

PayPlan	Proposed Grade	Grade Minimum	Grade Midpoint	Grade Maximum	Class Title
Unified	101	\$19,968	\$26,957	\$33,946	CASE QUALITY CONTROL COOR CUSTODIAN DELIVERY CLERK FAPT REPRESENTATIVE - DSS PATROL SERVICE ASSISTANT
	102	\$20,966	\$28,305	\$35,643	FACILITY MAINT WORKER
	103	\$22,015	\$29,720	\$37,425	CUSTODIAN - SENIOR DRAINAGE MAINTENANCE TECH MAIL ROOM CLERK OFFICE ASSISTANT PARKS TECHNICIAN SERVICE ASSOCIATE - FLEET
	104	\$23,115	\$31,206	\$39,296	LIBRARY CLERK PARK AIDE - SENIOR
	105	\$24,271	\$32,766	\$41,261	CUSTOMER SVCS SPECIALIST - SENIOR GREENSKEEPER LIBRARY ASSISTANT MAINTENANCE MECHANIC OFFICE SPECIALIST PARKS SENIOR TECHNICIAN SIGN AND STRIPING TECH SUPPORT SERVICES AIDE WASTEWATER TECH TRAINEE WEIGH MASTER
	106	\$25,485	\$34,405	\$43,324	ACCOUNT CLERK I CITIZEN SERVICES ADVOCATE I COMMUNICATIONS TECH COMMUNITY CORR SPECIALIST EQUIPMENT OPERATOR I INFORMATION CENTER CLERK MAINT TEAM LEADER OPER TEAM LEADER POLICE CADET RECREATION SPECIALIST SIGN AND STRIPING TEAM LEADER
	107	\$26,759	\$36,125	\$45,490	ACCOUNT CLERK II CONCRETE FINISHER I EQUIP OPER II GOLF EQUIP MECH OFFICE SPECIALIST - SENIOR PAYROLL SPECIALIST PEST CONTROL TECHNICIAN
	108	\$28,097	\$37,931	\$47,765	CITIZEN SERVICES ADVOCATE II CLEAN CITY PROJECT ASST CONCRETE FINISHER II EQUIP OPER I - SOLID WAST EQUIP OPER III

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Unified	109	\$29,502	\$39,828	\$50,153	FARM HAND FORENSICS SPEC TRAINEE PARKS MASTER TECHNICIAN TREE TRIMMER
	110	\$30,977	\$41,819	\$52,661	ACCOUNT CLERK III ADMINISTRATIVE ASSISTANT ASSISTANT REGISTRAR/BALLOT ADMINISTRATOR BACKGROUND INVESTIGATOR BUILDING MONITOR/MAINT ME DEP I - COMMISSION OF REVENUE DEPUTY I - TREASURER DETENTION REVIEW SPEC EQUIP MECHANIC - FLEET HAMPTON ARTS ASSIST MGR LEGAL SECRETARY LIBRARY SENIOR ASSISTANT PAYROLL SPECIALIST - SENIOR PERMIT COORDINATOR PERMIT TECHNICIAN UTILITY LOCATOR TECH WAREHOUSE ASSISTANT WASTEWATER LINE TECH
	111	\$32,526	\$43,910	\$55,294	AQUATIC TECHNICIAN ANIMAL CONTROL OFFICER ASSOCIATE BUYER BENEFITS SPECIALIST BUDGET ASSOCIATE CITIZEN SERVICES ADVOCATE III CLAIMS TECHNICIAN CONCRETE FINISHER III CUSTOMER SERVICE SUPERVISOR DOCKET COORDINATOR EQUIP OPER II - SOLID WAS EQUIP OPER IV FAMILY RESOURCE SPECIALIST GEN MAINTENANCE MECHANIC GREENSKEEPER - SENIOR HEAVY EQUIPMENT TECH JURY COORDINATOR MEDIA RELATIONS SPECIALIST PLANT AUX OPERATOR PLANT MECHANIC I PUMP STATION MECH TRAFFIC SIGNAL ELECTR
					ACCOUNTING COORDINATOR ADMINISTRATIVE ASSISTANT - SENIOR BUYER DEP II/DELINQUENT TAX COO ELECTRICIAN, SENIOR EQUIP OPER III - SOLID WASTE EQUIP OPER V FAMILY SUPPORT WORKER

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Unified	112	\$34,152	\$46,105	\$58,058	FLEET SERVICE ADVISOR
					INTAKE TECHNICIAN
					INTELLIGENCE TECH
Unified	113	\$35,860	\$48,411	\$60,961	NEIGHBORHOOD DEVELOPMENT ASSOCIATE
					PARKS TECHNICIAN TEAM LEADER
					PLANT OPERATOR
					PUBLIC SAFETY DISPATCHER
					RECREATION PROFESSIONAL
					SUPPORT SERVICES COORD
					WW INSPECTION AND REPAIR TECH
					ASST BOX OFFICE MGR
					CARPENTER/MAINT MECH
					CHIEF PUMP MECHANIC
					CODES COMPLIANCE INSPECTOR
					CONCRETE FINISHER III
					DEPUTY CLERK OF COUNCIL
					EXECUTIVE ASSISTANT
					FLEET TECHNICIAN
FORENSIC SPECIALIST					
INFO SYSTEMS SPEC					
Unified	113	\$35,860	\$48,411	\$60,961	PLANT MECHANIC II
					PLUMBER/MAINT MECHANIC
					SOLID WASTE COLLECTIONS TEAM LEADER
					SURVEY TECHNICIAN
					TRAFFIC MAINT TEAM LEADER
					TRAFFIC SIGNAL ELECTR - SENIOR
					ACCREDITATION MANAGR
					ANIMAL CONTROL OFFICER - SENIOR
					BUILDING CODES INSPEC I
					CASE MANAGER
Unified	113	\$35,860	\$48,411	\$60,961	CITIZEN SERVICES TEAM LEADER
					CLEAN CITY COORD
					COMMUNITY PROGRAMS COORDINATOR
					CONTRACT COORD
					DEPUTY III COM REVENUE - SUPERVISOR
					DEPUTY III - SUPERVISOR
					ELECTRICAL INSPEC I
					ELECTRICIAN/MAINT MECH - SENIOR
					EMPLOYEE SERVICES COORD
					FIRE SAFETY PROG EDUCATOR
FISCAL SUPPORT SPECIALIST					
FRAUD INVESTIGATOR					
HR ASSOCIATE					
HVAC/DDC TECH					
HVAC/MAINT MECH					
LANDSCAPE SERV COORD					
MUSEUM REGISTRAR					
PARALEGAL					
PARK RANGER					
PLUMBING/MECHANICAL INSP I					
PRETRIAL INVESTIGATOR/CJA					
PROBATION OFFICER					

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Unified	114	\$37,653	\$50,831	\$64,009	PUBLIC SAFETY DISPATCHER - SENIOR RECRUIT TRAINING SPEC SENIOR ASSISTANT REGISTRAR SR RECREATION PROFESSIONAL TEAM LEADER - FIELD SERVICE TECHNICAL SERVICES MANAGE TECHNOLOGY SUPPORT SPEC TELECOMM SUPPORT SPEC TITLE EXAMINER TRAFFIC SIGNAL ELECTR TEC TRANSPORTATION ENG TECH
	115	\$39,535	\$53,373	\$67,210	ACCOUNTING SUPERVISOR CODES COMPLIANCE INSPECTOR, SENIOR CRIME ANALYST FAPT & YOUTH SVCS COORD FINANCIAL SER SUPPORT MGR FORENSIC SENIOR SPECIALIST JUVENILE CORR CASE MGR MARKETING SPECIALIST REAL ESTATE PARALEGAL
	115	\$39,535	\$53,373	\$67,210	APPRAISER I/ASSESSOR BRIDGE & STREET TEAM LEADER BUILDING CODES INSPEC II CHILD ABUSE PREV CASE MGR CONSTRUCTION INSPECTOR ELECTRICAL INSPEC II ENTOMOLOGY SERVICES MGR ENVIRONMENTAL INSPECTOR EXECUTIVE ASSISTANT - SENIOR FAMILY SERVICES SPECIALIST GIS SPECIALIST HOME VIS/FAMILY SVCS SPEC INFRA CONST PROJECT TEAM LEADER INTAKE CASE MANAGER
	116	\$41,512	\$56,041	\$70,570	MASTER FLEET SRVCS TECH PARK SENIOR RANGER PLANT MECHANIC TEAM LEADER PLANT OPERATOR - SENIOR PLUMBING/MECH INSPECT II PRODUCTION MANAGER PUBLIC SAFETY DISPATCH SHIFT SUPERV PUMP STATION TECH TRAFFIC SIGNAL TEAM LEADER VICTIM WITNESS SPECIALIST
					ANALYST/TREASURER OFFICE ASSISTANT MARKET MGR BIOLOGIST BOX OFFICE MANAGER CHANGEOVER/HOUSEKEEPING MANAGER CITIZEN SERVICES SUPERVISOR CJA TRAINING COORDINATOR

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Unified					CONTRACT COMPLIANCE SPEC CRIME ANALYSIS SUPERVISOR F.O.I.A. PARALEGAL FINANCE/ADMIN MANAGER FIRE RESCUE MAINTENANCE COORD FLEET MAINT TEAM LEADER FLEET SERVICES PROJ COORD FOG CONTROL COORDINATOR FOOD & BEVERAGE MGR GRAPHIC DESIGNER GROUP SERVICES MANAGER MANAGER ARTS CENTER MASTER FORENSICS SPECIALIST MENTAL HEALTH COUNSELOR PARKS MANAGER PERS PRO TAX/FIELD SPEC SUPER PLANS REVIEWER I PLANT OPERATING ENG PROGRAM COORD - RECREATIO RETIREMENT SYSTEMS COORD SERVICE COORDINATOR - ITC SITE PLAN/SUB DIV AGENT ZONING OFFICIAL
	117	\$43,588	\$58,844	\$74,099	ACCOUNTANT APPRAISER II/ASSESSOR BUSINESS TAX AUDITOR BUYER - SENIOR CASE MANAGER SENIOR CHIEF BUILDING CODES INSPECTOR CHILD PROTECTIVE SVC WORKER CITY PLANNER CIVIL ENGINEERING TECH
	117	\$43,588	\$58,844	\$74,099	CJA OPERATIONS SUPERVISOR CONSTRUCTION INSPECTION MANAGER ENVIRONMENTAL PLANNER FAMILY SERVICES SPECIALIST SENIOR FORENSICS SUPERVISOR GROUP SALES MANAGER LIBRARIAN II/BRANCH LIBR LIBRARIAN II-CATALOGING LIBRARIAN II-CHILDRENS LIBRARIAN II-REFERENCE MARKETING MGR MUSEUM PROMOTIONS MANAGER PLANT MAINTENANCE MGR PRETRIAL SVCS MANAGER PRODUCTION MANAGER - SENIOR RECORDS MANAGEMENT SPECIALIST RECREATION PROGRAMS MANAGER RECYCLING MANAGER REGIS NURSE SVR/HLTY STAR SCHOOL AGE PROGRAM MGR TEAM LEADER - SOCIAL SERVICES

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Unified	118	\$45,767	\$61,786	\$77,804	WASTEWATER COLLEC TEAM LEADER
					WASTEWATER TEAM LEADER
					ADMIN SERVICES MANAGER
Unified	118	\$45,767	\$61,786	\$77,804	CHILD PROTECTIVE SERVICES SUPERVISOR
					CLUB HOUSE MGR
					COLLECTIONS SYSTEMS SUPV
					COMPTROLLER/TREASURER
					CURATOR
					FAMILY SERV MANAGER
					FARM MANAGER
					GOLF COURSE SUPT
					GOLF PROFESSIONAL
					HEALTHY FAMILIES MANAGER
					HOUSING REINVESTMENT SPECIALIST
					INFO SYSTEMS ADMINISTRATOR
					MARKETING OUTREACH MANAGER
					MEDIA RELATIONS MANAGER
					OCCUPATIONAL HEALTH/SAFTEY COO
					PARK CHIEF RANGER
					PAYROLL MANAGER
					PLANS REVIEWER II
					POLICE SYSTEMS ADMINISTRATOR
					PUBLIC COMMUNICATIONS COOR
					SITE PLAN/SUB DIV AGENT, SENIOR
					SOCIAL MEDIA COORDINATOR
					TRANSPORTATION ENGINEER
VOLUNTEER SERVICE COORDINATOR					
WEBMASTER					
Unified	118	\$45,767	\$61,786	\$77,804	ZONING OFFICIAL - SENIOR
Unified	119	\$48,055	\$64,875	\$81,694	ACCOUNTANT - SENIOR
					APPRAISER III/ASSESSOR
					FAMILY SERVICES SUPERVISOR
					FLEET MAINT SUPV
					GROUP SERVICES MGR - SENIOR
					JUVENILE JUSTICE PRG COOR
					LIBRARIAN III- SUPVERVISOR
					NEIGHBORHOOD GRANT ADMIN
					PERFORMANCE SUPPORT LEADER
					RIGHT-OF-WAY AGENT
					SOLUTIONS DEVELOPER
					SPECIAL EVENTS MANAGER
					SR EVENT PRDODUCTION MGR
					TAX MANAGEMENT MANAGER
					VICTIM WITNESS ASST DIRECTOR
					YOUTH PREVENTION PROG MGR
					Unified
BUDGET & MGT ANALYST - SENIOR					
BUSINESS OPERATIONS MGR					
CITY PLANNER, SENIOR					
CLAIMS MANAGER RISK MGMT					
EMERGENCY MGT PLANNER					

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Unified	121	\$52,981	\$71,525	\$90,068	FAMILY SERVICES PROG MGR
					FINANCIAL ANALYST
					GIS/INFRA INFO SYSTEM MGR
					HR GENERALIST
122	\$55,630	\$75,101	\$94,571	HUMAN SERVICES BENEFITS MANAGER	
				INTERNAL AUDITOR	
				LIBRARIAN IV-BRANCH MGR	
				PLANNER - SENIOR	
122	\$55,630	\$75,101	\$94,571	TECH MGR/FACIL MAINT	
				TRANS CONST PROJ COORD	
				BENEFITS MANAGER	
				COMM DEVELOPMENT SERVICES COOR	
123	\$58,412	\$78,856	\$99,300	GROUP SALES MANAGER - SENIOR	
				SITE AND PLAN REVIEW CHIEF AGENT	
				TRAFFIC OPERATIONS SUPV	
				CHIEF DEP COMM OF REVENUE	
124	\$61,332	\$82,799	\$104,265	CHIEF DEPUTY TREASURER	
				COMPREHENSIVE SVCS ACT ADMINISTRATOR	
				COURTS ADMINISTRATOR	
				DEBT MANAGER	
123	\$58,412	\$78,856	\$99,300	DEP ZONING ADMINISTRATOR	
				ENV/SUST MGR-SR PROJ COOR	
				FLEET OPERATIONS MGR	
				GOLF PROGRAM MANAGER	
123	\$58,412	\$78,856	\$99,300	GRANT WRITER	
				PLANT ENGINEER	
				PROGRAM ADMINISTRATOR ITC	
				PROJECT COORDINATOR	
123	\$58,412	\$78,856	\$99,300	REAL ESTATE ANALYST	
				SENIOR PLANS REVIEWER	
				STEAM PLANT OPER MGR	
				STORMWATER OPS MANAGER	
123	\$58,412	\$78,856	\$99,300	SUPERINTENDENT - P&R	
				SUPT BRIDGE/STREET OPER	
				VDOT PROJECTS MANAGER	
				ARTISTIC DIRECTOR	
123	\$58,412	\$78,856	\$99,300	BUSINESS DEVELOPMENT MANAGER	
				CHIEF PLANNER	
				CIVIL ENGINEER - SENIOR	
				DEPUTY EMERGENCY MGT COOR	
123	\$58,412	\$78,856	\$99,300	FACILITIES MAINT & OPER M	
				FINANCIAL/OPS ADMINISTR	
				MINORITY BUSINESS COORD	
				NETWORK ENGINEER	
123	\$58,412	\$78,856	\$99,300	POLICE NETWORK MANAGER	
				REAL ESTATE ASSESSMENTS MANAGER	
				SOLUTIONS DEVELOPER - SENIOR	
				SYSTEMS ENGINEER	
124	\$61,332	\$82,799	\$104,265	ASSISTANT CITY ATTORNEY	
				ASSISTANT COMMONWEALTH ATTORNEY I	

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Unified	125	\$64,399	\$86,939	\$109,478	BUILDING INSPECTION SERVICES MGR CODE COMPLIANCE MANAGER TRANSPORTATION ENGINEERING MANAGER
	125	\$64,399	\$86,939	\$109,478	ASSET MANAGER/DEVELOPMENT ASSISTANT DIRECTOR (OPERATIONS - EVENTS) CITY SURVEYOR DEPUTY CITY ASSESSOR DEPUTY DIRECTOR OF FINANCE - CONTROLLER DEPUTY DIRECTOR OF FINANCE - PURCHASING DEVELOPMENT SERVICES MANAGER HOUSING/NEIGH SERVICES MG HRIS ADMINISTRATOR MARKETING/DEVELOP MGR MUSEUM MANAGER POLICY/PLANNING FISCAL MG PREVENTION PROGRAMS ADMIN SENIOR CHIEF DEPUTY OF REVENUE SR CHIEF DEPUTY TREASURER SYSTEMS ENGINEER - SENIOR
	126	\$67,619	\$91,286	\$114,952	WASTEWATER SUPERINTENDENT
	127	\$71,000	\$95,850	\$120,699	BUSINESS DEVELOPMENT MANAGER - SENIOR CITY ENGINEER CP ENGINEERING MANAGER DEV SERVICES CENTER MGR HUMAN RESOURCES MANAGER - SENIOR RISK MANAGER WATER RESOURCES ENGINEER ZONING ADMINISTRATOR
	128	\$74,550	\$100,642	\$126,734	ADMINISTRATOR, SOCIAL SERVICES ASSISTANT CITY ATTORNEY - SENIOR ASSISTANT COMMONWEALTH ATTORNEY II ENTERPRISE APPLICATIONS MANAGER FINANCE & REVENUE SYSTEMS MANAGER NETWORK & TELCOMMUNICATIONS MANAGER
	130	\$82,191	\$110,958	\$139,725	PLANNING SERVICES MANAGER SOLID WASTE SUPERINTENDENT SPECIAL PROJECTS MANAGER STEAM PLANT MANAGER
	131	\$86,301	\$116,506	\$146,711	ASSISTANT CHIEF/FIRE ASSISTANT COMMONWEALTH ATTORNEY III DEPUTY DIRECTOR, COMMUNITY DEVELOPMENT DEPUTY DIRECTOR, PARKS AND RECREATION OPERATIONS MANAGER
	132	\$90,616	\$122,331	\$154,046	DEPUTY CITY ATTORNEY DEPUTY COMMONWEALTH ATTORNEY
	134	\$99,904	\$134,870	\$169,836	DEPUTY DIRECTOR, PUBLIC WORKS



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Unified					CHIEF DEPUTY - COMMONWEALTH ATTORNEY SENIOR DEPUTY CITY ATTORNEY