

INTRODUCED: March 5, 2021

AN ORDINANCE No. 2021-054

As Amended

To amend the schedule of classifications and assigned ranges incorporated into section I of the Pay Plan for the purpose of revising the wording of certain classification titles ~~[and]~~, changing the pay ranges of certain classification titles, and providing for a 3.25% adjustment of general pay ranges; to amend section II of the Pay Plan by adding therein a new subsection (C) for the purpose of providing for a 3.25% increase for eligible employees and implementing the recommendations of a study completed in 2018 that found significant compression in the lower end of the pay ranges and pay bands for non-sworn employees and recommended pay increases to move those employees toward the midpoint of their pay ranges or pay bands; and to amend sections III(B)(11), providing for salary supplements for the Office of the Commonwealth’s Attorney, III(B)(12), providing for salary supplements for the Office of the Sheriff, III(B)(25)(e), suspending the education incentive for sworn fire and police employees, III(B)(36), to increase the hourly living wage for City employees from \$12.07 to \$13.00, and III(B)(40), to provide for the full implementation of the step-based pay plan for sworn fire and police employees, of the Pay Plan.

Patron – Mayor Stoney

Approved as to form and legality
by the City Attorney

PUBLIC HEARING: APR 12 2021 AT 6 P.M.

WHEREAS, the Council of the City of Richmond adopted a pay plan for the City of Richmond, hereinafter the “Pay Plan,” by Ordinance No. 2018-319, adopted January 14, 2019, and now desires to amend such pay plan;

NOW, THEREFORE,

AYES: 9 NOES: 0 ABSTAIN: _____

ADOPTED: MAY 24 2021 REJECTED: _____ STRICKEN: _____

THE CITY OF RICHMOND HEREBY ORDAINS:

§ 1. That, (i) effective beginning with the pay period commencing on July 3, 2021, the nine-page schedule entitled “Classifications and Assigned Ranges” and dated January 5, 2019, as previously amended by Ordinance No. 2019-292, adopted November 12, 2019, and Ordinance No. 2020-102, adopted May 11, 2020, incorporated into the Pay Plan by section I of the Pay Plan, be and is hereby amended by excluding the classifications as shown on the one-page schedule entitled “Classifications and Assigned Ranges, July 3, 2021, Exclude,” a copy of which schedule is attached to and incorporated into this ordinance, and by including the classifications as shown on the ~~[nine-page]~~ one-page schedule entitled “Classifications and Assigned Ranges, July 3, 2021, Include,” a copy of which schedule is attached to and incorporated into this ordinance, and (ii) effective beginning with the pay period commencing on October 9, 2021, the nine-page schedule entitled “Classifications and Assigned Ranges” and dated January 5, 2019, as previously amended by Ordinance No. 2019-292, adopted November 12, 2019, Ordinance No. 2020-102, adopted May 11, 2020, and the schedules described in clause (i) of this section 1, incorporated into the Pay Plan by section I of the Pay Plan, is hereby repealed and replaced in its entirety by the ten-page schedule entitled “Classifications and Assigned Ranges, October 9, 2021, Include,” a copy of which schedule is attached to and incorporated into this ordinance.

§ 2. That (i) section III(B)(29) of the Pay Plan shall not apply to the amendments made by section 1 of this ordinance, (ii) no employee whose position this ordinance moves to another classification, pay range, or pay band shall receive a pay increase or decrease due to any adjustment made by this ordinance, and (iii) for purposes of this section, words or phrases defined in section III(A) of the Pay Plan have the meanings set forth in section III(A) of the Pay Plan.

§ 3. That section II of the Pay Plan be and is hereby amended by adding therein a new subsection (C) as follows:

C. The provisions of this section II(C) apply to the fiscal year commencing July 1, 2021, and ending June 30, 2022. The annual budget for the fiscal year commencing July 1, 2021, and ending June 30, 2022, includes funding~~[, distributed among City agencies,]~~ in the Non-Departmental Budget for the fiscal year commencing July 1, 2021, and ending June 30, 2022, to implement the recommendations of a study completed in 2018 that found significant compression in the lower end of the pay ranges and pay bands for non-sworn employees and recommended pay increases to move those employees toward the midpoint of their pay ranges or pay bands. This section II(C) provides for the use of that funding to achieve those recommendations.

1. *Eligibility.* The pay increases for which this section II(C) provides shall apply to all employees in permanent classified and unclassified positions except for the following:

a. Employees not employed continuously in a permanent position on ~~[June]~~ September 30, 2020, unless the employee's salary is below the minimum of the employee's new pay range;

b. Employees paid at or above the midpoint of their assigned pay ranges or their pay zones within their

assigned pay bands as of October 9, 2021, except as provided in section II(C)(2)(b);

c. Employees of constitutional officers whose classifications are not listed in section I of the Pay Plan; and

d. Employees in the classifications of Police Recruit, Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Police Sergeant, Police Lieutenant, Police Captain, Fire Recruit, Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Fire Driver Operator, Fire Lieutenant, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief.

e. Employees with a performance issue, performance improvement plan, or disciplinary action, each documented according to the applicable City laws, regulations, and rules, occurring on or after October 8, 2020.

2. *Administration.* The following provisions shall govern the administration of the pay increases for which this section II(C) provides:

- a. The amount of the pay increase shall be calculated on the employee's base rate of pay as of October ~~9~~ 8, 2021.
- b. ~~[The Director of Budget and Strategic Planning shall cause the funding provided in the annual budget to achieve the purposes of this section II(C) to be identified by a unique service code within the records of each agency's budget.]~~ Each employee who is eligible under section II(C)(1) shall receive a pay increase equal to 3.25 percent of the employee's salary as of October 8, 2021, unless the amount of such increase would exceed the maximum of the employee's pay range. If the amount of such increase exceeds the maximum of the employee's pay range, the employee's salary will be equal to the greater of the maximum of the employee's pay range or the employee's salary as of October 8, 2021.
- c. ~~[Prior to the date on which pay increases become effective pursuant to this section II(C), the Director of Human Resources shall cause:~~
- ~~(1) The preparation of an analysis of each employee eligible for a pay increase pursuant to section II(C)(1) based on uniform~~

~~standards approved by the Director of Human Resources and designed to identify the appropriate pay for each employee within that employee's pay range or pay band based on that employee's experience and tenure with the City; and~~

~~(2) The distribution of this analysis to each appointing authority for review based on each employee's individual characteristics.]~~

If the employee's salary remains lower than the midpoint of the employee's pay range after the application of section II(C)(2)(b), the employee will receive an additional salary increase based on the employee's years of service as determined by the Director of Human Resources and the employee's appointing authority in accordance with section II(C)(2). Using records available to the Director of Human Resources, the Director of Human Resources shall analyze and calculate each employee's years of service based on

(1) The employee's years of service in the employee's job classification as of October 9, 2021;

(2) The employee's years of service in a higher job classification in the job classification series to which the employee's job classification as of October 9, 2021, belongs as determined by the Director of Human Resources using the City's job class codes; and

(3) The employee's years of service in a classification equivalent to the employee's job classification as of October 9, 2021, as determined by the Director of Human Resources using the City's job class codes.

In developing the analysis for each employee, the Director of Human Resources shall include both City service and service that is not City service, provided that the Director of Human Resources shall include service that is not City service only for employees hired before April 1, 2021. The Director of Human Resources shall provide each employee's analysis to that employee's appointing authority for review based on each employee's individual experience, performance, and qualifications.

d. Each appointing authority shall review, for each employee for whom the appointing authority serves as appointing authority, the analysis provided by the Director of Human Resources pursuant to section II(C)(2)(c) to confirm or make changes based on that employee's individual experience, performance, and qualifications and provide the appointing authority's concurrence or any changes to the Director of Human Resources. No changes by an appointing authority ~~[that result in a pay increase greater than that recommended]~~ to the calculation of years of service by the Director of Human Resources for an employee shall be effective unless approved by the Director of Human Resources. ~~[The total of each agency's or program's pay increases shall be less than or equal to the agency's or program's amount of funding identified by the Director of Budget and Strategic Planning pursuant to section II(C)(2)(b).]~~ The determination of the Director of Human Resources as to whether years of service qualify under this section II(C)(2)(c) shall be final and not subject to further appeal. Once the Director of Human Resources has reviewed any changes by the

employee's appointing authority and finally determined an employee's years of service in accordance with section II(C)(2)(c), the Director of Human Services shall apply one 2.5 percent salary adjustment for each of the employee's complete years of service to the minimum of the employee's pay range, apply a salary increase equal to the difference between the employee's salary immediately following the salary increase for which section II(C)(2)(b) provides and the midpoint of the employee's pay range, and implement that salary increase, if any, effective beginning with the pay period commencing on October 9, 2021.

e. No employee's salary shall be decreased as a result of any application of this section II(C). If the appropriation for the salary increases for which section II(C)(2)(c) and (d) provide made in the Non-Departmental Budget for the fiscal year commencing July 1, 2021, and ending June 30, 2022, is not sufficient to fund all of the salary increases for which section II(C)(2)(c) and (d) provide, the Director of Human Resources shall prorate the salary increases of all employees who would receive a salary increase

pursuant to section II(C)(2)(c) and (d) so that those salary increases do not exceed the available appropriation. For purposes of this section II(C), the term “pay range” has the meaning set forth in section III(A)(8), except that for each classification assigned a broad band established pursuant to section III(B)(38) within which the Chief Administrative Officer has established pay zones pursuant to section III(B)(38)(a), the term “pay range” means the pay zone within that broad band to which the employee is assigned.

§ 4. That section III(B)(11) of the Pay Plan be and is hereby amended as follows:

11. **Commonwealth Attorney’s Office.** The Commonwealth Attorney shall receive a salary supplement of [~~\$51,074~~] \$53,628 together with a contribution to the Virginia Retirement System on her behalf of [~~\$10,306~~] \$10,822 in Fiscal Year [~~2020-2021~~] 2021-2022. The Commonwealth Attorney’s Office shall receive [~~\$884,474~~] \$934,456 to be used as salary supplements together with [~~\$202,138~~] \$212,571 to be used for a contribution to the Virginia Retirement System in Fiscal Year [~~2020-2021~~] 2021-2022 for members of the office. The proper administration of salary supplements is the responsibility of the constitutional officer.

§ 5. That section III(B)(12) of the Pay Plan be and is hereby amended as follows:

12. **Sheriff's Office.** The Sheriff's Office shall receive in Fiscal Year [~~2020-2021~~] 2021-2022 an amount [~~13.62~~] 10.82 percent greater than the amount approved by the Compensation Board for the Sheriff's deputies to be used as salary supplements for members of the office, excluding the Sheriff, for which the City is reimbursed for 100 percent of salary costs approved by the Compensation Board. The Sheriff's Office shall receive an amount not to exceed [~~\$2,236,106~~] \$1,773,117.01 in Fiscal Year [~~2020-2021~~] 2021-2022 to be used as salary supplements for members of the office, excluding the Sheriff. From such allocation, the Sheriff's Office may, in Fiscal Year [~~2020-2021~~] 2021-2022, provide salary supplements for positions that the City is not reimbursed for 100 percent of approved Compensation Board salaries, excluding the Sheriff. No salary supplements to any positions shall be paid unless authorized by the City's Director of Budget and Strategic Planning. Any salary supplement paid directly to the Sheriff from either of these amounts shall only be for the specific amount authorized by this section. The Sheriff shall receive a salary supplement of [~~\$41,301.20~~] \$47,399.99 in Fiscal Year [~~2020-2021~~] 2021-2022. The proper administration of salary supplements is the responsibility of the constitutional officer.

- § 6. That section III(B)(25)(e) of the Pay Plan be and is hereby amended as follows:
- e. No new applications for educational incentives or increases in educational incentives in accordance with this section shall be accepted between July 1, 2010, and July 1, [~~2021~~] 2022.

§ 7. That, effective beginning with the pay period commencing on July 3, 2021, section III(B)(36) of the Pay Plan be and is hereby amended as follows:

36. Living Wage.

Any employee in a position (other than Summer Youth Program, Special Event Worker, Intern, or other special employment program participants as determined by the Director of Human Resources) working either full-time or part-time shall have an hourly rate of pay at least [~~\$12.07~~] \$13.00.

§ 8. That, effective beginning with the pay period commencing on October 9, 2021 section III(B)(40) of the Pay Plan be and is hereby amended as follows:

40. Step-Based Pay System for Sworn Fire Fighters and Police Officers.

- a. The following sworn fire and police classifications shall be part of a step based pay system as shown in Table 1, dated [~~July 4, 2020~~] [~~March 5~~] May 10 , 2021 (a copy of which is attached hereto and incorporated herein):

<i>Positions</i>	<i>Range</i>
Fire Recruit	1
Police Recruit	1
Fire Fighter I	2
Police Officer I	2
Fire Fighter II	3
Police Officer II	3
Fire Fighter III	4
Police Officer III	4

Fire Fighter IV	5
Police Officer IV	5
Master Fire Fighter	6
Master Police Officer	6
<u>Fire</u> Driver [Pump] Operator	7
Fire Lieutenant	8
Police Sergeant	8
Fire Captain	10
Police Lieutenant	10
Fire Battalion Chief	12
Staff Battalion Chief	12
Police Captain	12

- b. Sworn fire and police personnel shall be eligible to move to their appropriate step on July 1, 2006, and thereafter shall be eligible to move in accordance with this ordinance at the beginning of the first full pay period in July of each calendar year thereafter. The initial placement and future movement of sworn fire and police personnel in the classifications of Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, Master Fire Fighter, Police Officer I, Police Officer II, Police Officer III, Police Officer IV and Master Police Officer will be based on full years of sworn service after the completion of the Fire Academy or the Police Academy (as outlined in Table 2, dated [~~July 4, 2020~~] March 5, 2021, a copy of which is

attached hereto and incorporated herein) or the step closest to but above their current salary, whichever is greater.

For purposes of this plan, sworn service time will begin upon graduation from the Fire Academy or the Police Academy less any break in service (except military or other leave as required by law), and step movement shall be based upon years of service as of June 30 of each year (e.g., an officer with 9 months of service as of June 30 will be considered to have 0 years of service) (Refer to Table 2). The initial placement of sworn fire and police personnel in the classifications of Fire Driver [~~Pump~~] Operator, Fire Lieutenant, Fire Captain, Fire Battalion Chief, Staff Battalion Chief, Police Sergeant, Police Lieutenant, and Police Captain shall be based upon service time in their current classification or the step closest to but above their current salary, whichever is greater, as outlined in Table 2. Future movement shall be based on the implementation schedule set forth in Table 3, dated [~~July 4~~] March 6, 2020 (a copy of which is attached hereto and incorporated herein).

On October 9, 2021, (i) employees in the classifications of Police Officer I, Police Officer II, Police Officer III, Police Officer IV, Master Police Officer, Fire Fighter I, Fire Fighter II, Fire Fighter III, Fire Fighter IV, and Master Fire Fighter shall be eligible to advance to corresponding steps for FY2022 as shown on Table 2 and (ii) employees in the classifications of Police Sergeant, Police

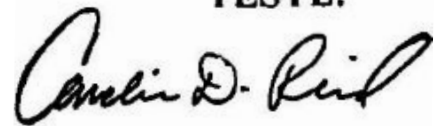
Lieutenant, Police Captain, Fire Driver Operator, Fire Lieutenant, Fire Captain, Fire Battalion Chief, and Staff Battalion Chief shall be eligible to be placed in the step of their classifications that most closely corresponds to the step they would have attained had the step movement provisions of the step-based pay system been funded for the fiscal year commencing July 1, 2020, and ending June 30, 2021, and the fiscal year commencing July 1, 2021, and ending June 30, 2022.

In order to relieve salary compression and with the concurrence of the Director of Human Resources, the Chief of Fire and Emergency Services or the Chief of Police may place sworn personnel at a higher step.

- c. Movement through the steps for Fire Recruits, Police Recruits and all levels of Fire Fighters and Police Officers hired after July 1, 2006 shall be based on the schedule in Table 4 dated [~~July 4~~] March 6, 2020 (a copy of which is attached hereto and incorporated herein).

§ 9. This ordinance shall be in force and effect on July 1, 2021.

**A TRUE COPY:
TESTE:**



City Clerk

CLASSIFICATIONS AND ASSIGNED RANGES

July 3, 2021

Exclude

Classification Title	Plan	Range	Minimum	Midpoint	Maximum	C/E/U
Administrative Technician	G BB	1	25,105	33,100	42,700	C
Administrative Technician (Retirement)	G BB	1	25,105	33,100	42,700	U
Parks and Recreation Bus Operator	General	1	25,105	28,900	34,680	C
Custodian	General	2	25,105	30,900	37,080	C
Food Service Technician	General	2	25,105	30,900	37,080	C
Library Technician	General	2	25,105	30,900	37,080	C
Lifeguard	General	2	25,105	30,900	37,080	C
Maintenance Worker	General	2	25,105	30,900	37,080	C
Office Assistant	General	2	25,105	30,900	37,080	C
Recreation Services Assistant	General	2	25,105	30,900	37,080	C
Refuse Collector	General	2	25,105	30,900	37,080	C
Utilities Field Worker	General	2	25,105	30,900	37,080	C
Animal Control Kennel Assistant	General	3	26,480	33,100	39,720	C
Custodian Crew Chief	General	3	26,480	33,100	39,720	C
Equipment Operator	General	3	26,480	33,100	39,720	C
Fleet Maintenance Worker	General	3	26,480	33,100	39,720	C
Human Services Assistant	General	3	26,480	33,100	39,720	C
Maintenance Technician	General	3	26,480	33,100	39,720	C
Pretrial/Probation Services Technician	General	3	26,480	33,100	39,720	C
Recreation Services Instructor	General	3	26,480	33,100	39,720	C
Social Casework Technician	General	3	26,480	33,100	39,720	C
Utilities Field Pipeline Technician	General	3	26,480	33,100	39,720	C
Warehouse and Materials Technician	General	3	26,480	33,100	39,720	C
Driver Pump Operator	PF	7	49,000	66,696	84,392	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

July 3, 2021

Include

Classification Title	Plan	Range	Minimum	Midpoint	Maximum	C/E/U
Administrative Technician	G BB	1	27,040	34,870	42,700	C
Administrative Technician (Retirement)	G BB	1	27,040	34,870	42,700	U
Parks and Recreation Bus Operator	General	1	27,040	30,860	34,680	C
Custodian	General	2	27,040	32,060	37,080	C
Food Service Technician	General	2	27,040	32,060	37,080	C
Library Technician	General	2	27,040	32,060	37,080	C
Lifeguard	General	2	27,040	32,060	37,080	C
Maintenance Worker	General	2	27,040	32,060	37,080	C
Office Assistant	General	2	27,040	32,060	37,080	C
Recreation Services Assistant	General	2	27,040	32,060	37,080	C
Refuse Collector	General	2	27,040	32,060	37,080	C
Utilities Field Worker	General	2	27,040	32,060	37,080	C
Animal Control Kennel Assistant	General	3	27,040	33,380	39,720	C
Custodian Crew Chief	General	3	27,040	33,380	39,720	C
Equipment Operator	General	3	27,040	33,380	39,720	C
Fleet Maintenance Worker	General	3	27,040	33,380	39,720	C
Human Services Assistant	General	3	27,040	33,380	39,720	C
Maintenance Technician	General	3	27,040	33,380	39,720	C
Pretrial/Probation Services Technician	General	3	27,040	33,380	39,720	C
Recreation Services Instructor	General	3	27,040	33,380	39,720	C
Social Casework Technician	General	3	27,040	33,380	39,720	C
Utilities Field Pipeline Technician	General	3	27,040	33,380	39,720	C
Warehouse and Materials Technician	General	3	27,040	33,380	39,720	C
Fire Driver Operator	PF	7	49,000	66,696	84,392	C

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Classification Title	Plan	Range	Minimum	Midpoint	Maximum	C/E/U
Administrative Technician	G BB	1	27,040	35,564	44,088	C
Administrative Technician (Retirement)	G BB	1	27,040	35,564	44,088	U
Gas Maintenance Pipeline Technician	G BB	2	28,125	39,307	50,489	C
Administrative Technician, Senior	G BB	3	32,348	45,208	58,068	C
Assistant City Clerk (Council Agency)	G BB	3	32,348	45,208	58,068	U
Corrosion Technician	G BB	3	32,348	45,208	58,068	C
Court Assistant	G BB	3	32,348	45,208	58,068	U
Customer Account Investigator	G BB	3	32,348	45,208	58,068	C
Customer Care Specialist	G BB	3	32,348	45,208	58,068	C
Executive Assistant	G BB	3	32,348	45,208	58,068	U
Gas and Water Field Specialist, Senior	G BB	3	32,348	45,208	58,068	C
Utilities Field Specialist	G BB	3	32,348	45,208	58,068	C
Utility Plant Specialist	G BB	3	32,348	45,208	58,068	C
Assistant City Clerk, Senior (Council Agency)	G BB	4	37,201	51,992	66,782	U
Emergency Communications Officer	G BB	4	37,201	51,992	66,782	C
Environmental Technician	G BB	4	37,201	51,992	66,782	C
Executive Assistant, Senior	G BB	4	37,201	51,992	66,782	U
Gas Maintenance Supervisor	G BB	4	37,201	51,992	66,782	C
Management Analyst, Associate	G BB	4	37,201	51,992	66,782	C
Management Analyst, Associate (Council Agency)	G BB	4	37,201	51,992	66,782	U
Plant Operator	G BB	4	37,201	51,992	66,782	C
Secretary to Circuit Court Judges	G BB	4	37,201	51,992	66,782	U
Utilities Field Specialist, Senior	G BB	4	37,201	51,992	66,782	C
Utility Plant Specialist, Instrument and Control	G BB	4	37,201	51,992	66,782	C
Water Quality Technician	G BB	4	37,201	51,992	66,782	C
Chemist	G BB	5	42,776	59,787	76,797	C
Council Liaison	G BB	5	42,776	59,787	76,797	U
Executive Assistant, Principal	G BB	5	42,776	59,787	76,797	U
Gas Construction Inspector	G BB	5	42,776	59,787	76,797	C
Gas Maintenance Superintendent	G BB	5	42,776	59,787	76,797	C
Management Analyst	G BB	5	42,776	59,787	76,797	C
Management Analyst (Council Agency)	G BB	5	42,776	59,787	76,797	U
Planner Associate	G BB	5	42,776	59,787	76,797	C
Plant Operations Supervisor	G BB	5	42,776	59,787	76,797	C
Power Line Specialist	G BB	5	42,776	59,787	76,797	C
Staff Assistant to Mayor/CAO	G BB	5	42,776	59,787	76,797	U
Gas Construction Inspector, Supervisor	G BB	6	49,188	68,754	88,320	C
Human Resources Generalist	G BB	6	49,188	68,754	88,320	C
Human Resources Specialist	G BB	6	49,188	68,754	88,320	C
Management Analyst, Senior	G BB	6	49,188	68,754	88,320	C
Management Analyst, Senior (Council Agency)	G BB	6	49,188	68,754	88,320	U
Management Analyst, Senior (Grant Funded)	G BB	6	49,188	68,754	88,320	U
Planner	G BB	6	49,188	68,754	88,320	C
Plant Operations Supervisor, Senior	G BB	6	49,188	68,754	88,320	C

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Power Line Specialist Supervisor	G BB	6	49,188	68,754	88,320	C
Power Line Superintendent	G BB	6	49,188	68,754	88,320	C
Procurement Analyst	G BB	6	49,188	68,754	88,320	C
Chief Chemist	G BB	7	56,571	79,069	101,567	C
Council Budget Analyst	G BB	7	56,571	79,069	101,567	U
Council Policy Analyst	G BB	7	56,571	79,069	101,567	U
Environmental Compliance Officer	G BB	7	56,571	79,069	101,567	C
Human Resources Manager	G BB	7	56,571	79,069	101,567	C
Internal Auditor	G BB	7	56,571	79,069	101,567	U
Internal Auditor/Investigator	G BB	7	56,571	79,069	101,567	U
Management Analyst, Principal	G BB	7	56,571	79,069	101,567	C
Management Analyst, Principal (Council Agency)	G BB	7	56,571	79,069	101,567	U
Planning Supervisor	G BB	7	56,571	79,069	101,567	C
Plant Operations Superintendent	G BB	7	56,571	79,069	101,567	C
Procurement Analyst, Senior	G BB	7	56,571	79,069	101,567	C
Staff Assistant to Mayor/CAO, Senior	G BB	7	56,571	79,069	101,567	U
Contracting Officer	G BB	8	65,058	90,933	116,807	U
Human Resources Division Chief	G BB	8	65,058	90,933	116,807	U
Internal Audit Manager	G BB	8	65,058	90,933	116,807	U
Parks and Recreation Bus Operator	General	1	27,040	31,424	35,807	C
Custodian	General	2	27,040	32,663	38,285	C
Food Service Technician	General	2	27,040	32,663	38,285	C
Library Technician	General	2	27,040	32,663	38,285	C
Lifeguard	General	2	27,040	32,663	38,285	C
Maintenance Worker	General	2	27,040	32,663	38,285	C
Office Assistant	General	2	27,040	32,663	38,285	C
Recreation Services Assistant	General	2	27,040	32,663	38,285	C
Refuse Collector	General	2	27,040	32,663	38,285	C
Utilities Field Worker	General	2	27,040	32,663	38,285	C
Animal Control Kennel Assistant	General	3	27,341	34,176	41,011	C
Custodian Crew Chief	General	3	27,341	34,176	41,011	C
Equipment Operator	General	3	27,341	34,176	41,011	C
Fleet Maintenance Worker	General	3	27,341	34,176	41,011	C
Human Services Assistant	General	3	27,341	34,176	41,011	C
Maintenance Technician	General	3	27,341	34,176	41,011	C
Pretrial/Probation Services Technician	General	3	27,341	34,176	41,011	C
Recreation Services Instructor	General	3	27,341	34,176	41,011	C
Social Casework Technician	General	3	27,341	34,176	41,011	C
Utilities Field Pipeline Technician	General	3	27,341	34,176	41,011	C
Warehouse and Materials Technician	General	3	27,341	34,176	41,011	C
Farrier	General	4	29,240	36,551	43,861	C
Head Lifeguard	General	4	29,240	36,551	43,861	C
Library Technician, Senior	General	4	29,240	36,551	43,861	C
Property Evidence Technician	General	4	29,240	36,551	43,861	C
Accounting Technician	General	5	31,285	39,132	46,979	C

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Assistant Registrar	General	5	31,285	39,132	46,979	U
Customer Service Technician	General	5	31,285	39,132	46,979	C
Customer Service Technician (Council Agency)	General	5	31,285	39,132	46,979	U
Human Services Technician	General	5	31,285	39,132	46,979	C
Equipment Operator, Senior	General	6	33,205	41,507	49,808	C
Financial Regulatory Technician	General	6	33,205	41,507	49,808	C
Fleet Maintenance Technician	General	6	33,205	41,507	49,808	C
Gardener	General	6	33,205	41,507	49,808	C
General Inspector	General	6	33,205	41,507	49,808	C
Legal Secretary	General	6	33,205	41,507	49,808	U
Maintenance Technician, Senior	General	6	33,205	41,507	49,808	C
Mason	General	6	33,205	41,507	49,808	C
Procurement Technician	General	6	33,205	41,507	49,808	C
Recreation Services Instructor, Senior	General	6	33,205	41,507	49,808	C
Swimming Pool Manager	General	6	33,205	41,507	49,808	C
Utilities Field Pipeline Technician, Senior	General	6	33,205	41,507	49,808	C
Utilities Services Technician	General	6	33,205	41,507	49,808	C
Warehouse and Materials Technician, Senior	General	6	33,205	41,507	49,808	C
Welder	General	6	33,205	41,507	49,808	C
Animal Control Officer	General	7	36,179	45,224	54,268	C
Bilingual Interpreter	General	7	36,179	45,224	54,268	C
Engineering Technician	General	7	36,179	45,224	54,268	C
Equipment Operator, Principal	General	7	36,179	45,224	54,268	C
Financial Regulatory Specialist	General	7	36,179	45,224	54,268	C
Food Service Supervisor	General	7	36,179	45,224	54,268	C
Legal Secretary, Senior	General	7	36,179	45,224	54,268	U
Maintenance Specialist	General	7	36,179	45,224	54,268	C
Photographic Laboratory Tech	General	7	36,179	45,224	54,268	C
Recreation Center Supervisor	General	7	36,179	45,224	54,268	C
Refuse Truck Operator	General	7	36,179	45,224	54,268	C
Road Maintenance Technician	General	7	36,179	45,224	54,268	C
Survey Instrument Technician	General	7	36,179	45,224	54,268	C
Traffic Signal Specialist	General	7	36,179	45,224	54,268	C
Utilities Field Pressure Control Technician	General	7	36,179	45,224	54,268	C
Utilities Tech Services Specialist	General	7	36,179	45,224	54,268	C
Accountant, Associate	General	8	38,657	48,321	57,985	C
Animal Control Officer, Senior	General	8	38,657	48,321	57,985	C
Customer Service Specialist	General	8	38,657	48,321	57,985	C
Elections Specialist	General	8	38,657	48,321	57,985	U
Elections Technician, Senior	General	8	38,657	48,321	57,985	U
Electrician	General	8	38,657	48,321	57,985	C
Electronics Specialist	General	8	38,657	48,321	57,985	C
Financial Regulatory Specialist, Senior	General	8	38,657	48,321	57,985	C
Fleet Body and Repair Specialist	General	8	38,657	48,321	57,985	C
Fleet Maintenance Specialist	General	8	38,657	48,321	57,985	C

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

GIS Specialist	General	8	38,657	48,321	57,985	C
GIS Specialist (Council Agency)	General	8	38,657	48,321	57,985	U
Human Services Technician, Senior	General	8	38,657	48,321	57,985	C
HVAC Mechanic	General	8	38,657	48,321	57,985	C
Library Associate	General	8	38,657	48,321	57,985	C
Library Support Supervisor	General	8	38,657	48,321	57,985	C
Licensed Practical Nurse	General	8	38,657	48,321	57,985	C
Maintenance and Operations Crew Chief	General	8	38,657	48,321	57,985	C
Mason, Senior	General	8	38,657	48,321	57,985	C
Master Plumber	General	8	38,657	48,321	57,985	C
Planning Specialist	General	8	38,657	48,321	57,985	C
Protective Services Specialist	General	8	38,657	48,321	57,985	C
Social Casework Specialist	General	8	38,657	48,321	57,985	C
Social Casework Specialist (Grant Funded)	General	8	38,657	48,321	57,985	U
Utilities Field Pressure Control Technician, Senior	General	8	38,657	48,321	57,985	C
Adult Drug Court Specialist	General	9	41,383	51,729	62,074	U
Community Program Coordinator	General	9	41,383	51,729	62,074	C
Customer Service Specialist, Senior	General	9	41,383	51,729	62,074	C
Electronic Monitoring Officer	General	9	41,383	51,729	62,074	C
Engineering Technician, Senior	General	9	41,383	51,729	62,074	C
Fleet Maintenance Specialist, Senior	General	9	41,383	51,729	62,074	C
Human Services Specialist	General	9	41,383	51,729	62,074	C
Maintenance and Operations Crew Supervisor	General	9	41,383	51,729	62,074	C
Maintenance Specialist, Senior	General	9	41,383	51,729	62,074	C
Pretrial Probation Officer	General	9	41,383	51,729	62,074	C
Real Estate Title Examiner	General	9	41,383	51,729	62,074	U
Recreation Services Program Specialist	General	9	41,383	51,729	62,074	C
Retirement Services Specialist	General	9	41,383	51,729	62,074	U
Social Casework Coordinator	General	9	41,383	51,729	62,074	C
Survey Party Chief	General	9	41,383	51,729	62,074	C
Traffic Signal Specialist, Senior	General	9	41,383	51,729	62,074	C
Business Systems Specialist	General	10	44,274	55,342	66,410	C
Customer Service Supervisor	General	10	44,274	55,342	66,410	C
Economic Development Specialist	General	10	44,274	55,342	66,410	C
Elections Supervisor	General	10	44,274	55,342	66,410	U
Electrician, Senior	General	10	44,274	55,342	66,410	C
Firearms Administrator	General	10	44,274	55,342	66,410	C
Law Clerk-Courts	General	10	44,274	55,342	66,410	U
Library Associate, Senior	General	10	44,274	55,342	66,410	C
Paralegal	General	10	44,274	55,342	66,410	U
Retirement Services Analyst	General	10	44,274	55,342	66,410	U
Utilities Tech Cross-Connection Specialist	General	10	44,274	55,342	66,410	C
Utilities Tech Services Supervisor	General	10	44,274	55,342	66,410	C
Accountant	General	11	47,330	59,163	70,995	C
Animal Control Supervisor	General	11	47,330	59,163	70,995	C

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Code Enforcement Inspector	General	11	47,330	59,163	70,995	C
Communications and Marketing Analyst	General	11	47,330	59,163	70,995	C
Communications and Marketing Analyst (Council Agency)	General	11	47,330	59,163	70,995	U
Communications and Marketing Analyst (Retirement)	General	11	47,330	59,163	70,995	U
Construction Inspector, Senior	General	11	47,330	59,163	70,995	C
Council Public Relations Specialist	General	11	47,330	59,163	70,995	U
Crime Analyst	General	11	47,330	59,163	70,995	C
Engineering Specialist	General	11	47,330	59,163	70,995	C
Family Services Worker	General	11	47,330	59,163	70,995	C
Fire Prevention Inspector	General	11	47,330	59,163	70,995	C
Fleet Maintenance Shop Supervisor	General	11	47,330	59,163	70,995	C
Forensic Technician	General	11	47,330	59,163	70,995	C
Gas and Water Field Supervisor	General	11	47,330	59,163	70,995	C
Maintenance and Operations Crew Supervisor, Senior	General	11	47,330	59,163	70,995	C
Plumbing Inspector	General	11	47,330	59,163	70,995	C
Property Maintenance Enforcement Inspector	General	11	47,330	59,163	70,995	C
Protective Services Counselor	General	11	47,330	59,163	70,995	C
Real Estate Analyst	General	11	47,330	59,163	70,995	C
Site Inspector	General	11	47,330	59,163	70,995	C
Social Casework Coordinator, Supervisor	General	11	47,330	59,163	70,995	C
Social Caseworker	General	11	47,330	59,163	70,995	C
Warehouse and Materials Supervisor	General	11	47,330	59,163	70,995	C
Arborist	General	12	50,716	63,396	76,075	C
Bridge Inspector	General	12	50,716	63,396	76,075	C
Cemeteries Administrator	General	12	50,716	63,396	76,075	C
Code Enforcement Inspector, Senior	General	12	50,716	63,396	76,075	C
Construction Inspector, Principal	General	12	50,716	63,396	76,075	C
Demolition Coordinator	General	12	50,716	63,396	76,075	C
Electrician Supervisor	General	12	50,716	63,396	76,075	C
Electronics Specialist Supervisor	General	12	50,716	63,396	76,075	C
Emergency Communications Assistant Supervisor	General	12	50,716	63,396	76,075	C
Engineering Support Supervisor	General	12	50,716	63,396	76,075	C
Environmental Abatement Coordinator	General	12	50,716	63,396	76,075	C
Family Services Specialist	General	12	50,716	63,396	76,075	C
Gas and Water Field Superintendent	General	12	50,716	63,396	76,075	C
GIS Analyst	General	12	50,716	63,396	76,075	C
Grant Writer	General	12	50,716	63,396	76,075	C
Health and Safety Specialist	General	12	50,716	63,396	76,075	C
Human Services Supervisor	General	12	50,716	63,396	76,075	C
Librarian	General	12	50,716	63,396	76,075	C
Maintenance and Operations Facilities Manager	General	12	50,716	63,396	76,075	C
Paralegal, Senior	General	12	50,716	63,396	76,075	U
Pretrial Probation Supervisor	General	12	50,716	63,396	76,075	C
Property Maintenance Enforcement Inspector, Senior	General	12	50,716	63,396	76,075	C
Protective Services Support Supervisor	General	12	50,716	63,396	76,075	C

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Real Estate Appraiser, Associate	General	12	50,716	63,396	76,075	U
Recreation Services Supervisor	General	12	50,716	63,396	76,075	C
SCADA Specialist	General	12	50,716	63,396	76,075	C
Technology Specialist (Agency)	General	12	50,716	63,396	76,075	C
Technology Specialist (Council Agency)	General	12	50,716	63,396	76,075	U
Training Analyst	General	12	50,716	63,396	76,075	C
Utilities Natural Gas Sales Specialist	General	12	50,716	63,396	76,075	C
Utilities Tech Cross-Connection Supervisor	General	12	50,716	63,396	76,075	C
Utility Plant Specialist Supervisor	General	12	50,716	63,396	76,075	C
Accountant, Senior	General	13	54,020	67,526	81,031	C
Cemeteries Manager	General	13	54,020	67,526	81,031	C
Crime Analyst and Forensic Supervisor	General	13	54,020	67,526	81,031	C
Dispute Resolution Coordinator	General	13	54,020	67,526	81,031	U
Engineer	General	13	54,020	67,526	81,031	C
Family Services Supervisor	General	13	54,020	67,526	81,031	C
Finance Analyst/Adult Drug Court	General	13	54,020	67,526	81,031	U
Fleet Maintenance Superintendent	General	13	54,020	67,526	81,031	C
Health and Safety Officer	General	13	54,020	67,526	81,031	C
Health and Wellness Coordinator	General	13	54,020	67,526	81,031	C
Human Services Analyst	General	13	54,020	67,526	81,031	C
Human Services Analyst (Grant Funded)	General	13	54,020	67,526	81,031	U
Human Services Supervisor, Senior	General	13	54,020	67,526	81,031	C
Librarian, Senior	General	13	54,020	67,526	81,031	C
Maintenance and Operations Superintendent	General	13	54,020	67,526	81,031	C
Plans Examiner	General	13	54,020	67,526	81,031	C
Project Development Manager	General	13	54,020	67,526	81,031	C
Real Estate Appraiser	General	13	54,020	67,526	81,031	U
Registered Nurse	General	13	54,020	67,526	81,031	C
SCADA Supervisor	General	13	54,020	67,526	81,031	C
Social Caseworker Supervisor	General	13	54,020	67,526	81,031	C
Surveys Superintendent	General	13	54,020	67,526	81,031	C
Technology Coordinator (Agency)	General	13	54,020	67,526	81,031	C
Traffic Signal Specialist, Principal	General	13	54,020	67,526	81,031	C
Accounting Supervisor	General	14	57,820	72,275	86,730	C
Business Systems Analyst	General	14	57,820	72,275	86,730	C
Business Systems Analyst (Council Agency)	General	14	57,820	72,275	86,730	U
Clinical Supervisor	General	14	57,820	72,275	86,730	C
Clinician	General	14	57,820	72,275	86,730	C
Customer Service Manager	General	14	57,820	72,275	86,730	C
Emergency Communications Supervisor	General	14	57,820	72,275	86,730	C
Human Services Analyst, Senior	General	14	57,820	72,275	86,730	C
Human Services Analyst, Senior (Grant Funded)	General	14	57,820	72,275	86,730	U
Inspection Field Supervisor	General	14	57,820	72,275	86,730	C
Maintenance and Operations Superintendent, Senior	General	14	57,820	72,275	86,730	C
Public Information Manager	General	14	57,820	72,275	86,730	C

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Real Estate Appraiser, Senior	General	14	57,820	72,275	86,730	U
Recreation Services Manager	General	14	57,820	72,275	86,730	C
Utilities Tech Services Superintendent	General	14	57,820	72,275	86,730	C
Capital Projects Manager	General	15	59,709	77,541	95,372	C
Deputy General Registrar	General	15	59,709	77,541	95,372	U
Economic Development Business Services Manager	General	15	59,709	77,541	95,372	C
Emergency Communications Manager	General	15	59,709	77,541	95,372	C
Engineer, Senior	General	15	59,709	77,541	95,372	C
GIS and Project Manager	General	15	59,709	77,541	95,372	C
GIS and Project Manager (Council Agency)	General	15	59,709	77,541	95,372	U
Library/Community Services Manager	General	15	59,709	77,541	95,372	C
Permits Architect	General	15	59,709	77,541	95,372	C
Program and Operations Supervisor	General	15	59,709	77,541	95,372	C
Project Development Manager, Senior	General	15	59,709	77,541	95,372	C
Real Estate Assessment Supervisor	General	15	59,709	77,541	95,372	U
Revenue Manager	General	15	59,709	77,541	95,372	C
Traffic Operations Engineer	General	15	59,709	77,541	95,372	C
Utilities Natural Gas Marketing Manager	General	15	59,709	77,541	95,372	C
Accounting Manager	General	16	65,677	85,295	104,912	C
Assistant Director of Adult Drug Court	General	16	65,677	85,295	104,912	U
Economic Development Programs Administrator	General	16	65,677	85,295	104,912	C
GIS Coordinator	General	16	65,677	85,295	104,912	C
Grant Coordinator	General	16	65,677	85,295	104,912	C
Housing and Community Development Administrator	General	16	65,677	85,295	104,912	C
Payroll Manager	General	16	65,677	85,295	104,912	C
Program and Operations Supervisor, Senior	General	16	65,677	85,295	104,912	C
Protective Services Supervisor	General	16	65,677	85,295	104,912	C
Public Information Manager, Senior	General	16	65,677	85,295	104,912	C
Public Information Manager, Senior (Council Agency)	General	16	65,677	85,295	104,912	U
Real Estate Assessment Manager	General	16	65,677	85,295	104,912	U
Retirement Services Administrator	General	16	65,677	85,295	104,912	U
Safety and Security Chief	General	16	65,677	85,295	104,912	C
Sustainability Deputy Manager	General	16	65,677	85,295	104,912	C
Utilities Tech Services Administrator/Supervisor	General	16	65,677	85,295	104,912	C
Asset Manager	General	17	72,244	93,824	115,403	U
Assistant City Attorney	General	17	72,244	93,824	115,403	U
Assistant Controller	General	17	72,244	93,824	115,403	U
Capital Projects Manager, Senior	General	17	72,244	93,824	115,403	U
Engineer, Principal	General	17	72,244	93,824	115,403	U
Financial Manager	General	17	72,244	93,824	115,403	U
Human Services Manager	General	17	72,244	93,824	115,403	U
Investment and Debt Portfolio Manager	General	17	72,244	93,824	115,403	U
Senior Assistant to the Mayor	General	17	72,244	93,824	115,403	U
Sustainability Manager	General	17	72,244	93,824	115,403	U
Technology Manager (Agency)	General	17	72,244	93,824	115,403	U

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CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Utilities Fuel Procurement Administrator	General	17	72,244	93,824	115,403	U
Utilities Industrial Accounts Administrator	General	17	72,244	93,824	115,403	U
Chief of Construction and Inspections	General	18	79,472	103,209	126,946	U
Chief of Risk Management	General	18	79,472	103,209	126,946	U
Controller	General	18	79,472	103,209	126,946	U
Customer Service Manager, Senior	General	18	79,472	103,209	126,946	U
Police Executive Advisor	General	18	79,472	103,209	126,946	U
Policy Advisor	General	18	79,472	103,209	126,946	U
Program and Operations Manager	General	18	79,472	103,209	126,946	U
Protective Services Manager	General	18	79,472	103,209	126,946	U
Retirement Controller	General	18	79,472	103,209	126,946	U
Senior Manager	General	18	79,472	103,209	126,946	U
Technology Manager, Senior (Agency)	General	18	79,472	103,209	126,946	U
Assistant Chief of Fire and Emergency Services	General	19	87,422	113,534	139,646	U
Chief Capital Projects Manager	General	19	87,422	113,534	139,646	E
City Traffic Engineer	General	19	87,422	113,534	139,646	U
Deputy Department Director	General	19	87,422	113,534	139,646	U
Energy Services Manager	General	19	87,422	113,534	139,646	U
Engineering Manager	General	19	87,422	113,534	139,646	U
Police Major	General	19	87,422	113,534	139,646	U
Senior Policy Advisor	General	19	87,422	113,534	139,646	U
Commissioner of Buildings	General	20	96,167	124,891	153,615	E
Deputy Chief of Fire and Emergency Services	General	20	96,167	124,891	153,615	U
Deputy Chief of Police/Administration	General	20	96,167	124,891	153,615	U
Deputy Chief of Police/Operations	General	20	96,167	124,891	153,615	U
Deputy Department Director, Senior	General	20	96,167	124,891	153,615	U
Press Secretary	General	20	96,167	124,891	153,615	U
Senior Assistant City Attorney	General	20	96,167	124,891	153,615	U
City Clerk	General	21	105,790	137,385	168,979	E
Director, Office of Animal Care and Control	General	21	105,790	137,385	168,979	E
Director, Office of Minority Business Development	General	21	105,790	137,385	168,979	E
General Registrar	General	21	105,790	137,385	168,979	U
City Assessor	General	22	116,363	151,127	185,891	E
Deputy City Attorney	General	22	116,363	151,127	185,891	E
Director of Budget and Strategic Planning	General	22	116,363	151,127	185,891	E
Director of Citizen Service and Response	General	22	116,363	151,127	185,891	E
Director of Economic Development	General	22	116,363	151,127	185,891	E
Director of Emergency Communications	General	22	116,363	151,127	185,891	E
Director of Housing and Community Development	General	22	116,363	151,127	185,891	E
Director of Human Resources	General	22	116,363	151,127	185,891	E
Director of Justice Services	General	22	116,363	151,127	185,891	E
Director of Parks, Recreation and Community Facilities	General	22	116,363	151,127	185,891	E
Director of Planning and Development Review	General	22	116,363	151,127	185,891	E
Director of Procurement Services	General	22	116,363	151,127	185,891	E
Director, Office of Community Wealth Building	General	22	116,363	151,127	185,891	E

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Inspector General	General	22	116,363	151,127	185,891	E
Library Director	General	22	116,363	151,127	185,891	E
Chief of Staff	General	23	128,009	166,243	204,476	E
City Auditor	General	23	128,009	166,243	204,476	E
Council Chief of Staff	General	23	128,009	166,243	204,476	E
Director of Finance	General	23	128,009	166,243	204,476	E
Director of Information Technology	General	23	128,009	166,243	204,476	E
Director of Public Works	General	23	128,009	166,243	204,476	E
Director of Social Services	General	23	128,009	166,243	204,476	E
Executive Director, Richmond Retirement System	General	23	128,009	166,243	204,476	E
Chief of Fire and Emergency Services	General	24	140,802	182,866	224,930	E
Chief of Police	General	24	140,802	182,866	224,930	E
Director of Public Utilities	General	24	140,802	182,866	224,930	E
Deputy Chief Administrative Officer	General	25	154,885	201,152	247,418	E
City Attorney	General	26	170,373	221,265	272,157	E
Chief Administrative Officer	General	27	187,409	243,391	299,373	E
Technology Specialist	IT BB	1	36,138	54,207	72,275	C
Technology Support Supervisor	IT BB	2	41,558	62,337	83,116	C
Technology Engineer/Administrator	IT BB	4	57,350	86,025	114,700	C
Technology Systems Developer	IT BB	4	57,350	86,025	114,700	C
Technology Team Lead	IT BB	5	65,953	98,930	131,906	C
Technology Manager	IT BB	6	75,845	113,769	151,692	U
Event Production Worker	No Assigned Range					U
Intern	No Assigned Range					
Summer Youth Counselor	No Assigned Range					
Summer Youth Supervisor	No Assigned Range					
Summer Youth Worker	No Assigned Range					
Fire Recruit	PF	1	43,000	47,500	52,000	C
Police Recruit	PF	1	43,000	47,500	52,000	C
Fire Fighter I	PF	2	44,000	59,122	74,244	C
Police Officer I	PF	2	44,000	59,122	74,244	C
Fire Fighter II	PF	3	45,000	60,365	75,729	C
Police Officer II	PF	3	45,000	60,365	75,729	C
Fire Fighter III	PF	4	46,000	61,810	77,620	C
Police Officer III	PF	4	46,000	61,810	77,620	C
Fire Fighter IV	PF	5	47,000	63,282	79,563	C
Police Officer IV	PF	5	47,000	63,282	79,563	C
Master Fire Fighter	PF	6	48,000	65,053	82,106	C
Master Police Officer	PF	6	48,000	65,053	82,106	C
Fire Driver Operator	PF	7	49,000	66,696	84,392	C
Fire Lieutenant	PF	8	58,500	78,109	97,718	C
Police Sergeant	PF	8	58,500	78,109	97,718	C
Fire Captain	PF	10	66,100	88,281	110,462	C
Police Lieutenant	PF	10	66,100	88,281	110,462	C
Fire Battalion Chief	PF	12	75,500	99,500	123,500	C

C = Classified service

G BB = General Broad Band

E = Executive Service

IT BB = Information Technology Broad Band

U = Unclassified Service

PF= Police and Fire Step System

CLASSIFICATIONS AND ASSIGNED RANGES

October 9, 2021

Include

Police Captain	PF	12	75,500	99,500	123,500	C
Staff Battalion Chief	PF	12	75,500	99,500	123,500	C

C = Classified service
E = Executive Service
U = Unclassified Service

G BB = General Broad Band
IT BB = Information Technology Broad Band
PF= Police and Fire Step System

Table 1 (Effective October 9, 2021)

	Title	Steps																				
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	Recruit	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000											
	Hourly 40 hour	20.67308	21.15385	21.63462	22.11538	22.59615	23.07692	23.55769	24.03846	24.51923	25											
	Hourly Fire Shift	14.76648	15.10989	15.45333	15.7967	16.14011	16.48352	16.82692	17.17033	17.51374	17.85714											
2	Pol Off/FF I	44,000	45,050	46,100	47,150	48,200	49,250	50,300	51,350	52,400	53,450	54,500	55,550	56,600	57,650	58,700	59,750	66,289	74,244			
	Hourly 40 hour	21.15385	21.65865	22.16346	22.66827	23.17308	23.67788	24.18269	24.6875	25.19231	25.69712	26.20192	26.70673	27.21154	27.71635	28.22115	28.72596	31.86971	35.69423			
	Hourly Fire Shift	15.10989	15.47047	15.83104	16.19162	16.5522	16.91277	17.27335	17.63393	17.99451	18.35508	18.71566	19.07624	19.43681	19.79739	20.15797	20.51854	22.76408	25.49588			
3	Pol Off/FF II	45,000	46,100	47,200	48,300	49,400	50,500	51,600	52,700	53,800	54,900	56,000	57,100	58,200	59,300	60,400	61,500	67,615	75,729			
	Hourly 40 hour	21.63462	22.16346	22.69231	23.22115	23.75	24.27885	24.80769	25.33654	25.86538	26.39423	26.92308	27.45192	27.98077	28.50962	29.03846	29.56731	32.50721	36.40817			
	Hourly Fire Shift	15.45333	15.83104	16.20879	16.58654	16.96429	17.34203	17.71978	18.09753	18.47527	18.85302	19.23077	19.60852	19.98626	20.36401	20.74176	21.11951	23.21944	26.00584			
4	Pol Off/FF III	46,000	47,150	48,300	49,450	50,600	51,750	52,900	54,050	55,200	56,350	57,500	58,650	59,800	60,950	62,100	63,250	69,304	77,620			
	Hourly 40 hour	22.11538	22.66827	23.22115	23.77404	24.32692	24.87981	25.43269	25.98558	26.53846	27.09135	27.64423	28.19712	28.75	29.30288	29.85577	30.40865	33.31923	37.31731			
	Hourly Fire Shift	15.7967	16.19162	16.58654	16.98146	17.37637	17.77129	18.16621	18.56113	18.95604	19.35096	19.74588	20.1408	20.53571	20.93063	21.32555	21.72047	23.79945	26.65522			
5	Pol Off/FF IV	47,000	48,200	49,400	50,600	51,800	53,000	54,200	55,400	56,600	57,800	59,000	60,200	61,400	62,600	63,800	65,000	71,038	79,563			
	Hourly 40 hour	22.59615	23.17308	23.75	24.32692	24.90385	25.48077	26.05769	26.63462	27.21154	27.78846	28.36538	28.94231	29.51923	30.09615	30.67308	31.25	34.15288	38.25144			
	Hourly Fire Shift	16.14011	16.5522	16.96429	17.37637	17.78846	18.20055	18.61264	19.02473	19.43681	19.8489	20.26099	20.67308	21.08516	21.49725	21.90934	22.32143	24.39492	27.32246			
6	MasterPol Off/FF	48,000	49,250	50,500	51,750	53,000	54,250	55,500	56,750	58,000	59,250	60,500	61,750	63,000	64,250	65,500	66,750	73,309	82,106			
	Hourly 40 hour	23.07692	23.67788	24.27885	24.87981	25.48077	26.08173	26.68269	27.28365	27.88462	28.48558	29.08654	29.6875	30.28846	30.88942	31.49038	32.09135	35.24471	39.47404			
	Hourly Fire Shift	16.48352	16.91277	17.34203	17.77129	18.20055	18.62981	19.05907	19.48832	19.91758	20.34684	20.7761	21.20536	21.63462	22.06387	22.49313	22.92239	25.17479	28.19574			
7	Fire Driver Operator	49,000	50,800	52,600	54,400	56,200	58,000	59,800	61,600	63,400	65,200	67,000	68,800	70,600	72,400	74,200	76,000	77,800	79,600	81,400	83,200	84,392
	Hourly 40 hour	23.55769	24.2308	25.28846	26.15385	27.01923	27.88462	28.75	29.61538	30.48077	31.34615	32.21154	33.07692	33.94231	34.80769	35.67308	36.53846	37.40385	38.26923	39.13462	40	40.57308
	Hourly Fire Shift	16.82692	17.44505	18.06319	18.68132	19.29945	19.91758	20.53571	21.15385	21.77198	22.39011	23.00824	23.62637	24.24451	24.86264	25.48077	26.0989	26.71703	27.33516	27.9533	28.57143	28.98077
8	Police Sgt/Fire Lt	58,500	60,400	62,300	64,200	66,100	68,000	69,900	71,800	73,700	75,600	77,500	79,400	81,300	83,200	85,100	87,000	88,900	90,800	92,828	95,242	97,718
	Hourly 40 hour	28.125	29.03846	29.95192	30.86538	31.77885	32.69231	33.60577	34.51923	35.43269	36.34615	37.25962	38.17308	39.08654	40	40.91346	41.82692	42.74038	43.65385	44.62885	45.78942	46.97981
	Hourly Fire Shift	20.08929	20.74176	21.39423	22.0467	22.69918	23.35165	24.00412	24.65659	25.30907	25.96154	26.61401	27.26648	27.91896	28.57143	29.2239	29.87637	30.52885	31.18132	31.87775	32.70673	33.55701
10	Police Lt/Fire Capt	66,100	68,300	70,500	72,700	74,900	77,100	79,300	81,500	83,700	85,900	88,100	90,300	92,500	94,700	96,900	99,100	101,300	103,500	105,700	107,900	110,462
	Hourly 40 hour	31.77885	32.83654	33.89423	34.95192	36.00962	37.06731	38.125	39.18269	40.24038	41.29808	42.35577	43.41346	44.47115	45.52885	46.58654	47.64423	48.70192	49.75962	50.81731	51.875	53.10673
	Hourly Fire Shift	22.69918	23.45467	24.21016	24.96566	25.72115	26.47665	27.23214	27.98764	28.74313	29.49863	30.25412	31.00962	31.76511	32.5206	33.2761	34.03159	34.78709	35.54258	36.29808	37.05357	37.93338
12	Pol Cap/Fire & Stf BC	75,500	77,900	80,300	82,700	85,100	87,500	89,900	92,300	94,700	97,100	99,500	101,900	104,300	106,700	109,100	111,500	113,900	116,300	118,700	121,100	123,500
	Hourly 40 hour	36.29808	37.45192	38.60577	39.75962	40.91346	42.06731	43.22115	44.375	45.52885	46.68269	47.83654	48.99038	50.14423	51.29808	52.45192	53.60577	54.75962	55.91346	57.06731	58.22115	59.375
	Hourly Fire Shift	25.9272	26.75137	27.57555	28.39973	29.2239	30.04808	30.87225	31.69643	32.5206	33.34478	34.16896	34.99313	35.81731	36.64148	37.46566	38.28984	39.11401	39.93819	40.76236	41.58654	42.41071

Table 2
Implementation Schedule for Sworn Police and Fire in PF Ranges 1 Through 6

Service Year as of 6/30/06	Implementation Year														
	FY2007	FY2008	FY2009	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025
Recruit	Recruit	1	2	3	3	4	5	11	11	13	14	15	16	16	16
0	1	2	3	4	4	5	6	11	11	14	15	16	16	16	16
1	2	3	4	5	5	6	7	11	11	15	16	16	16	16	16
2	3	4	5	6	6	7	8	11	11	16	16	16	16	16	17
3	4	5	6	7	7	8	9	11	12	16	16	16	16	17	17
4	5	6	7	8	8	9	10	12	12	16	16	16	17	17	17
5	5	6	7	8	8	9	10	12	12	16	16	17	17	17	17
6	5	6	7	8	8	9	10	12	12	16	17	17	17	17	17
7	6	7	8	9	9	10	11	12	12	17	17	17	17	17	18
8	7	8	9	10	10	11	11	12	13	17	17	17	17	18	18
9	8	9	10	11	11	11	11	13	13	17	17	17	18	18	18
10	9	10	11	12	12	12	12	13	13	17	17	18	18	18	18
11	9	10	11	12	12	12	12	13	13	17	18	18	18	18	18
12	9	10	11	12	12	12	12	13	13	18	18	18	18	18	18
13	9	10	11	12	12	12	12	13	14	18	18	18	18	18	18
14	9	10	11	12	12	12	12	14	14	18	18	18	18	18	18
15	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
16	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
17	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
18	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
19	10	11	12	13	13	13	13	14	14	18	18	18	18	18	18
20	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
21	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
22	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
23	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
24	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18
25	11	12	13	14	14	14	14	14	14	18	18	18	18	18	18

**Table 3
Implementation Schedule for Sworn Police and Fire
in PF Ranges 7 Through 12**

Minimum Years of Service in step & class	Step
	1
	2
	3
	4
	5
	6
	7
	8
	9
	10
	11
	12
	13
	14
	15
	16
	17
	18
	19
	20
Final	21

Advancement Available
Each Year and Effective
the First Full Pay Period in
July, Pending Funding
and Satisfactory
Performance

Table 4
Implementation Schedule for Sworn Police and Fire
in PF Ranges 1 Through 6

Minimum Years of Service in Step	Step
1	1
1	2
1	3
1	4
1	5
1	6
1	7
1	8
1	9
1	10
1	11
1	12
1	13
1	14
1	15
5	16
5	17
Final	18

Advancements are effective the first full pay period in July, pending approved funding and satisfactory performance.