

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 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	\$ 4,815.46	\$ 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	\$ 20,780.38				\$ 25,975.44	07/01/2025
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				\$ 28,449.30	01/01/2026
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	\$ 18,371.48				\$ 22,964.36	07/01/2025
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

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				(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 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	\$ 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 BUILDING CONSTRUCTION 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. 1/1/26: 5% increase for City Manager per employment agreement

Rev. 1/20/26: 5% increase for Unrepresented Chief Assistant City Attorney and Director of Human Resources retroactive to 7/1/25; Salary range change for City Attorney adopted and approved effective 1/1/26