

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	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
1005	ACCOUNTANT II	General Employees	G108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 12,983.22				\$ 15,836.32	01/01/2024
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 13,373.96	\$ 14,042.66	\$ 14,744.78	\$ 15,482.02	\$ 16,256.14	01/01/2024
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1416	ASSISTANT PLANNER	General Employees	G106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 18,848.42				\$ 23,560.50	01/01/2024
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 12,979.64	\$ 13,656.68	\$ 14,346.48			01/01/2024
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1060	BUILDING INSPECTOR	General Employees	052B	\$ 6,888.22	\$ 7,223.32	\$ 7,586.66	\$ 7,957.12	\$ 8,343.36	01/01/2024
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 13,373.96	\$ 14,042.66	\$ 14,744.78	\$ 15,482.02	\$ 16,256.14	01/01/2024
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,621.32	\$ 6,941.16	\$ 7,287.72			01/01/2024
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2555	BUSINESS SYSTEMS ANALYST I	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1075	BUYER I	General Employees	043H	\$ 5,846.12	\$ 6,104.28	\$ 6,375.60	\$ 6,669.54	\$ 6,978.52	01/01/2024
1076	BUYER II	General Employees	052D	\$ 7,020.42	\$ 7,356.42	\$ 7,727.30	\$ 8,101.68	\$ 8,498.46	01/01/2024
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 7,219.94	\$ 7,579.96	\$ 7,923.30	\$ 8,307.52	\$ 8,726.46	01/01/2024
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 7,219.94	\$ 7,579.96	\$ 7,923.30	\$ 8,307.52	\$ 8,726.46	01/01/2024
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
1085	CARPENTER	General Employees	G206	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 18,848.42				\$ 23,560.50	01/01/2024
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	\$ 13,602.64				\$ 21,653.10	01/01/2024
4020	CITY CLERK	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 16,321.04				\$ 27,100.68	01/01/2024
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 6,888.22	\$ 7,223.32	\$ 7,586.66	\$ 7,957.12	\$ 8,343.36	01/01/2024
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 8,915.92				\$ 14,192.48	01/01/2024
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
4080	CONF INVEST & APPEALS OFFICER	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
6000	COUNCILMEMBER	City Council		\$ 1,402.50				\$ 1,402.50	07/31/2007

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1140	CRIME ANALYSIS TECHNICIAN	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2175	CRIME ANALYST	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 6,683.14	\$ 7,004.90	\$ 7,356.28	\$ 7,712.98	\$ 8,091.36	01/01/2024
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 11,762.84				\$ 14,297.78	01/01/2024
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 7,084.38	\$ 7,428.48	\$ 7,797.58	\$ 8,176.90	\$ 8,580.06	01/01/2024
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 19,790.88				\$ 24,738.54	01/01/2024
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAININ	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 18,848.42				\$ 23,560.50	01/01/2024
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 14,370.70	\$ 15,089.50	\$ 15,844.04			01/01/2024
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 18,848.42				\$ 23,560.50	01/01/2024
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 16,663.46				\$ 20,829.36	01/01/2024
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 16,663.46				\$ 20,829.36	01/01/2024
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 16,663.46				\$ 20,829.36	01/01/2024
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 16,663.46				\$ 20,829.36	01/01/2024
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 16,663.46				\$ 20,829.36	01/01/2024
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 16,663.46				\$ 20,829.36	01/01/2024
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,513.02	\$ 4,738.34	\$ 4,975.10	\$ 5,223.92	\$ 5,484.60	01/01/2024
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2215	ELECTRICAL SUPERVISOR	Mid-Management	M209	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1156	ELECTRICIAN I	General Employees	G205	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1155	ELECTRICIAN II	General Employees	145	\$ 6,920.84	\$ 7,285.38	\$ 7,669.24	\$ 8,048.56	\$ 8,418.80	01/01/2024
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024

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				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 7,139.54	\$ 7,482.10	\$ 7,857.78	\$ 8,240.20	\$ 8,642.62	01/01/2024
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 14,878.06				\$ 18,598.08	01/01/2024
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,429.64	\$ 5,674.26	\$ 5,923.38			01/01/2024
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 12,147.92	\$ 12,748.02	\$ 13,398.24			01/01/2024
4060	FIRE CHIEF	Executive Management	E5	\$ 19,790.88				\$ 24,738.54	01/01/2024
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 10,563.90	\$ 11,085.82	\$ 11,650.52			01/01/2024
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 9,032.00	\$ 9,472.00	\$ 9,933.80	\$ 10,443.58	\$ 10,943.50	01/01/2024
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 5,792.56					01/01/2024
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 12,147.92	\$ 12,748.02	\$ 13,398.24			01/01/2024
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 13,058.66	\$ 13,704.72	\$ 14,402.68			01/01/2024
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 14,277.50	\$ 15,018.22	\$ 15,780.16			01/01/2024
1210	GARDENER	General Employees	129	\$ 5,429.64	\$ 5,674.26	\$ 5,923.38			01/01/2024
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 11,827.62				\$ 18,828.50	01/01/2024
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
1406	GROUNDSKEEPER	General Employees	G201	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 12,983.22				\$ 15,836.32	01/01/2024
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
2269	HOUSING MANAGER	Mid-Management	M113	\$ 13,373.96	\$ 14,042.66	\$ 14,744.78	\$ 15,482.02	\$ 16,256.14	01/01/2024

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1408	HOUSING PROGRAM SPECIALIST	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 5,809.16	\$ 6,086.70	\$ 6,362.56	\$ 6,669.44	\$ 7,003.14	01/01/2024
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 13,373.96	\$ 14,042.66	\$ 14,744.78	\$ 15,482.02	\$ 16,256.14	01/01/2024
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 11,379.52	\$ 11,948.48	\$ 12,548.12	\$ 13,175.02	\$ 13,835.98	01/01/2024
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 7,219.94	\$ 7,579.96	\$ 7,923.30	\$ 8,307.52	\$ 8,726.46	01/01/2024
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1250	JAILER	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1401	JUNIOR ENGINEER	General Employees	G107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,576.62	\$ 5,809.16	\$ 6,086.70	\$ 6,362.56	\$ 6,669.44	01/01/2024
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1270	LIBRARIAN I	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1275	LIBRARIAN II	General Employees	G106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 7,575.04	\$ 7,942.88	\$ 8,316.74	\$ 8,726.46	\$ 9,148.52	01/01/2024
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
6005	MAYOR	City Council		\$ 3,875.00				\$ 3,875.00	09/11/2007

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1311	MIS TECHNICIAN	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 13,373.96	\$ 14,042.66	\$ 14,744.78	\$ 15,482.02	\$ 16,256.14	01/01/2024
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,505.78	\$ 4,730.20	\$ 4,966.16	\$ 5,217.10	\$ 5,477.16	01/01/2024
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 7,020.42	\$ 7,356.42	\$ 7,727.30	\$ 8,101.68	\$ 8,498.46	01/01/2024
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
1321	PAINTER	General Employees	G206	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
1424	PARALEGAL	General Employees	G107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
2354	PAYROLL MANAGER	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	\$ 8,895.14	\$ 9,340.38	\$ 9,808.12	\$ 10,283.26	\$ 10,812.06	01/01/2024
4102	PLANNING MANAGER	Executive Management	4.1	\$ 10,964.36				\$ 17,452.58	01/01/2024
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 11,220.96	\$ 11,781.76	\$ 12,372.88	\$ 13,012.98	\$ 13,632.52	01/01/2024
1326	POLICE ASSISTANT	General Employees	34	\$ 4,918.74	\$ 5,101.28	\$ 5,289.22	\$ 5,486.90	\$ 5,714.54	01/01/2024
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 16,173.70	\$ 16,984.52	\$ 17,864.40	\$ 18,713.16		01/01/2024
4105	POLICE CHIEF	Executive Management	E5	\$ 19,790.88				\$ 24,738.54	01/01/2024
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 13,864.86	\$ 14,553.02	\$ 15,281.64	\$ 16,031.00		01/01/2024
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 9,708.72	\$ 10,152.54	\$ 10,683.16	\$ 11,198.96		01/01/2024
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 7,257.00					01/01/2024
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 4,854.26	\$ 5,095.84	\$ 5,349.58	\$ 5,617.80	\$ 5,898.46	01/01/2024
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 11,552.46	\$ 12,094.94	\$ 12,718.46	\$ 13,343.86		01/01/2024
4110	PORT DIRECTOR	Executive Management	5.1	\$ 11,827.62				\$ 18,828.50	01/01/2024
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2394	PROGRAMMER ANALYST I	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
4115	PROJECT MANAGER I	Executive Management	EB	\$ 11,762.84				\$ 14,297.78	01/01/2024
4120	PROJECT MANAGER II	Executive Management	EC	\$ 12,983.22				\$ 15,836.32	01/01/2024
4121	PROJECT MANAGER III	Executive Management	ED	\$ 14,346.46				\$ 17,438.22	01/01/2024
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 6,888.22	\$ 7,223.32	\$ 7,586.66	\$ 7,957.12	\$ 8,343.36	01/01/2024
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,245.24	\$ 5,507.50	\$ 5,782.88	\$ 6,072.02	\$ 6,375.62	01/01/2024
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
2455	RISK MANAGER	Executive Management	ED	\$ 14,346.46				\$ 17,438.22	01/01/2024
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,409.76	\$ 4,630.24	\$ 4,861.76	\$ 5,104.84	\$ 5,360.10	01/01/2024
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 16,663.46				\$ 20,829.36	01/01/2024
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2480	SENIOR BUYER	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 12,116.58	\$ 12,723.02	\$ 13,359.00	\$ 14,026.78	\$ 14,728.64	01/01/2024
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,535.78	\$ 8,938.94	\$ 9,381.86	\$ 9,833.86	\$ 10,323.34	01/01/2024
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2510	SENIOR PLANNER	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 9,979.86	\$ 10,478.86	\$ 11,002.80	\$ 11,552.94	\$ 12,130.58	01/01/2024

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2520	SENIOR PROPERTY MANAGER	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 4,806.62	\$ 5,046.96	\$ 5,299.32	\$ 5,564.28	\$ 5,842.50	01/01/2024
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 10,990.34	\$ 11,539.86	\$ 12,116.86	\$ 12,722.70	\$ 13,358.82	01/01/2024
2495	SR EMPLOYEE BENEFITS ANALYST	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 12,983.22				\$ 15,836.32	01/01/2024
1367	STATIONARY ENGINEER	General Employees	G206	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 8,257.22	\$ 8,670.06	\$ 9,103.56	\$ 9,558.74	\$ 10,036.68	01/01/2024
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 8,726.46	\$ 9,148.52	\$ 9,603.50	\$ 10,084.58	\$ 10,586.76	01/01/2024
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,306.60	\$ 6,621.52	\$ 6,940.36	\$ 7,287.72	\$ 7,652.76	01/01/2024
1371	TREE LEADWORKER	General Employees	G205	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024
1373	UTILITY LEADWORKER	General Employees	135A	\$ 6,196.60	\$ 6,482.50	\$ 6,762.76			01/01/2024
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
2548	WEB COORDINATOR	Mid-Management	068E	\$ 9,208.24	\$ 9,668.66	\$ 10,151.26	\$ 10,659.64	\$ 11,191.84	01/01/2024
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 7,523.66	\$ 7,899.84	\$ 8,294.82	\$ 8,709.56	\$ 9,145.04	01/01/2024
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 9,072.60	\$ 9,526.24	\$ 10,002.54	\$ 10,502.68	\$ 11,027.80	01/01/2024
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 6,863.08	\$ 7,206.22	\$ 7,566.56	\$ 7,944.88	\$ 8,342.14	01/01/2024
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 5,730.42	\$ 6,016.94	\$ 6,317.78	\$ 6,633.68	\$ 6,965.36	01/01/2024
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,267.66	\$ 6,581.04	\$ 6,910.10	\$ 7,255.60	\$ 7,618.38	01/01/2024

Notes:

Est. 1/1/24: 4% increase for General Employees & Mid-Management; 2% increase for IAFF Firefighters & Richmond Fire Management; 6% increase for Richmond Police Officers; 7% increase for Richmond Police Management; 5% increase for Executive Management & Unrepresented Executive; 4% increase for City Manager

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	\$ 17.65	\$ 19.53	\$ 21.36	\$ 23.29	\$ 25.07	01/01/2024
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 18.90					01/01/2024
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 18.90	\$ 19.85				01/01/2024
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 18.90	\$ 19.85	\$ 20.86	\$ 21.89	\$ 23.00	01/01/2024
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 46.30	\$ 48.61	\$ 51.05	\$ 53.60	\$ 56.28	01/01/2024
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 28.82	\$ 29.98	\$ 31.30	\$ 32.66	\$ 34.20	01/01/2024
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 19.93	\$ 20.93	\$ 21.99			01/01/2024
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 17.65	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.42	01/01/2024
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 18.90	\$ 19.85	\$ 20.86			01/01/2024
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 18.90	\$ 19.85	\$ 20.86	\$ 21.89		01/01/2024
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 17.65	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.42	01/01/2024
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 18.90					01/01/2024
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 17.65	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.42	01/01/2024
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 18.90					01/01/2024
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 17.65	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.42	01/01/2024
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 17.65	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.42	01/01/2024
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 30.61	\$ 32.00	\$ 33.42	\$ 34.78	\$ 36.45	01/01/2024
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 20.93					01/01/2024
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 17.65	\$ 18.52	\$ 19.44	\$ 20.41	\$ 21.42	01/01/2024
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 18.90	\$ 19.85	\$ 20.86	\$ 21.89	\$ 23.00	01/01/2024
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 21.89	\$ 22.99	\$ 24.11	\$ 25.33	\$ 26.59	01/01/2024
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 18.90					01/01/2024
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 18.90	\$ 19.85	\$ 20.86	\$ 21.89	\$ 23.00	01/01/2024

Notes:

Est. 1/1/24: 4% increase for Part-Time & Intermittent