

**ADMINISTRATIVE PAY PLAN
2021 - 2022**

| Job Class | Job Title | Pay Scale | Hourly | | | Bi-Weekly *** | | | Annual *** | | |
|-----------|---|-----------|----------|----------|----------|---------------|-------------|-------------|---------------|---------------|---------------|
| | | | Min | Mid | Max | Min | Mid | Max | Minimum | Mid | Maximum |
| 2985 | 311-Operations Center Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 1795 | Accountant I | A.07 | \$ 22.74 | \$ 28.60 | \$ 34.46 | \$ 1,819.20 | \$ 2,288.00 | \$ 2,756.80 | \$ 47,299.20 | \$ 59,488.00 | \$ 71,676.80 |
| 1798 | Accountant II | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 1800 | Accountant III | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2925 | Accountant IV | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2333 | Accounting and Investments Administrator | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 1495 | Accounts Payable Coordinator | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 1804 | Administrative Analyst | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 3164 | Administrative Service Coordinator | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2930 | Administrative Services Manager I | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2931 | Administrative Services Manager II | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2933 | Administrative Services Manager III | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2769 | Animal Care Shelter Manager | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2411 | Applications Support Coordinator | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 3153 | Aquarium Financial Services Coordinator | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2873 | Aquarium Marketing Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2880 | Aquarium Operations Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 3172 | Aquarium Programs Supervisor | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2172 | Aquarium/Museum Education Programs Coordinator | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2988 | Aquarium/Museum Facilities - Systems Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2376 | Aquarium/Museum Guest Services Coordinator | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2406 | Architect | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 1900 | Assistant City Attorney | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 1845 | Assistant Commonwealth's Attorney | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2405 | Assistant Convention Center Manager | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 3082 | Assistant Development Officer | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2435 | Assistant Real Estate Assessor | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 1250 | Assistant Superintendent | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 1230 | Assistant Superintendent/Waste Disposal | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 5221 | Assistant to the City Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2059 | Assistant to the City Manager/Community Affairs | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 3213 | Assistant to the City Manager/Executive Assistant | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 5222 | Assistant to the City Manager/Legislative Affairs Liaison | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 1915 | Associate City Attorney | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 1855 | Associate Commonwealth's Attorney | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 1917 | Auditor I | A.07 | \$ 22.74 | \$ 28.60 | \$ 34.46 | \$ 1,819.20 | \$ 2,288.00 | \$ 2,756.80 | \$ 47,299.20 | \$ 59,488.00 | \$ 71,676.80 |
| 1918 | Auditor II | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 1919 | Auditor III | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 1920 | Auditor IV | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2140 | BH/DS Clinician III | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2145 | BH/DS Clinician IV | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 3211 | BH/DS Community Services Liaison | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2705 | BH/DS Supervisor I | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2710 | BH/DS Supervisor II | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 1963 | Biologist | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2419 | Budget and Management Services Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2572 | Building Maintenance Administrator | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 1828 | Business Application Specialist II | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 3162 | Business Development Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2678 | Business Development Coordinator | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2071 | Business Development Representative I | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 2072 | Business Development Representative II | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2970 | Business Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2590 | Chief Deputy Commissioner of Revenue | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 5037 | Chief Deputy Commonwealth's Attorney | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 2600 | Chief Deputy Treasurer/Administration | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 5065 | Chief Information Officer | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 5164 | Chief Performance Officer | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 2017 | Chief Technology Officer | A.22 | \$ 47.57 | \$ 59.84 | \$ 72.10 | \$ 3,805.60 | \$ 4,786.80 | \$ 5,768.00 | \$ 98,945.60 | \$ 124,528.80 | \$ 149,968.00 |
| 3127 | Child Welfare Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2601 | City Arborist | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2605 | City Engineer | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 2895 | City Surveyor | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 1745 | Claims Supervisor | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2660 | Clinical Services Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 5223 | CMO Special Projects Manager | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 1990 | Coastal Zone Coordinator | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2611 | Comprehensive Planning Coordinator | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 1325 | Computer Operations Supervisor | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2627 | Contracting Agent | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 0563 | Contracts Supervisor | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2615 | Controller | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 2940 | Convention and Tourism Market Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2978 | Convention and Tourism Marketing and Public Relations Coordinator | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2941 | Convention and Tourism Marketing and Sales Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2021 | Convention and Tourism Representative I | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 2022 | Convention and Tourism Representative II | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2630 | Convention Center Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 1336 | Convention Center Operations Supervisor | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 2691 | Court Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | | |

**ADMINISTRATIVE PAY PLAN
2021 - 2022**

| Job Class | Job Title | Pay Scale | Hourly | | | Bi-Weekly *** | | | Annual *** | | |
|-----------|---|-----------|----------|----------|----------|---------------|-------------|-------------|---------------|---------------|---------------|
| | | | Min | Mid | Max | Min | Mid | Max | Minimum | Mid | Maximum |
| 2632 | Deputy City Attorney | A.24 | \$ 52.44 | \$ 65.97 | \$ 79.49 | \$ 4,195.20 | \$ 5,277.20 | \$ 6,359.20 | \$ 109,075.20 | \$ 137,207.20 | \$ 165,339.20 |
| 5011 | Deputy City Manager | A.28 | \$ 63.74 | \$ 80.18 | \$ 96.62 | \$ 5,099.20 | \$ 6,414.40 | \$ 7,729.60 | \$ 132,579.20 | \$ 166,774.40 | \$ 200,969.60 |
| 1350 | Deputy Commissioner of the Revenue | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2650 | Deputy Commonwealth's Attorney | A.24 | \$ 52.44 | \$ 65.97 | \$ 79.49 | \$ 4,195.20 | \$ 5,277.20 | \$ 6,359.20 | \$ 109,075.20 | \$ 137,207.20 | \$ 165,339.20 |
| 2761 | Deputy Director of Continuous Quality Improvement | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2515 | Deputy Director of Human Services | A.22 | \$ 47.57 | \$ 59.84 | \$ 72.10 | \$ 3,805.60 | \$ 4,786.80 | \$ 5,768.00 | \$ 98,945.60 | \$ 124,456.80 | \$ 149,968.00 |
| 3219 | Deputy Director of Public Works | A.22 | \$ 47.57 | \$ 59.84 | \$ 72.10 | \$ 3,805.60 | \$ 4,786.80 | \$ 5,768.00 | \$ 98,945.60 | \$ 124,456.80 | \$ 149,968.00 |
| 3205 | Deputy Emergency Management Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 1355 | Deputy Treasurer | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 3080 | Deputy Treasurer-Collections | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2872 | Development Officer | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2661 | Development Services Administrator | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 3199 | DHS Housing Resources Administrator | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 5060 | Director of Agriculture | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 5007 | Director of Budget and Management Services | A.24 | \$ 52.44 | \$ 65.97 | \$ 79.49 | \$ 4,195.20 | \$ 5,277.20 | \$ 6,359.20 | \$ 109,075.20 | \$ 137,207.20 | \$ 165,339.20 |
| 2957 | Director of Communications | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 5063 | Director of Tourism | A.24 | \$ 52.44 | \$ 65.97 | \$ 79.49 | \$ 4,195.20 | \$ 5,277.20 | \$ 6,359.20 | \$ 109,075.20 | \$ 137,207.20 | \$ 165,339.20 |
| 2874 | Director of Cultural Affairs | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 5070 | Director of Economic Development | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 5008 | Director of Emergency Communications and Citizen Services | A.23 | \$ 49.95 | \$ 62.83 | \$ 75.70 | \$ 3,996.00 | \$ 5,026.00 | \$ 6,056.00 | \$ 103,896.00 | \$ 130,676.00 | \$ 157,456.00 |
| 5081 | Director of Finance | A.24 | \$ 52.44 | \$ 65.97 | \$ 79.49 | \$ 4,195.20 | \$ 5,277.20 | \$ 6,359.20 | \$ 109,075.20 | \$ 137,207.20 | \$ 165,339.20 |
| 5077 | Director of Housing and Neighborhood Preservation | A.23 | \$ 49.95 | \$ 62.83 | \$ 75.70 | \$ 3,996.00 | \$ 5,026.00 | \$ 6,056.00 | \$ 103,896.00 | \$ 130,676.00 | \$ 157,456.00 |
| 5099 | Director of Human Resources | A.24 | \$ 52.44 | \$ 65.97 | \$ 79.49 | \$ 4,195.20 | \$ 5,277.20 | \$ 6,359.20 | \$ 109,075.20 | \$ 137,207.20 | \$ 165,339.20 |
| 5078 | Director of Human Services | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 5080 | Director of Parks and Recreation | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 5095 | Director of Planning | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 5100 | Director of Public Libraries | A.24 | \$ 52.44 | \$ 65.97 | \$ 79.49 | \$ 4,195.20 | \$ 5,277.20 | \$ 6,359.20 | \$ 109,075.20 | \$ 137,207.20 | \$ 165,339.20 |
| 5105 | Director of Public Utilities | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 5108 | Director of Public Works | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 5112 | Director of the Virginia Aquarium | A.25 | \$ 55.07 | \$ 69.27 | \$ 83.46 | \$ 4,405.60 | \$ 5,541.20 | \$ 6,676.80 | \$ 114,545.60 | \$ 144,071.20 | \$ 173,596.80 |
| 2038 | DSC Project Coordinator I | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2039 | DSC Project Coordinator II | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2776 | ECCS Operations Center Manager | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2012 | ECCS Operations Systems Coordinator | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2676 | Economic Development Project Manager | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2763 | Eligibility Benefits Program Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 3138 | Eligibility Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2510 | Emergency Management Coordinator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 3202 | Emergency Management Planner I | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 3203 | Emergency Management Planner II | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2665 | Employee Relations Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2641 | EMS Brigade Officer | Z.15 | \$ 34.22 | \$ 43.05 | \$ 51.88 | \$ 2,737.60 | \$ 3,444.00 | \$ 4,150.40 | \$ 71,177.60 | \$ 89,544.00 | \$ 107,910.40 |
| 5072 | EMS Chief | Z.24 | \$ 53.18 | \$ 66.91 | \$ 80.63 | \$ 4,254.40 | \$ 5,352.40 | \$ 6,450.40 | \$ 110,614.40 | \$ 139,162.40 | \$ 167,710.40 |
| 2653 | EMS Deputy Chief | Z.21 | \$ 45.94 | \$ 57.80 | \$ 69.65 | \$ 3,675.20 | \$ 4,623.60 | \$ 5,572.00 | \$ 95,555.20 | \$ 120,213.60 | \$ 144,872.00 |
| 2044 | EMS Division Officer | Z.17 | \$ 37.77 | \$ 47.52 | \$ 57.27 | \$ 3,021.60 | \$ 3,801.60 | \$ 4,581.60 | \$ 81,616.00 | \$ 98,841.60 | \$ 119,121.60 |
| 2046 | EMS Instruction Supervisor | Z.10 | \$ 26.74 | \$ 33.64 | \$ 40.53 | \$ 2,139.20 | \$ 2,690.80 | \$ 3,242.40 | \$ 55,619.20 | \$ 69,960.80 | \$ 84,302.40 |
| 5148 | Energy Management Administrator | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 1970 | Engineer I | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 1975 | Engineer II | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2610 | Engineer III | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2616 | Engineer IV | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2619 | Engineer V | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 2309 | Family Services Specialist III | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2820 | Farmer's Market Manager | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2666 | Finance Automated Services Coordinator | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2733 | Finance Officer | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 3155 | Finance Operations Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2575 | Financial Analyst | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2471 | Financial Services Coordinator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 3174 | Financial Systems Analyst | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2636 | Fire Battalion Officer | Z.15 | | | | \$ 2,737.60 | \$ 3,444.00 | \$ 4,150.40 | \$ 71,177.60 | \$ 89,544.00 | \$ 107,910.40 |
| 5130 | Fire Chief | Z.25 | | | | \$ 4,467.20 | \$ 5,620.00 | \$ 6,772.80 | \$ 116,147.20 | \$ 146,120.00 | \$ 176,092.80 |
| 2637 | Fire Deputy Chief | Z.22 | | | | \$ 3,859.20 | \$ 4,854.80 | \$ 5,850.40 | \$ 100,339.20 | \$ 126,224.80 | \$ 152,110.40 |
| 2638 | Fire District Officer | Z.18 | | | | \$ 3,174.40 | \$ 3,993.60 | \$ 4,812.80 | \$ 82,534.40 | \$ 103,833.60 | \$ 125,132.80 |
| 2562 | Fleet Management Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 1373 | Forensic Unit Supervisor | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2602 | GIS Coordinator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2318 | GIS Data Analyst | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2302 | Grow Smart Coordinator | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2006 | Highway Administrative Supervisor | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2669 | History Museums Supervisor | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 3157 | Homeless System Coordinator | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2675 | Housing Code Administrator | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2677 | Housing Programs Administrator | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2010 | Housing Programs Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 3130 | HRIS/Payroll Analyst | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 2191 | Human Resources Analyst I | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 2192 | Human Resources Analyst II | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2193 | Human Resources Analyst III | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2334 | Human Resources Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2155 | Human Services Educator II | A.12 | \$ 29.10 | | | | | | | | |

**ADMINISTRATIVE PAY PLAN
2021 - 2022**

| Job Class | Job Title | Pay Scale | Hourly | | | Bi-Weekly *** | | | Annual *** | | |
|-----------|---|-----------|----------|----------|----------|---------------|-------------|-------------|---------------|---------------|---------------|
| | | | Min | Mid | Max | Min | Mid | Max | Minimum | Mid | Maximum |
| 2701 | Information Systems Coordinator | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 2682 | Inspections Coordinator I | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2683 | Inspections Coordinator II | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 3140 | IT Deputy Chief of Data and Information Management | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 3142 | IT Deputy Chief of Enterprise Architecture and Planning | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2409 | IT Deputy Chief of Enterprise Solutions and Services | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 3141 | IT Deputy Chief of Information Security | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 5220 | IT Quality Assurance Manager | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 3217 | IT Solutions Manager | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2982 | IT Support Supervisor | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2157 | Juvenile Detention Center Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2407 | Landscape Architect | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2687 | Landscape Management Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2095 | Law Clerk | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 2942 | Learning & Development Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2418 | Legal Administrative Officer | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2143 | Legal Assistant Supervisor | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 2690 | Legal Office Administrator | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 1948 | Librarian I | A.07 | \$ 22.74 | \$ 28.60 | \$ 34.46 | \$ 1,819.20 | \$ 2,288.00 | \$ 2,756.80 | \$ 47,299.20 | \$ 59,488.00 | \$ 71,676.80 |
| 1949 | Librarian II | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 1862 | Librarian III | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2401 | Librarian IV | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2582 | Librarian V | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2421 | Library Public Services Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2444 | Library Staff Development Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2108 | Library Supervisor | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 2420 | Library Support Services Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 1950 | Management and Budget Analyst I | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 1976 | Management and Budget Analyst II | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 1977 | Management and Budget Analyst III | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2493 | Media and Communications Coordinator III | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2732 | Media and Communications Manager | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 3200 | Member Communications Manager | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2415 | MH/MHS Program Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2166 | Microcomputer Systems Analyst I | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 2167 | Microcomputer Systems Analyst II | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2629 | Minority Business Coordinator | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2711 | Multimedia Communications Specialist III | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2987 | Multimedia Communications Supervisor | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2014 | Multimedia Services Coordinator | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2708 | Museum Special Projects Coordinator | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 3214 | Occupational Safety Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2702 | Occupational Safety and Health Services Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2402 | Operations Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2709 | Operations Engineer | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 2707 | Operations Management Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2890 | Operations Superintendent | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2716 | Parking Manager | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 3198 | Parks and Recreation Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2552 | Parks and Recreation Coordinator | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2633 | Parks and Recreation Design and Development Admin | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2975 | Parks and Recreation Programming and Operations Manager | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2553 | Parks and Recreation Supervisor | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2720 | Payroll Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 1492 | Payroll Supervisor | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2429 | Permit Services Coordinator | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2408 | Permits and Inspections Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2200 | Planner I | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 2205 | Planner II | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2206 | Planner III | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2780 | Planner/Estimator III | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2608 | Planning Administrator | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2722 | Planning Evaluation Coordinator | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 3169 | Plans Examiner Supervisor | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2736 | Police Captain | Z.18 | \$ 39.68 | \$ 49.92 | \$ 60.16 | \$ 3,174.40 | \$ 3,993.60 | \$ 4,812.80 | \$ 82,534.40 | \$ 103,833.60 | \$ 125,132.80 |
| 5145 | Police Chief | Z.25 | \$ 55.84 | \$ 70.25 | \$ 84.66 | \$ 4,467.20 | \$ 5,620.00 | \$ 6,772.80 | \$ 116,147.20 | \$ 146,120.00 | \$ 176,092.80 |
| 2726 | Police Data Analysis Supervisor | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2488 | Police Deputy Chief | Z.22 | \$ 48.24 | \$ 60.69 | \$ 73.13 | \$ 3,859.20 | \$ 4,854.80 | \$ 5,850.40 | \$ 100,339.20 | \$ 126,224.80 | \$ 152,110.40 |
| 2737 | Police Lieutenant | Z.15 | \$ 34.22 | \$ 43.05 | \$ 51.88 | \$ 2,737.60 | \$ 3,444.00 | \$ 4,150.40 | \$ 71,177.60 | \$ 89,544.00 | \$ 107,910.40 |
| 3190 | Police Safety Specialist | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2599 | Police Support Division Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2651 | Principal Accountant | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2225 | Procurement Services Coordinator | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 1952 | Procurement Specialist I | A.07 | \$ 22.74 | \$ 28.60 | \$ 34.46 | \$ 1,819.20 | \$ 2,288.00 | \$ 2,756.80 | \$ 47,299.20 | \$ 59,488.00 | \$ 71,676.80 |
| 1953 | Procurement Specialist II | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 2226 | Procurement Specialist III | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 0950 | Programmer III | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 1742 | Programmer/Analyst I | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 1743 | Programmer/Analyst II | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2227 | Programmer/Analyst III | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,3 |

**ADMINISTRATIVE PAY PLAN
2021 - 2022**

| Job Class | Job Title | Pay Scale | Hourly | | | Bi-Weekly *** | | | Annual *** | | |
|-----------|--|-----------|----------|----------|----------|---------------|-------------|-------------|--------------|---------------|---------------|
| | | | Min | Mid | Max | Min | Mid | Max | Minimum | Mid | Maximum |
| 2207 | Public Safety Systems Analyst | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 3160 | Public Safety Wellness Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2704 | Public Utilities Technology Services Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2670 | Public Works Facilities Engineer | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 2765 | Public Works Operations Support Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2735 | Purchasing Agent | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 2740 | Real Estate Agent | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2260 | Real Estate Appraiser Supervisor | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2270 | Recreation Specialist II | A.07 | \$ 22.74 | \$ 28.60 | \$ 34.46 | \$ 1,819.20 | \$ 2,288.00 | \$ 2,756.80 | \$ 47,299.20 | \$ 59,488.00 | \$ 71,676.80 |
| 3146 | Registered Nurse Supervisor | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 3191 | Rental Housing Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 3201 | Resort Administrator | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 2283 | Resort Special Events Coordinator | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2290 | Right of Way Agent II | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2755 | Risk Management Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2785 | Rural Community Coordinator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 3149 | Safety Engineer | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 3212 | Safety Program Specialist | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 3208 | Security Program Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 5210 | Senior Architect | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 1850 | Senior Assistant Commonwealth's Attorney | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2303 | Senior Attorney | A.22 | \$ 47.57 | \$ 59.84 | \$ 72.10 | \$ 3,805.60 | \$ 4,786.80 | \$ 5,768.00 | \$ 98,945.60 | \$ 124,456.80 | \$ 149,968.00 |
| 2961 | Senior Business Development Representative | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2557 | Senior Curator | A.09 | \$ 25.10 | \$ 31.57 | \$ 38.04 | \$ 2,008.00 | \$ 2,525.60 | \$ 3,043.20 | \$ 52,208.00 | \$ 65,665.60 | \$ 79,123.20 |
| 3189 | Senior Engineer III | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 1865 | Senior Right of Way Agent | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2356 | Performance and Accountability Supervisor | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2304 | Service Delivery Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2717 | Special Events and Resort Manager | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2731 | Special Projects Coordinator | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2929 | Staff Attorney | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2768 | Staffing and Compensation Services Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 3196 | Performance and Accountability Analyst I | A.08 | \$ 23.88 | \$ 30.04 | \$ 36.20 | \$ 1,910.40 | \$ 2,403.20 | \$ 2,896.00 | \$ 49,670.40 | \$ 62,483.20 | \$ 75,296.00 |
| 5200 | Performance and Accountability Analyst II | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 5147 | Strategic Growth Area Analyst | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2588 | Strategic Development Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 3139 | Strategic Innovation Manager | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2795 | Superintendent of Custodial Services | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2825 | Superintendent of Grounds Services | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2845 | Superintendent of Mosquito Control | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2860 | Superintendent of Waste Collection | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2865 | Superintendent of Waste Disposal | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2320 | Systems Analyst I | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 2325 | Systems Analyst II | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2927 | Systems Analyst III | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2337 | Systems Engineer I | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2338 | Systems Engineer II | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 2928 | Systems Engineer III | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 2589 | Technical Services Administrator | A.20 | \$ 43.14 | \$ 54.27 | \$ 65.39 | \$ 3,451.20 | \$ 4,341.20 | \$ 5,231.20 | \$ 89,731.20 | \$ 112,871.20 | \$ 136,011.20 |
| 2703 | Technology Services Manager | A.15 | \$ 33.74 | \$ 42.45 | \$ 51.15 | \$ 2,699.20 | \$ 3,395.60 | \$ 4,092.00 | \$ 70,179.20 | \$ 88,285.60 | \$ 106,392.00 |
| 2932 | Telecommunications System Coordinator | A.19 | \$ 41.09 | \$ 51.69 | \$ 62.28 | \$ 3,287.20 | \$ 4,134.80 | \$ 4,982.40 | \$ 85,467.20 | \$ 107,504.80 | \$ 129,542.40 |
| 0988 | Television Engineer | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2423 | Utility Engineering Manager | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 2950 | Utility Operations Administrator | A.21 | \$ 45.31 | \$ 56.99 | \$ 68.66 | \$ 3,624.80 | \$ 4,558.80 | \$ 5,492.80 | \$ 94,244.80 | \$ 118,528.80 | \$ 142,812.80 |
| 3159 | Utility Operations Supervisor | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |
| 2954 | Utility Superintendent | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 3145 | Vendor Relations and Performance Coordinator | A.12 | \$ 29.10 | \$ 36.61 | \$ 44.11 | \$ 2,328.00 | \$ 2,928.40 | \$ 3,528.80 | \$ 60,528.00 | \$ 76,138.40 | \$ 91,748.80 |
| 2971 | Veterinarian | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 2385 | Victim/Witness Coordinator | A.11 | \$ 27.70 | \$ 34.84 | \$ 41.98 | \$ 2,216.00 | \$ 2,787.20 | \$ 3,358.40 | \$ 57,616.00 | \$ 72,467.20 | \$ 87,318.40 |
| 2958 | Volunteer Resources and Resiliency Program Administrator | A.14 | \$ 32.12 | \$ 40.41 | \$ 48.69 | \$ 2,569.60 | \$ 3,232.40 | \$ 3,895.20 | \$ 66,809.60 | \$ 84,042.40 | \$ 101,275.20 |
| 2559 | Waste Management Administrator | A.18 | \$ 39.14 | \$ 49.23 | \$ 59.32 | \$ 3,131.20 | \$ 3,938.40 | \$ 4,745.60 | \$ 81,411.20 | \$ 102,398.40 | \$ 123,385.60 |
| 3136 | Waste Management Operations Manager | A.16 | \$ 35.45 | \$ 44.60 | \$ 53.74 | \$ 2,836.00 | \$ 3,567.60 | \$ 4,299.20 | \$ 73,736.00 | \$ 92,757.60 | \$ 111,779.20 |
| 1767 | Worker's Compensation Adjuster | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2366 | Youth Opportunities Coordinator | A.13 | \$ 30.58 | \$ 38.46 | \$ 46.34 | \$ 2,446.40 | \$ 3,076.80 | \$ 3,707.20 | \$ 63,606.40 | \$ 79,996.80 | \$ 96,387.20 |
| 1960 | Youth Services Supervisor | A.10 | \$ 26.36 | \$ 33.16 | \$ 39.96 | \$ 2,108.80 | \$ 2,652.80 | \$ 3,196.80 | \$ 54,828.80 | \$ 68,972.80 | \$ 83,116.80 |
| 2077 | Zoning Administrator | A.17 | \$ 37.25 | \$ 46.86 | \$ 56.46 | \$ 2,980.00 | \$ 3,748.40 | \$ 4,516.80 | \$ 77,480.00 | \$ 97,458.40 | \$ 117,436.80 |