



City of Richmond Salary Schedule

Last Revised 11/1/2023

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	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
1005	ACCOUNTANT II	General Employees	G108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1394	ACCOUNTING ASSISTANT	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
2000	ACCOUNTING MANAGER	Mid-Management	M112	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
2554	ADMINISTRATIVE ANALYST	Mid-Management	M106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
1395	ADMINISTRATIVE ASSISTANT	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
4000	ADMINISTRATIVE CHIEF	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
2553	ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
4158	ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
1025	ADMINISTRATIVE TRAINEE	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
1030	AQUATIC SPECIALIST	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
2015	ARTS AND CULTURE MANAGER	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
4005	ASSISTANT CITY ATTORNEY	Executive Management	EC	\$ 12,364.98				\$ 15,082.20	11/01/2023
2021	ASSISTANT CITY ENGINEER	Mid-Management	M113	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
1402	ASSISTANT ENGINEER	General Employees	G109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1416	ASSISTANT PLANNER	General Employees	G106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
4008	ASSISTANT POLICE CHIEF	Executive Management	E4	\$ 17,950.88				\$ 22,438.58	11/01/2023
2030	ASSISTED HOUSING MANAGER	Mid-Management	M208	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2561	ASSOCIATE MANAGEMENT ANALYST	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1417	ASSOCIATE PLANNER	General Employees	G107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
1040	ASST POLICE PROPERTY TECH	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
1054	AUDITORIUM LEADWORKER	General Employees	G204	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 12,725.14	\$ 13,388.90	\$ 14,065.16			07/01/2023
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	M209	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
2040	BUDGET ADMINISTRATOR	Mid-Management	M112	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
2045	BUDGET ANALYST I	Mid-Management	M106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
2050	BUDGET ANALYST II	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1060	BUILDING INSPECTOR	General Employees	052B	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2065	BUILDING OFFICIAL	Mid-Management	M113	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
1064	BUILDING TRADES WORKER I	General Employees	G203	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,366.64	\$ 6,674.18	\$ 7,007.42			07/01/2023
1396	BUILDING TRADES WORKER, SENIOR	General Employees	G206	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1070	BUSINESS LICENSE SPECIALIST	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1411	BUSINESS SERVICES SPECIALIST	General Employees	G106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023

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	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2556	BUSINESS SYSTEMS ANALYST II	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1075	BUYER I	General Employees	043H	\$ 5,621.28	\$ 5,869.50	\$ 6,130.40	\$ 6,413.02	\$ 6,710.12	07/01/2023
1076	BUYER II	General Employees	052D	\$ 6,750.40	\$ 7,073.48	\$ 7,430.10	\$ 7,790.08	\$ 8,171.60	07/01/2023
2096	CABLE TELEVISION MANAGER	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
1080	CABLE TV PROD SUPPORT ASST	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
2100	CAPITAL PROJECTS MANAGER	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
1085	CARPENTER	General Employees	G206	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2105	CHIEF ACCOUNTANT	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	E4	\$ 17,950.88				\$ 22,438.58	11/01/2023
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	\$ 12,954.90				\$ 20,622.00	01/01/2023
4020	CITY CLERK	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
1398	CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 15,693.30				\$ 26,058.34	01/01/2023
2572	CIRCULATION SUPERVISOR	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2110	CODE ENFORCEMENT MANAGER	Mid-Management	M112	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
1095	CODE ENFORCEMENT OFFICER I	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	G207	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
1105	COMB. EQUIPMENT MECHANIC	General Employees	G206	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
2140	COMM SHIFT SUPERVISOR	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1083	COMMUNICATIONS CALL TAKER	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
1120	COMMUNICATIONS DISPATCHER I	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1125	COMMUNICATIONS DISPATCHER II	General Employees	G107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
1126	COMMUNICATIONS DISPATCHER III	General Employees	G108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 8,491.35				\$ 13,516.65	01/01/2023
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1397	COMMUNITY SERVICES TECHNICIAN	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1423	COMPLIANCE SPECIALIST	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
4080	CONF INVEST & APPEALS OFFICER	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
1137	CONSTRUCTION INSPECTOR I	General Employees	G106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
1138	CONSTRUCTION INSPECTOR II	General Employees	G107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
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	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2175	CRIME ANALYST	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2176	CRIME PREVENTION MANAGER	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
1141	CRIME PREVENTION SPECIALIST	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1142	CRIME SCENE TECHNICIAN	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 6,426.10	\$ 6,735.48	\$ 7,073.34	\$ 7,416.32	\$ 7,780.16	07/01/2023
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
4151	DEPUTY CITY ATTORNEY	Executive Management	EB	\$ 11,202.70				\$ 13,616.94	11/01/2023
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 6,811.90	\$ 7,142.78	\$ 7,497.68	\$ 7,862.40	\$ 8,250.06	07/01/2023
4044	DEPUTY CITY MANAGER	Executive Management	E5	\$ 18,848.46				\$ 23,560.52	11/01/2023
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAININ	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4152	DEPUTY DIRECTOR OF FINANCE	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4043	DEPUTY FIRE CHIEF	Executive Management	E4	\$ 17,950.88				\$ 22,438.58	11/01/2023
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 14,088.92	\$ 14,793.62	\$ 15,533.36			07/01/2023
4045	DEPUTY POLICE CHIEF	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
4157	DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	E4	\$ 17,950.88				\$ 22,438.58	11/01/2023
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	E3	\$ 15,869.96				\$ 19,837.48	11/01/2023
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	E3	\$ 15,869.96				\$ 19,837.48	11/01/2023
4010	DIRECTOR OF FINANCE	Executive Management	E3	\$ 15,869.96				\$ 19,837.48	11/01/2023
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	E3	\$ 15,869.96				\$ 19,837.48	11/01/2023
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	E3	\$ 15,869.96				\$ 19,837.48	11/01/2023
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	E3	\$ 15,869.96				\$ 19,837.48	11/01/2023
1419	DUPLICATING MAIL SPECIALIST	General Employees	18	\$ 4,339.44	\$ 4,556.10	\$ 4,783.76	\$ 5,023.00	\$ 5,273.66	07/01/2023
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	M112	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
2573	ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2215	ELECTRICAL SUPERVISOR	Mid-Management	M209	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1156	ELECTRICIAN I	General Employees	G205	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1155	ELECTRICIAN II	General Employees	145	\$ 6,654.64	\$ 7,005.18	\$ 7,374.28	\$ 7,739.00	\$ 8,095.00	07/01/2023
2216	EMERGENCY SERVICES ANALYST	Mid-Management	M106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
2220	EMERGENCY SERVICES MANAGER	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 6,864.96	\$ 7,194.32	\$ 7,555.56	\$ 7,923.28	\$ 8,310.20	07/01/2023
2235	ENVIRONMENTAL MANAGER	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
2574	ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
1170	EQUIPMENT MECHANIC I	General Employees	G202	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
1175	EQUIPMENT MECHANIC II	General Employees	G204	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1403	EQUIPMENT MECHANIC, SENIOR	General Employees	G205	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1185	EQUIPMENT OPERATOR	General Employees	G204	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1190	EQUIPMENT PARTS SPECIALIST	General Employees	G205	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	G203	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	M212	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
2245	EQUIPMENT SUPERVISOR	Mid-Management	M208	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1404	EXECUTIVE ASSISTANT I	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1405	EXECUTIVE ASSISTANT II	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
4154	EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	E2	\$ 14,169.58				\$ 17,712.46	11/01/2023
1418	FACILITIES MAINTENANCE WORKER I	General Employees	G201	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
1422	FACILITIES MAINTENANCE WORKER II	General Employees	129	\$ 5,220.82	\$ 5,456.02	\$ 5,695.56			07/01/2023
1205	FAMILY LITERACY SPECIALIST	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
2248	FINANCE MANAGER I	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2249	FINANCE MANAGER II	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 11,909.74	\$ 12,498.06	\$ 13,135.54			07/01/2023
4060	FIRE CHIEF	Executive Management	E5	\$ 18,848.46				\$ 23,560.52	11/01/2023
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 10,356.76	\$ 10,868.46	\$ 11,422.08			07/01/2023
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 8,854.90	\$ 9,286.28	\$ 9,739.02	\$ 10,238.80	\$ 10,728.92	07/01/2023
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 5,678.98					07/01/2023
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 11,909.74	\$ 12,498.06	\$ 13,135.54			07/01/2023
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 12,802.62	\$ 13,436.00	\$ 14,120.28			07/01/2023
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 13,997.54	\$ 14,723.74	\$ 15,470.74			07/01/2023
1210	GARDENER	General Employees	129	\$ 5,220.82	\$ 5,456.02	\$ 5,695.56			07/01/2023
4155	GENERAL COUNSEL RENT PROGRAM	Executive Management	5.1	\$ 11,264.40				\$ 17,931.90	01/01/2023
2260	GIS ADMINISTRATOR	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
1406	GROUNDSKEEPER	General Employees	G201	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
2265	HEAD OF REFERENCE	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
4153	HEARING EXAMINER RENT PROGRAM	Executive Management	EC	\$ 12,364.98				\$ 15,082.20	11/01/2023
1410	HOUSING ASSISTANCE REPRESENTATIVE	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
1407	HOUSING FINANCE REPRESENTATIVE	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
2269	HOUSING MANAGER	Mid-Management	M113	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023

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	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
1409	HOUSING PROGRAM SPEC, SENIOR	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
2275	HOUSING PROGRAMS ANALYST	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1420	HOUSING REPRESENTATIVE	General Employees	48	\$ 5,585.72	\$ 5,852.60	\$ 6,117.84	\$ 6,412.92	\$ 6,733.78	07/01/2023
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2563	HUMAN RESOURCES ANALYST I	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2564	HUMAN RESOURCES ANALYST II	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2565	HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2568	HUMAN RESOURCES ANALYST SENIOR	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
2283	HUMAN RESOURCES MANAGER	Mid-Management	M113	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
1246	INFORMATION TECHNOLOGY ASST	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 10,941.84	\$ 11,488.94	\$ 12,065.50	\$ 12,668.30	\$ 13,303.84	07/01/2023
2562	INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	M105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
2570	INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	055D	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
2559	INFRASTRUCTURE ADMINISTRATOR	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1250	JAILER	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1401	JUNIOR ENGINEER	General Employees	G107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2290	LAW OFFICE SUPERVISOR	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,362.12	\$ 5,585.72	\$ 5,852.60	\$ 6,117.84	\$ 6,412.92	07/01/2023
1412	LEARNING CENTER COORDINATOR	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1270	LIBRARIAN I	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1275	LIBRARIAN II	General Employees	G106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
1280	LIBRARY ASSISTANT I	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
1285	LIBRARY ASSISTANT II	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1286	LIBRARY ASSOCIATE	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1290	LIBRARY INFO SYSS SUP TECH	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2552	LIBRARY SERVICES MGR	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 7,283.68	\$ 7,637.38	\$ 7,996.88	\$ 8,390.82	\$ 8,796.64	07/01/2023
1300	MAINTENANCE LEAD WORKER	General Employees	G205	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1318	MAINTENANCE MECHANIC I	General Employees	G202	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
1320	MAINTENANCE MECHANIC II	General Employees	G204	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1307	MAINTENANCE WORKER I	General Employees	G201	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
1309	MAINTENANCE WORKER II	General Employees	G203	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
2560	MANAGEMENT ANALYST	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
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	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	M113	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1421	OFFICE ASSISTANT	General Employees	14	\$ 4,332.48	\$ 4,548.26	\$ 4,775.16	\$ 5,016.44	\$ 5,266.50	07/01/2023
1319	OFFICE SPECIALIST	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 6,750.40	\$ 7,073.48	\$ 7,430.10	\$ 7,790.08	\$ 8,171.60	07/01/2023
2339	ONS PROGRAM MANAGER	Mid-Management	M112	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
1321	PAINTER	General Employees	G206	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
1424	PARALEGAL	General Employees	G107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
1329	PARKING ENF REPRESENTATIVE	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	G203	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
2350	PARKS SUPERVISOR	Mid-Management	M208	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	M212	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
1333	PAYROLL COORDINATOR	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
2354	PAYROLL MANAGER	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
1335	PAYROLL SPECIALIST	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1337	PERMIT TECHNICIAN I	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
1339	PERMIT TECHNICIAN II	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	\$ 8,553.02	\$ 8,981.14	\$ 9,430.88	\$ 9,887.74	\$ 10,396.22	07/01/2023
4102	PLANNING MANAGER	Executive Management	4.1	\$ 10,442.25				\$ 16,621.50	01/01/2023
1340	PLANNING TECHNICIAN I	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
1341	PLANNING TECHNICIAN II	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 10,789.38	\$ 11,328.60	\$ 11,897.00	\$ 12,512.48	\$ 13,108.18	07/01/2023
1326	POLICE ASSISTANT	General Employees	34	\$ 4,729.56	\$ 4,905.06	\$ 5,085.78	\$ 5,275.88	\$ 5,494.74	07/01/2023
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 15,115.60	\$ 15,873.38	\$ 16,695.70	\$ 17,488.94		01/01/2023
4105	POLICE CHIEF	Executive Management	E5	\$ 18,848.46				\$ 23,560.52	11/01/2023
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 12,957.80	\$ 13,600.96	\$ 14,281.90	\$ 14,982.24		01/01/2023
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 9,159.18	\$ 9,577.88	\$ 10,078.46	\$ 10,565.06		07/01/2023
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 6,977.88					07/01/2023
1345	POLICE PROPERTY TECHNICIAN	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 4,667.56	\$ 4,899.86	\$ 5,143.84	\$ 5,401.72	\$ 5,671.60	07/01/2023
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 10,898.54	\$ 11,410.32	\$ 11,998.56	\$ 12,588.56		07/01/2023
4110	PORT DIRECTOR	Executive Management	5.1	\$ 11,264.40				\$ 17,931.90	01/01/2023
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
2390	PRINCIPAL PLANNER	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023

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	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2395	PROGRAMMER ANALYST II	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
2400	PROJECT COORDINATOR	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
4115	PROJECT MANAGER I	Executive Management	EB	\$ 11,202.70				\$ 13,616.94	11/01/2023
4120	PROJECT MANAGER II	Executive Management	EC	\$ 12,364.98				\$ 15,082.20	11/01/2023
4121	PROJECT MANAGER III	Executive Management	ED	\$ 13,663.30				\$ 16,607.82	11/01/2023
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
2566	PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	M212	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	M209	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1328	PURCHASING ASSISTANT	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	M212	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
1351	RECREATION PROGRAM COORDINATOR	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2415	RECREATION SUPERVISOR	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
1425	REGISTRATION SPECIALIST	General Employees	G103	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	M108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
1353	RESIDENT HOUSING MANAGER	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
2455	RISK MANAGER	Executive Management	ED	\$ 13,663.30				\$ 16,607.82	11/01/2023
1414	R-TRANSIT ASSISTANT	General Employees	G101	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
1325	R-TRANSIT DRIVER	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
1415	R-TRANSIT DRIVER LEADWORKER	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2465	SENIOR ACCOUNTANT	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	E3	\$ 15,869.96				\$ 19,837.48	11/01/2023
2470	SENIOR BUDGET ANALYST	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1359	SENIOR BUILDING INSPECTOR	General Employees	G108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2480	SENIOR BUYER	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
2485	SENIOR CIVIL ENGINEER	Mid-Management	M112	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,207.48	\$ 8,595.14	\$ 9,021.02	\$ 9,455.62	\$ 9,926.28	07/01/2023
1365	SENIOR LIBRARY ASSISTANT	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1413	SENIOR MAINTENANCE MECHANIC	General Employees	G205	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2510	SENIOR PLANNER	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	M110	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023

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	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	G102	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	M111	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
2495	SR EMPLOYEE BENEFITS ANALYST	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	G108	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	EC	\$ 12,364.98				\$ 15,082.20	11/01/2023
1367	STATIONARY ENGINEER	General Employees	G206	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	M208	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
2557	STREETS SUPERVISOR	Mid-Management	M209	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
2540	SYSTEMS ADMINISTRATOR	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
2571	TELECOMMUNICATIONS COORDINATOR	Mid-Management	64	\$ 8,390.82	\$ 8,796.64	\$ 9,234.14	\$ 9,696.72	\$ 10,179.58	07/01/2023
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,064.04	\$ 6,366.84	\$ 6,673.42	\$ 7,007.42	\$ 7,358.42	07/01/2023
1371	TREE LEADWORKER	General Employees	G205	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
1373	UTILITY LEADWORKER	General Employees	135A	\$ 5,958.28	\$ 6,233.16	\$ 6,502.64			07/01/2023
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
2548	WEB COORDINATOR	Mid-Management	068E	\$ 8,854.08	\$ 9,296.78	\$ 9,760.82	\$ 10,249.66	\$ 10,761.38	07/01/2023
2569	WORKFORCE COORDINATOR	Mid-Management	M107	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
2558	WORKFORCE PROGRAM MANAGER	Mid-Management	M109	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
2567	WORKFORCE PROGRAM SPECIALIST	Mid-Management	M106	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
1399	WORKFORCE SPECIALIST I	General Employees	G104	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
1400	WORKFORCE SPECIALIST II	General Employees	G105	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023

NOTES:

Rev. 1/17/23: Salary range change for Dir of Public Works adopted and approved

Rev. 5/23/23: 2% increase for IAFF Fire Fighters unit, retroactive to 1/1/2023

Rev. 7/1/23: 4% increase for General Employees, 4% increase for Mid-Management, 2% increase for IAFF Fire Fighters, and 2% increase for Richmond Police Officers

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

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

Rev. 11/1/23: Various adjustments approved via City Council Resolution 114-23 for implementation of compensation study results.



Job Class	Job Description	Unit Description	Grade	Step 1 Min	Step 2	Step 3	Step 4	Step 5 Max	Effective
				(Hourly)	(Hourly)	(Hourly)	(Hourly)	(Hourly)	
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	\$ 16.97	\$ 18.78	\$ 20.54	\$ 22.39	\$ 24.10	07/01/2023
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 18.18					07/01/2023
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 18.18	\$ 19.09				07/01/2023
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04	\$ 22.11	07/01/2023
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 44.52	\$ 46.74	\$ 49.08	\$ 51.54	\$ 54.11	07/01/2023
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 27.71	\$ 28.83	\$ 30.10	\$ 31.40	\$ 32.89	07/01/2023
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 19.17	\$ 20.12	\$ 21.15			07/01/2023
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 18.18	\$ 19.09	\$ 20.05			07/01/2023
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04		07/01/2023
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 18.18					07/01/2023
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 18.18					07/01/2023
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 29.44	\$ 30.77	\$ 32.13	\$ 33.44	\$ 35.05	07/01/2023
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 20.12					07/01/2023
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04	\$ 22.11	07/01/2023
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 21.04	\$ 22.10	\$ 23.18	\$ 24.35	\$ 25.57	07/01/2023
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 18.18					07/01/2023
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04	\$ 22.11	07/01/2023