7,547.28	\$ -	\$ -	\$ -	\$ -	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 5,048.42	\$ 5,299.68	\$ 5,563.58	\$ 5,842.50	\$ 6,134.40	01/01/2025
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 12,254.84	\$ 12,830.32	\$ 13,491.74	\$ 14,155.18	\$ -	01/01/2025
4110	PORT DIRECTOR	Executive Management	5.1	\$ 13,039.96				\$ 20,758.42	07/01/2025
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2394	PROGRAMMER ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2579	PROJECT COORDINATOR - Y RATED	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
4115	PROJECT MANAGER I	Executive Management	EB	\$ 12,968.52				\$ 15,763.30	07/01/2025
4120	PROJECT MANAGER II	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
4121	PROJECT MANAGER III	Executive Management	ED	\$ 15,816.96				\$ 19,225.64	07/01/2025
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2402	PUBLIC SAFETY TECHNLOGY SUPRVSR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2455	RISK MANAGER	Executive Management	ED	\$ 15,816.96				\$ 19,225.64	07/01/2025
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 18,371.48				\$ 22,964.36	07/01/2025
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2480	SENIOR BUYER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 13,231.30	\$ 13,893.54	\$ 14,588.04	\$ 15,317.24	\$ 16,083.66	07/01/2025
2115	SENIOR CODE ENFORCEMENT OFFICER	Mid-Management	M108	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,877.20	\$ 9,296.50	\$ 9,757.12	\$ 10,227.20	\$ 10,736.26	01/01/2025
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
1426	SENIOR PERMIT TECHNICIAN	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2510	SENIOR PLANNER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2520	SENIOR PROPERTY MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2576	SENIOR TRANSPORTATION PLANNER	Mid-Management	M110	\$ 10,898.02	\$ 11,442.92	\$ 12,015.06	\$ 12,615.82	\$ 13,246.60	07/01/2025
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	\$ 14,587.84	07/01/2025
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
1367	STATIONARY ENGINEER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 9,016.88	\$ 9,467.72	\$ 9,941.10	\$ 10,438.16	\$ 10,960.06	07/01/2025
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 9,529.30	\$ 9,990.18	\$ 10,487.02	\$ 11,012.38	\$ 11,560.74	07/01/2025
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,558.86	\$ 6,886.38	\$ 7,217.96	\$ 7,579.22	\$ 7,958.88	01/01/2025
1371	TREE LEADWORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1432	TREE TRIMMER	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	08/26/2025
1373	UTILITY LEADWORKER	General Employees	135A	\$ 6,444.46	\$ 6,741.80	\$ 7,033.26	\$ -	\$ -	01/01/2025
1431	VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	05/06/2025
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4159	WATER RESOURCE DIVISION MANAGER	Executive Management	EC	\$ 14,314.00				\$ 17,459.54	07/01/2025
2548	WEB COORDINATOR	Mid-Management	068E	\$ 10,055.40	\$ 10,558.18	\$ 11,085.16	\$ 11,640.34	\$ 12,221.48	07/01/2025
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	\$ 9,986.38	07/01/2025
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	\$ 12,042.36	07/01/2025
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 7,494.48	\$ 7,869.20	\$ 8,262.68	\$ 8,675.80	\$ 9,109.60	07/01/2025
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

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	\$ 19.27	\$ 21.33	\$ 23.33	\$ 25.43	\$ 27.37	01/01/2025
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 19.66					01/01/2025
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 19.66	\$ 20.64				01/01/2025
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 48.15	\$ 50.56	\$ 53.09	\$ 55.74	\$ 58.53	01/01/2025
1887	COMMUNITY AMBASSADOR	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	07/01/2025
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 29.98	\$ 31.18	\$ 32.55	\$ 33.97	\$ 35.57	01/01/2025
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 20.73	\$ 21.76	\$ 22.87			01/01/2025
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 19.27	\$ 20.23	\$ 21.24			01/01/2025
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 19.66	\$ 20.64	\$ 21.69			01/01/2025
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76		01/01/2025
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 19.66					01/01/2025
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 19.66					01/01/2025
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 31.84	\$ 33.28	\$ 34.76	\$ 36.17	\$ 37.91	01/01/2025
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 21.76					01/01/2025
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 22.76	\$ 23.91	\$ 25.07	\$ 26.34	\$ 27.65	01/01/2025
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 19.66					01/01/2025
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025

Notes:

- Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent
- Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]
- Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer
- Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved
- Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved
- Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved
- Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved
- Rev. 8/16/25 Retroactive increase to Administrative Student Intern, Library Page I, Maintenance Aide, Office Clerk-Cashier, Park Steward, Police Cadet, and Recreation Program Aide made to comply with Richmond Minimum Wage Ordinance
- Rev. 12/2/25: 5% increase for Mid-Management and Executive Management retroactive to 7/1/25

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1005	ACCOUNTANT II	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
4160	ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1416	ASSISTANT PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
1428	ASSISTANT TRANSPORTATION PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1429	ASSOCIATE TRANSPORTATION PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 13,967.38	\$ 14,695.96	\$ 15,438.24			01/01/2025
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1060	BUILDING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,886.16	\$ 7,218.80	\$ 7,579.22			01/01/2025
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2555	BUSINESS SYSTEMS ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1075	BUYER I	General Employees	043H	\$ 6,079.96	\$ 6,348.46	\$ 6,630.64	\$ 6,936.32	\$ 7,257.66	01/01/2025
1076	BUYER II	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1085	CARPENTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
2215	CHIEF ELECTRICIAN	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
4161	CHIEF INNOVATION OFFICER	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	07/01/2025
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	E5	\$ 20,780.42				\$ 25,975.26	03/25/2025
4020	CITY CLERK	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 17,137.10				\$ 30,165.78	01/01/2025
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 9,361.72				\$ 14,902.10	01/01/2025
1430	COMMUNITY INTERVENTION SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	04/22/2025
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4080	CONFIDENTIAL INVESTIGATOR	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2577	CONTRACT COMPLIANCE ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
6000	COUNCILMEMBER	City Council		\$ 2,524.50				\$ 2,524.50	02/20/2025
1140	CRIME ANALYSIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2175	CRIME ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 6,950.46	\$ 7,285.10	\$ 7,650.52	\$ 8,021.50	\$ 8,415.02	01/01/2025
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	01/01/2025
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 7,367.74	\$ 7,725.62	\$ 8,109.48	\$ 8,503.98	\$ 8,923.26	01/01/2025
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 15,097.86	\$ 15,853.02	\$ 16,645.74			01/01/2025
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,693.54	\$ 4,927.86	\$ 5,174.10	\$ 5,432.88	\$ 5,703.98	01/01/2025
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1156	ELECTRICIAN I	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1155	ELECTRICIAN II	General Employees	145	\$ 7,197.66	\$ 7,576.80	\$ 7,976.02	\$ 8,370.50	\$ 8,755.54	01/01/2025
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 7,425.14	\$ 7,781.38	\$ 8,172.10	\$ 8,569.82	\$ 8,988.32	01/01/2025
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30			01/01/2025
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
4060	FIRE CHIEF	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 11,098.42	\$ 11,646.76	\$ 12,240.04			01/01/2025
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 9,489.02	\$ 9,951.28	\$ 10,436.44	\$ 10,972.02	\$ 11,497.24	01/01/2025
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 6,085.66					01/01/2025
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 13,719.44	\$ 14,398.18	\$ 15,131.46			01/01/2025
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 15,364.02	\$ 16,161.10	\$ 16,981.04			01/01/2025
1210	GARDENER	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30			01/01/2025
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 12,419.00				\$ 19,769.92	01/01/2025
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1406	GRUNDSKEEPER	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2269	HOUSING MANAGER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1408	HOUSING PROGRAM SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	\$ 7,283.26	01/01/2025
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 11,834.70	\$ 12,426.42	\$ 13,050.06	\$ 13,702.02	\$ 14,389.42	01/01/2025
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1250	JAILER	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1401	JUNIOR ENGINEER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,799.68	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	01/01/2025
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1427	LENDING LIBRARY SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1270	LIBRARIAN I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1275	LIBRARIAN II	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 7,878.04	\$ 8,260.60	\$ 8,649.42	\$ 9,075.52	\$ 9,514.46	01/01/2025
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
6005	MAYOR	City Council		\$ 6,975.00				\$ 6,975.00	02/20/2025
1311	MIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,686.02	\$ 4,919.40	\$ 5,164.80	\$ 5,425.78	\$ 5,696.24	01/01/2025
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1321	PAINTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1424	PARALEGAL	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2578	PARATRANSIT COORDINATOR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	05/06/2025
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2575	PAYROLL MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2365	PLAN CHECK ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
4102	PLANNING MANAGER	Executive Management	4.1	\$ 11,512.58				\$ 18,325.20	01/01/2025
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 11,669.78	\$ 12,253.02	\$ 12,867.78	\$ 13,533.50	\$ 14,177.82	01/01/2025
1326	POLICE ASSISTANT	General Employees	34	\$ 5,115.50	\$ 5,305.32	\$ 5,500.78	\$ 5,706.38	\$ 5,943.12	01/01/2025
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 17,224.98	\$ 18,088.52	\$ 19,025.58	\$ 19,929.52		01/01/2025
4105	POLICE CHIEF	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 14,766.06	\$ 15,498.98	\$ 16,274.94	\$ 17,073.02		01/01/2025
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 10,299.02	\$ 10,769.82	\$ 11,332.70	\$ 11,879.86		01/01/2025
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 7,547.28					01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 5,048.42	\$ 5,299.68	\$ 5,563.58	\$ 5,842.50	\$ 6,134.40	01/01/2025
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 12,254.84	\$ 12,830.32	\$ 13,491.74	\$ 14,155.18		01/01/2025
4110	PORT DIRECTOR	Executive Management	5.1	\$ 12,419.00				\$ 19,769.92	01/01/2025
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2394	PROGRAMMER ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2579	PROJECT COORDINATOR - Y RATED	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	07/01/2025
4115	PROJECT MANAGER I	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	01/01/2025
4120	PROJECT MANAGER II	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
4121	PROJECT MANAGER III	Executive Management	ED	\$ 15,063.78				\$ 18,310.14	01/01/2025
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2455	RISK MANAGER	Executive Management	ED	\$ 15,063.78				\$ 18,310.14	01/01/2025
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2480	SENIOR BUYER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2115	SENIOR CODE ENFORCEMENT OFFICER	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	03/25/2025
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,877.20	\$ 9,296.50	\$ 9,757.12	\$ 10,227.20	\$ 10,736.26	01/01/2025
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1426	SENIOR PERMIT TECHNICIAN	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2510	SENIOR PLANNER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2520	SENIOR PROPERTY MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2576	SENIOR TRANSPORTATION PLANNER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1367	STATIONARY ENGINEER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 9,075.52	\$ 9,514.46	\$ 9,987.64	\$ 10,487.98	\$ 11,010.24	01/01/2025
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,558.86	\$ 6,886.38	\$ 7,217.96	\$ 7,579.22	\$ 7,958.88	01/01/2025
1371	TREE LEADWORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1432	TREE TRIMMER	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	08/26/2025
1373	UTILITY LEADWORKER	General Employees	135A	\$ 6,444.46	\$ 6,741.80	\$ 7,033.26			01/01/2025
1431	VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	05/06/2025
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4159	WATER RESOURCE DIVISION MANAGER	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
2548	WEB COORDINATOR	Mid-Management	068E	\$ 9,576.58	\$ 10,055.40	\$ 10,557.30	\$ 11,086.04	\$ 11,639.50	01/01/2025
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

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	\$ 19.27	\$ 21.33	\$ 23.33	\$ 25.43	\$ 27.37	01/01/2025
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 19.66					01/01/2025
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 19.66	\$ 20.64				01/01/2025
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 48.15	\$ 50.56	\$ 53.09	\$ 55.74	\$ 58.53	01/01/2025
1887	COMMUNITY AMBASSADOR	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	07/01/2025
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 29.98	\$ 31.18	\$ 32.55	\$ 33.97	\$ 35.57	01/01/2025
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 20.73	\$ 21.76	\$ 22.87			01/01/2025
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 19.27	\$ 20.23	\$ 21.24			01/01/2025
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 19.66	\$ 20.64	\$ 21.69			01/01/2025
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76		01/01/2025
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 19.66					01/01/2025
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 19.66					01/01/2025
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 31.84	\$ 33.28	\$ 34.76	\$ 36.17	\$ 37.91	01/01/2025
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 21.76					01/01/2025
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 19.27	\$ 20.23	\$ 21.24	\$ 22.29	\$ 23.39	01/01/2025
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 22.76	\$ 23.91	\$ 25.07	\$ 26.34	\$ 27.65	01/01/2025
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 19.66					01/01/2025
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025

Notes:

Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]

Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved

Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved

Rev. 8/16/25 Retroactive increase to Administrative Student Intern, Library Page I, Maintenance Aide, Office Clerk-Cashier, Park Steward, Police Cadet, and Recreation Program Aide made to comply with Richmond Minimum Wage Ordinance

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1005	ACCOUNTANT II	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
4160	ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1416	ASSISTANT PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
1428	ASSISTANT TRANSPORTATION PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1429	ASSOCIATE TRANSPORTATION PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 13,967.38	\$ 14,695.96	\$ 15,438.24			01/01/2025
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1060	BUILDING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,886.16	\$ 7,218.80	\$ 7,579.22			01/01/2025
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2555	BUSINESS SYSTEMS ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1075	BUYER I	General Employees	043H	\$ 6,079.96	\$ 6,348.46	\$ 6,630.64	\$ 6,936.32	\$ 7,257.66	01/01/2025
1076	BUYER II	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1085	CARPENTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
2215	CHIEF ELECTRICIAN	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
4161	CHIEF INNOVATION OFFICER	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	07/01/2025
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	E5	\$ 20,780.42				\$ 25,975.26	03/25/2025
4020	CITY CLERK	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 17,137.10				\$ 30,165.78	01/01/2025
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 9,361.72				\$ 14,902.10	01/01/2025
1430	COMMUNITY INTERVENTION SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	04/22/2025
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4080	CONFIDENTIAL INVESTIGATOR	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2577	CONTRACT COMPLIANCE ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
6000	COUNCILMEMBER	City Council		\$ 2,524.50				\$ 2,524.50	02/20/2025
1140	CRIME ANALYSIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2175	CRIME ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 6,950.46	\$ 7,285.10	\$ 7,650.52	\$ 8,021.50	\$ 8,415.02	01/01/2025
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	01/01/2025
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 7,367.74	\$ 7,725.62	\$ 8,109.48	\$ 8,503.98	\$ 8,923.26	01/01/2025
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 15,097.86	\$ 15,853.02	\$ 16,645.74			01/01/2025
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,693.54	\$ 4,927.86	\$ 5,174.10	\$ 5,432.88	\$ 5,703.98	01/01/2025
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1156	ELECTRICIAN I	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1155	ELECTRICIAN II	General Employees	145	\$ 7,197.66	\$ 7,576.80	\$ 7,976.02	\$ 8,370.50	\$ 8,755.54	01/01/2025
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 7,425.14	\$ 7,781.38	\$ 8,172.10	\$ 8,569.82	\$ 8,988.32	01/01/2025
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30			01/01/2025
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
4060	FIRE CHIEF	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 11,098.42	\$ 11,646.76	\$ 12,240.04			01/01/2025
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 9,489.02	\$ 9,951.28	\$ 10,436.44	\$ 10,972.02	\$ 11,497.24	01/01/2025
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 6,085.66					01/01/2025
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 13,719.44	\$ 14,398.18	\$ 15,131.46			01/01/2025
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 15,364.02	\$ 16,161.10	\$ 16,981.04			01/01/2025
1210	GARDENER	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30			01/01/2025
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 12,419.00				\$ 19,769.92	01/01/2025
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1406	GRUNDSKEEPER	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2269	HOUSING MANAGER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1408	HOUSING PROGRAM SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	\$ 7,283.26	01/01/2025
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 11,834.70	\$ 12,426.42	\$ 13,050.06	\$ 13,702.02	\$ 14,389.42	01/01/2025
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1250	JAILER	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1401	JUNIOR ENGINEER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,799.68	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	01/01/2025
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1427	LENDING LIBRARY SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1270	LIBRARIAN I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1275	LIBRARIAN II	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 7,878.04	\$ 8,260.60	\$ 8,649.42	\$ 9,075.52	\$ 9,514.46	01/01/2025
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
6005	MAYOR	City Council		\$ 6,975.00				\$ 6,975.00	02/20/2025
1311	MIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,686.02	\$ 4,919.40	\$ 5,164.80	\$ 5,425.78	\$ 5,696.24	01/01/2025
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1321	PAINTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1424	PARALEGAL	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2578	PARATRANSIT COORDINATOR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	05/06/2025
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2575	PAYROLL MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2365	PLAN CHECK ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
4102	PLANNING MANAGER	Executive Management	4.1	\$ 11,512.58				\$ 18,325.20	01/01/2025
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 11,669.78	\$ 12,253.02	\$ 12,867.78	\$ 13,533.50	\$ 14,177.82	01/01/2025
1326	POLICE ASSISTANT	General Employees	34	\$ 5,115.50	\$ 5,305.32	\$ 5,500.78	\$ 5,706.38	\$ 5,943.12	01/01/2025
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 17,224.98	\$ 18,088.52	\$ 19,025.58	\$ 19,929.52		01/01/2025
4105	POLICE CHIEF	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 14,766.06	\$ 15,498.98	\$ 16,274.94	\$ 17,073.02		01/01/2025
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 10,299.02	\$ 10,769.82	\$ 11,332.70	\$ 11,879.86		01/01/2025
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 7,547.28					01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 5,048.42	\$ 5,299.68	\$ 5,563.58	\$ 5,842.50	\$ 6,134.40	01/01/2025
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 12,254.84	\$ 12,830.32	\$ 13,491.74	\$ 14,155.18		01/01/2025
4110	PORT DIRECTOR	Executive Management	5.1	\$ 12,419.00				\$ 19,769.92	01/01/2025
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2394	PROGRAMMER ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2579	PROJECT COORDINATOR - Y RATED	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	07/01/2025
4115	PROJECT MANAGER I	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	01/01/2025
4120	PROJECT MANAGER II	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
4121	PROJECT MANAGER III	Executive Management	ED	\$ 15,063.78				\$ 18,310.14	01/01/2025
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2455	RISK MANAGER	Executive Management	ED	\$ 15,063.78				\$ 18,310.14	01/01/2025
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2480	SENIOR BUYER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2115	SENIOR CODE ENFORCEMENT OFFICER	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	03/25/2025
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,877.20	\$ 9,296.50	\$ 9,757.12	\$ 10,227.20	\$ 10,736.26	01/01/2025
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1426	SENIOR PERMIT TECHNICIAN	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2510	SENIOR PLANNER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2520	SENIOR PROPERTY MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2576	SENIOR TRANSPORTATION PLANNER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1367	STATIONARY ENGINEER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 9,075.52	\$ 9,514.46	\$ 9,987.64	\$ 10,487.98	\$ 11,010.24	01/01/2025
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,558.86	\$ 6,886.38	\$ 7,217.96	\$ 7,579.22	\$ 7,958.88	01/01/2025
1371	TREE LEADWORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1432	TREE TRIMMER	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	08/26/2025
1373	UTILITY LEADWORKER	General Employees	135A	\$ 6,444.46	\$ 6,741.80	\$ 7,033.26			01/01/2025
1431	VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	05/06/2025
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4159	WATER RESOURCE DIVISION MANAGER	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
2548	WEB COORDINATOR	Mid-Management	068E	\$ 9,576.58	\$ 10,055.40	\$ 10,557.30	\$ 11,086.04	\$ 11,639.50	01/01/2025
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

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	\$ 18.36	\$ 20.32	\$ 22.21	\$ 24.22	\$ 26.07	01/01/2025
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 19.66					01/01/2025
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 19.66	\$ 20.64				01/01/2025
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 48.15	\$ 50.56	\$ 53.09	\$ 55.74	\$ 58.53	01/01/2025
1887	COMMUNITY AMBASSADOR	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	07/01/2025
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 29.98	\$ 31.18	\$ 32.55	\$ 33.97	\$ 35.57	01/01/2025
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 20.73	\$ 21.76	\$ 22.87			01/01/2025
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 19.66	\$ 20.64	\$ 21.69			01/01/2025
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76		01/01/2025
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 19.66					01/01/2025
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 19.66					01/01/2025
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 31.84	\$ 33.28	\$ 34.76	\$ 36.17	\$ 37.91	01/01/2025
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 21.76					01/01/2025
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 22.76	\$ 23.91	\$ 25.07	\$ 26.34	\$ 27.65	01/01/2025
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 19.66					01/01/2025
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025

Notes:

Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police

Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]

Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved

Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1005	ACCOUNTANT II	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
4160	ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1416	ASSISTANT PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
1428	ASSISTANT TRANSPORTATION PLANNER	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1429	ASSOCIATE TRANSPORTATION PLANNER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 13,967.38	\$ 14,695.96	\$ 15,438.24			01/01/2025
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1060	BUILDING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,886.16	\$ 7,218.80	\$ 7,579.22			01/01/2025
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2555	BUSINESS SYSTEMS ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1075	BUYER I	General Employees	043H	\$ 6,079.96	\$ 6,348.46	\$ 6,630.64	\$ 6,936.32	\$ 7,257.66	01/01/2025
1076	BUYER II	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1085	CARPENTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
2215	CHIEF ELECTRICIAN	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
4161	CHIEF INNOVATION OFFICER	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	07/01/2025
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	E5	\$ 20,780.42				\$ 25,975.26	03/25/2025
4020	CITY CLERK	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 17,137.10				\$ 30,165.78	01/01/2025
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 9,361.72				\$ 14,902.10	01/01/2025
1430	COMMUNITY INTERVENTION SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	04/22/2025
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4080	CONFIDENTIAL INVESTIGATOR	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2577	CONTRACT COMPLIANCE ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
6000	COUNCILMEMBER	City Council		\$ 2,524.50				\$ 2,524.50	02/20/2025
1140	CRIME ANALYSIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2175	CRIME ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 6,950.46	\$ 7,285.10	\$ 7,650.52	\$ 8,021.50	\$ 8,415.02	01/01/2025
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	01/01/2025
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 7,367.74	\$ 7,725.62	\$ 8,109.48	\$ 8,503.98	\$ 8,923.26	01/01/2025
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 15,097.86	\$ 15,853.02	\$ 16,645.74			01/01/2025
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 19,790.84				\$ 24,738.52	01/01/2025
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,693.54	\$ 4,927.86	\$ 5,174.10	\$ 5,432.88	\$ 5,703.98	01/01/2025
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1156	ELECTRICIAN I	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1155	ELECTRICIAN II	General Employees	145	\$ 7,197.66	\$ 7,576.80	\$ 7,976.02	\$ 8,370.50	\$ 8,755.54	01/01/2025
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 7,425.14	\$ 7,781.38	\$ 8,172.10	\$ 8,569.82	\$ 8,988.32	01/01/2025
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 15,621.96				\$ 19,527.98	01/01/2025
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30			01/01/2025
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
4060	FIRE CHIEF	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 11,098.42	\$ 11,646.76	\$ 12,240.04			01/01/2025
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 9,489.02	\$ 9,951.28	\$ 10,436.44	\$ 10,972.02	\$ 11,497.24	01/01/2025
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 6,085.66					01/01/2025
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 12,762.62	\$ 13,393.06	\$ 14,076.20			01/01/2025
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 13,719.44	\$ 14,398.18	\$ 15,131.46			01/01/2025
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 15,364.02	\$ 16,161.10	\$ 16,981.04			01/01/2025
1210	GARDENER	General Employees	129	\$ 5,646.84	\$ 5,901.22	\$ 6,160.30			01/01/2025
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 12,419.00				\$ 19,769.92	01/01/2025
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1406	GRUNDSKEEPER	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2269	HOUSING MANAGER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1408	HOUSING PROGRAM SPECIALIST	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	\$ 7,283.26	01/01/2025
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 11,834.70	\$ 12,426.42	\$ 13,050.06	\$ 13,702.02	\$ 14,389.42	01/01/2025
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 7,508.74	\$ 7,883.16	\$ 8,240.24	\$ 8,639.82	\$ 9,075.52	01/01/2025
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1250	JAILER	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1401	JUNIOR ENGINEER	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,799.68	\$ 6,041.52	\$ 6,330.18	\$ 6,617.06	\$ 6,936.20	01/01/2025
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1427	LENDING LIBRARY SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1270	LIBRARIAN I	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1275	LIBRARIAN II	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 7,878.04	\$ 8,260.60	\$ 8,649.42	\$ 9,075.52	\$ 9,514.46	01/01/2025
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
6005	MAYOR	City Council		\$ 6,975.00				\$ 6,975.00	02/20/2025
1311	MIS TECHNICIAN	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 13,908.92	\$ 14,604.36	\$ 15,334.58	\$ 16,101.30	\$ 16,906.38	01/01/2025
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,686.02	\$ 4,919.40	\$ 5,164.80	\$ 5,425.78	\$ 5,696.24	01/01/2025
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 7,301.22	\$ 7,650.68	\$ 8,036.38	\$ 8,425.74	\$ 8,838.40	01/01/2025
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1321	PAINTER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1424	PARALEGAL	General Employees	G107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2578	PARATRANSIT COORDINATOR	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	05/06/2025
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2575	PAYROLL MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2365	PLAN CHECK ENGINEER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
4102	PLANNING MANAGER	Executive Management	4.1	\$ 11,512.58				\$ 18,325.20	01/01/2025
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 11,669.78	\$ 12,253.02	\$ 12,867.78	\$ 13,533.50	\$ 14,177.82	01/01/2025
1326	POLICE ASSISTANT	General Employees	34	\$ 5,115.50	\$ 5,305.32	\$ 5,500.78	\$ 5,706.38	\$ 5,943.12	01/01/2025
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 17,224.98	\$ 18,088.52	\$ 19,025.58	\$ 19,929.52		01/01/2025
4105	POLICE CHIEF	Executive Management	E5	\$ 20,780.42				\$ 25,975.46	01/01/2025
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 14,766.06	\$ 15,498.98	\$ 16,274.94	\$ 17,073.02		01/01/2025
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 10,299.02	\$ 10,769.82	\$ 11,332.70	\$ 11,879.86		01/01/2025
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 7,547.28					01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 5,048.42	\$ 5,299.68	\$ 5,563.58	\$ 5,842.50	\$ 6,134.40	01/01/2025
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 12,254.84	\$ 12,830.32	\$ 13,491.74	\$ 14,155.18		01/01/2025
4110	PORT DIRECTOR	Executive Management	5.1	\$ 12,419.00				\$ 19,769.92	01/01/2025
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2394	PROGRAMMER ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2579	PROJECT COORDINATOR - Y RATED	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	07/01/2025
4115	PROJECT MANAGER I	Executive Management	EB	\$ 12,350.98				\$ 15,012.66	01/01/2025
4120	PROJECT MANAGER II	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
4121	PROJECT MANAGER III	Executive Management	ED	\$ 15,063.78				\$ 18,310.14	01/01/2025
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 7,163.74	\$ 7,512.26	\$ 7,890.12	\$ 8,275.42	\$ 8,677.10	01/01/2025
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,455.06	\$ 5,727.80	\$ 6,014.20	\$ 6,314.90	\$ 6,630.64	01/01/2025
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
2455	RISK MANAGER	Executive Management	ED	\$ 15,063.78				\$ 18,310.14	01/01/2025
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,586.14	\$ 4,815.46	\$ 5,056.22	\$ 5,309.04	\$ 5,574.50	01/01/2025
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 17,496.64				\$ 21,870.82	01/01/2025
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2480	SENIOR BUYER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 12,601.24	\$ 13,231.94	\$ 13,893.36	\$ 14,587.86	\$ 15,317.78	01/01/2025
2115	SENIOR CODE ENFORCEMENT OFFICER	Mid-Management	M108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	03/25/2025
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,877.20	\$ 9,296.50	\$ 9,757.12	\$ 10,227.20	\$ 10,736.26	01/01/2025
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
1426	SENIOR PERMIT TECHNICIAN	General Employees	G106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2510	SENIOR PLANNER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2520	SENIOR PROPERTY MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 4,998.90	\$ 5,248.84	\$ 5,511.28	\$ 5,786.84	\$ 6,076.20	01/01/2025
2576	SENIOR TRANSPORTATION PLANNER	Mid-Management	M110	\$ 10,379.06	\$ 10,898.02	\$ 11,442.90	\$ 12,015.06	\$ 12,615.80	01/01/2025
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 11,429.96	\$ 12,001.46	\$ 12,601.52	\$ 13,231.60	\$ 13,893.18	01/01/2025
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
1367	STATIONARY ENGINEER	General Employees	G206	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 8,587.50	\$ 9,016.86	\$ 9,467.70	\$ 9,941.10	\$ 10,438.16	01/01/2025
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 9,075.52	\$ 9,514.46	\$ 9,987.64	\$ 10,487.98	\$ 11,010.24	01/01/2025
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,558.86	\$ 6,886.38	\$ 7,217.96	\$ 7,579.22	\$ 7,958.88	01/01/2025
1371	TREE LEADWORKER	General Employees	G205	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025
1373	UTILITY LEADWORKER	General Employees	135A	\$ 6,444.46	\$ 6,741.80	\$ 7,033.26			01/01/2025
1431	VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOR	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	05/06/2025
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
4159	WATER RESOURCE DIVISION MANAGER	Executive Management	EC	\$ 13,632.38				\$ 16,628.14	01/01/2025
2548	WEB COORDINATOR	Mid-Management	068E	\$ 9,576.58	\$ 10,055.40	\$ 10,557.30	\$ 11,086.04	\$ 11,639.50	01/01/2025
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 7,824.60	\$ 8,215.82	\$ 8,626.62	\$ 9,057.94	\$ 9,510.84	01/01/2025
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 9,435.52	\$ 9,907.28	\$ 10,402.64	\$ 10,922.78	\$ 11,468.92	01/01/2025
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 7,137.60	\$ 7,494.48	\$ 7,869.22	\$ 8,262.66	\$ 8,675.82	01/01/2025
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 5,959.64	\$ 6,257.62	\$ 6,570.50	\$ 6,899.04	\$ 7,243.98	01/01/2025
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,518.38	\$ 6,844.28	\$ 7,186.50	\$ 7,545.82	\$ 7,923.10	01/01/2025

Notes: Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]

Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator

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	\$ 18.36	\$ 20.32	\$ 22.21	\$ 24.22	\$ 26.07	01/01/2025
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 19.66					01/01/2025
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 19.66	\$ 20.64				01/01/2025
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 48.15	\$ 50.56	\$ 53.09	\$ 55.74	\$ 58.53	01/01/2025
1887	COMMUNITY AMBASSADOR	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	07/01/2025
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 29.98	\$ 31.18	\$ 32.55	\$ 33.97	\$ 35.57	01/01/2025
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 20.73	\$ 21.76	\$ 22.87			01/01/2025
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 19.66	\$ 20.64	\$ 21.69			01/01/2025
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76		01/01/2025
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 19.66					01/01/2025
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 19.66					01/01/2025
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 31.84	\$ 33.28	\$ 34.76	\$ 36.17	\$ 37.91	01/01/2025
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 21.76					01/01/2025
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 18.35	\$ 19.26	\$ 20.22	\$ 21.22	\$ 22.28	01/01/2025
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 22.76	\$ 23.91	\$ 25.07	\$ 26.34	\$ 27.65	01/01/2025
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 19.66					01/01/2025
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 19.66	\$ 20.64	\$ 21.69	\$ 22.76	\$ 23.92	01/01/2025

Notes:

Est. 1/1/25: 4% increase for Part-Time & Intermittent

Rev. 7/1/25: Classification and salary for Community Ambassador established and approved