

Hanover County Pay Plan

Effective: 7/16/19

70% Range Spread

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Absentee Security Specialist		N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Account Clerk I (CD)	1	N	17	13.2401	17.8785	22.5168	27,539	37,187	46,835
Account Clerk II (CD)	2	N	19	14.6274	19.7508	24.8743	30,425	41,082	51,738
Account Clerk - Senior (CD)	3	N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Accountant I (CD)	1	E	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Accountant II (CD)	2	E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Accountant III (CD)	3	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Accountant - Senior (CD)	4	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Accounting Supervisor		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Administrative Assistant I (CD)	1	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Administrative Assistant II (CD)	2	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Administrative Assistant III (CD)	3	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Administrative Assistant-Senior (CD)	4	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Administrative Manager		N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Adult Drug Treatment Court Coordinator		E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Airport Manager		E	36	33.8606	45.7165	57.5724	70,430	95,090	119,751
Animal Control Field Supervisor		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Animal Control Officer I (CD)	1	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Animal Control Officer II (CD)	2	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Animal Control Officer III (CD)	3	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Animal Control Officer - Senior (CD)	4	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Animal Control Officer - Chief		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Animal Facility Supervisor		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Appraiser Supervisor		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Apprentice		N	10	9.3890	12.6709	15.9528	19,529	26,355	33,182
Assistant Chief - Fire & EMS		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Assistant Chief Building Official		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Assistant Commonwealth Attorney I (CD)	1	E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Assistant Commonwealth Attorney II (CD)	2	E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178
Assistant Commonwealth Attorney III (CD)	3	E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Assistant Commonwealth Attorney - Senior (CD)	4	E	41	43.3495	58.5187	73.6878	90,167	121,719	153,271
Assistant County Attorney I (CD)	1	E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Assistant County Attorney II (CD)	2	E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Assistant County Attorney - Senior (CD)	3	E	41	43.3495	58.5187	73.6878	90,167	121,719	153,271
Assistant Director of Human Resources		E	41	43.3495	58.5187	73.6878	90,167	121,719	153,271
Assistant Director of Social Services		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Assistant Registrar II		N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Assistant Registrar III		N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Automation Specialist Senior		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Automotive Services Coordinator		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Automotive Services Worker		N	15	11.9972	16.2003	20.4034	24,954	33,697	42,439
Automotive Technician I (CD)	1	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Automotive Technician II (CD)	2	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Automotive Technician III (CD)	3	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Automotive Technician - Senior (CD)	4	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Battalion Chief		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Benefit Programs Manager		E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Benefit Programs Specialist I (CD)	1	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Benefit Programs Specialist II (CD)	2	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Benefit Programs Specialist III (CD)	3	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Benefit Programs Specialist - Senior (CD)	4	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Benefit Programs Supervisor		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Budget Division Director		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Budget/Management Analyst I (CD)	1	E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Budget/Management Analyst II (CD)	2	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Budget/Management Analyst III (CD)	3	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Budget/Management Analyst -Senior (CD)	4	E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Budget Systems Specialist		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Building Inspector I (CD)	1	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Building Inspector II (CD)	2	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Building Inspector III (CD)	3	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Building Inspector - Senior (CD)	4	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Business Manager		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Business and Operations Manager		E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Cannery Attendant		N	11	9.8551	13.3003	16.7455	20,499	27,665	34,831
Cannery Floor Manager		N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Cannery Supervisor		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Capital Projects Specialist		E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Captain - Court Services		E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Captain - Fire/EMS		E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Captain - LE		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
CASA Volunteer Coordinator		E	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Case Manager I (CD)	1	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Case Manager II (CD)	2	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Case Manager III (CD)	3	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Chief Building Official		E	43	47.8221	64.5552	81.2883	99,470	134,275	169,080
Chief Deputy Circuit Court		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Chief Deputy Commissioner of Revenue		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Chief Deputy Commonwealth Attorney		E	45	52.7386	71.1997	89.6608	109,696	148,095	186,495
Chief Deputy Treasurer		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Chief of Fire & EMS		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Chief of Operations & Maintenance		E	39	39.2654	53.0117	66.7581	81,672	110,264	138,857
Child Protective Services Worker		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Childrens Services Act Coordinator		E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Civil Engineer I (CD)	1	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Civil Engineer II (CD)	2	E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Civil Engineer III (CD)	3	E	36	33.8606	45.7165	57.5724	70,430	95,090	119,751
Clerk II		N	14	11.4312	15.4296	19.4279	23,777	32,093	40,410
Clerk III		N	19	14.6274	19.7508	24.8743	30,425	41,082	51,738
Clerk of Circuit Court		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Clinical Supervisor		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Clinician I (CD)	1	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Clinician II (CD)	2	E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Clinician III (CD)	3	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Clinician On Call			30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Code Compliance Officer I (CD)	1	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Code Compliance Officer II (CD)	2	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Code Compliance Officer III (CD)	3	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Code Compliance Officer - Senior (CD)	4	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Code Compliance Supervisor		E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Commissioner of Revenue		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Commonwealth Attorney		E	49	64.1142	86.5507	108.9872	133,358	180,026	226,693
Communications Call Taker		N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Communications Center Manager		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Communications Officer I (CD)	1	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Communications Officer II (CD)	2	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Communications Officer III (CD)	3	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Communications Officer - Senior (CD)	4	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Communications Senior Supervisor		N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Communications Supervisor		N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Communications Systems Analyst		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Communications Systems Manager		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Community Resources Administrator		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Concession Park Attendant		N	12	10.3546	13.9766	17.5986	21,537	29,071	36,605
Construction Coordinator I (CD)	1	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Construction Coordinator II (CD)	2	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Construction Coordinator III (CD)	3	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Controller		E	39	39.2654	53.0117	66.7581	81,672	110,264	138,857
Court Bailiff		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Court Bailiff - First Class (CD)	1	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Court Bailiff - Senior (CD)	2	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Court Bailiff - Master (CD)	3	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Court Bailiff - Career (CD)	4	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Court Services Aide		N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Court Services Probation Officer		E	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Court Services Sr Int Prob Officer		E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Court Services Program Coordinator		N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Court Services Youth Supervisor		N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Crime Analyst I (CD)	1	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Crime Analyst II (CD)	2	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Crime Analyst III (CD)	3	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Current Planning Manager		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Custodian		N	10	9.3890	12.6709	15.9528	19,529	26,355	33,182
Customer Operations Manager		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Customer Service Agent I (CD)	1	N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Customer Service Agent II (CD)	2	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Customer Service Agent - Senior (CD)	3	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Customer Service Manager		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Customer Service Supervisor		N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Deputy Assessor		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Deputy Clerk I (CD)	1	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Deputy Clerk II (CD)	2	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Deputy Clerk III (CD)	3	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Deputy Clerk Senior (CD)	4	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Deputy Clerk Supervisor		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Deputy County Administrator		E	48	61.0512	82.4179	103.7847	126,986	171,429	215,872
Deputy County Attorney		E	45	52.7386	71.1997	89.6608	109,696	148,095	186,495
Deputy Director of Economic Development		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Deputy Director of Emergency Communications		E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178
Deputy Director of General Services		E	39	39.2654	53.0117	66.7581	81,672	110,264	138,857
Deputy Director of Parks & Recreation		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Deputy Director of Planning		E	41	43.3495	58.5187	73.6878	90,167	121,719	153,271
Deputy Director of Public Utilities		E	41	43.3495	58.5187	73.6878	90,167	121,719	153,271
Deputy Director of Public Works		E	41	43.3495	58.5187	73.6878	90,167	121,719	153,271
Deputy Director of Real Estate Assessments		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Deputy Registrar		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Deputy Sheriff (CD)	1	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Deputy Sheriff - First Class (CD)	2	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Deputy Sheriff - Senior (CD)	3	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Deputy Sheriff - Master (CD)	4	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Deputy Sheriff - Career (CD)	5	N	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Director of Community Corrections		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Director of Economic Development		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of Emergency Communications		E	43	47.8221	64.5552	81.2883	99,470	134,275	169,080
Director of Finance & Management Services		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of General Services		E	44	50.2304	67.8119	85.3933	104,479	141,049	177,618
Director of Human Resources		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of Information Technology		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of Internal Audit		E	44	50.2304	67.8119	85.3933	104,479	141,049	177,618
Director of Parks & Recreation		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of Planning		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of Public Utilities		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of Public Works		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Director of Real Estate Assessments		E	43	47.8221	64.5552	81.2883	99,470	134,275	169,080
Director of Social Services		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Division Director - Developmental Disabilities		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Division Director Behavioral Health & Wellness		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Division Director of Business Operations		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Engineering Manager		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Environmental Compliance Manager		E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Environmental Technician		N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Executive Assistant		N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Executive Director of CSB		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Existing Business & Project Manager		E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Existing Business Manager		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Facilities Coordinator		N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Facilities Service Coordinator		N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Facilities Technician I (CD)	1	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Facilities Technician II (CD)	2	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Facilities Technician III (CD)	3	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Facilities Technician - Senior (CD)	4	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Facilities Technician Supervisor		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Facilities Technician Senior Supervisor		N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Family Services Specialist I (CD)	1	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Family Services Specialist II (CD)	2	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Family Services Specialist III (CD)	3	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Family Services Specialist Senior (CD)	4	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Family Services Supervisor		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Finance Division Director		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Financial Technician I (CD)	1	N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Financial Technician II (CD)	2	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Financial Technician III (CD)	3	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Financial Technician - Senior (CD)	4	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Firefighter/Medic - Recruit		N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Firefighter/Medic I (CD)	1	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Firefighter/Medic II (CD)	2	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Firefighter/Medic III (CD)	3	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Firefighter/Medic - Master (CD)	4	N	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Fleet Manager		E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178
Fleet Operations Manager		N	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Fraud Investigator		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
General Registrar		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
GIS Analyst I (CD)	1	E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
GIS Analyst II (CD)	2	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
GIS Analyst III (CD)	3	E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
GIS Analyst - Senior (CD)	4	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
GIS Manager		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Groundskeeper I (CD)	1	N	14	11.4312	15.4296	19.4279	23,777	32,093	40,410
Groundskeeper II (CD)	2	N	16	12.6076	17.0237	21.4398	26,224	35,409	44,595
Groundskeeper III (CD)	3	N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Groundskeeper - Senior (CD)	4	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Groundskeeper Supervisor		N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Housing Specialist		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Human Resources Analyst I (CD)	1	E	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Human Resources Analyst II (CD)	2	E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Human Resources Analyst - Senior (CD)	3	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Human Resources Coordinator		E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Human Resources Coordinator II		E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Human Resources Generalist		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Human Resources Specialist I (CD)	1	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Human Resources Specialist II (CD)	2	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Human Resources Specialist III (CD)	3	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Instructor - Fire & EMS		N	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Intern		N	16	12.6076	17.0237	21.4398	26,224	35,409	44,595
Internal Auditor I (CD)	1	E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Internal Auditor II (CD)	2	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Internal Auditor III (CD)	3	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Internal Auditor - Senior (CD)	4	E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
IT Division Director		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
IT Project Lead		E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178
IT Project Manager		E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178
IT Service Desk Technician I (CD)	1	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
IT Service Desk Technician II (CD)	2	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
IT Service Desk Technician III (CD)	3	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
IT Service Desk Technician - Senior (CD)	4	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
IT Service Desk Technician Lead		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
IT Systems Engineer I (CD)	1	E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
IT Systems Engineer II (CD)	2	E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
IT Systems Engineer III (CD)	3	E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
IT Systems Engineer - Senior (CD)	4	E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Judicial Operations Coordinator		N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Kennel Attendant I (CD)	1	N	17	13.2401	17.8785	22.5168	27,539	37,187	46,835
Kennel Attendant II (CD)	2	N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Kennel Attendant III (CD)	3	N	19	14.6274	19.7508	24.8743	30,425	41,082	51,738
Kennel Attendant - Senior (CD)	4	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Laboratory Services Coordinator		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Laboratory Technician		N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Law Clerk		E	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Legal Affairs Manager		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Legal Assistant I (CD)	1	N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Legal Assistant II (CD)	2	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Legal Assistant III (CD)	3	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Legal Assistant - Senior (CD)	4	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Lieutenant - Court Services		E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Lieutenant - LE		N	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Lieutenant - Fire		N	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Lt. Colonel - LE		E	42	45.5470	61.4870	77.4271	94,738	127,893	161,048
Logistics Assistant		N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Maintenance Service Technician I (CD)	1	N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Maintenance Service Technician II (CD)	2	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Maintenance Service Technician III (CD)	3	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Maintenance Supervisor		N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Major		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Marketing Manager		E	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Office Manager		N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Officer of Election		N	10	9.3890	12.6709	15.9528	19,529	26,355	33,182
Outreach & Intake Specialist		E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Parts Expediter		N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Payroll Analyst I (CD)	1	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Payroll Analyst II (CD)	2	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Payroll Analyst III (CD)	3	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Payroll Analyst Senior (CD)	4	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Payroll Manager		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Peer Recovery Specialist		N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Permit Technician I (CD)	1	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Permit Technician II (CD)	2	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Permit Technician III (CD)	3	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Plan Examiner		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Plan Review Technician I (CD)	1	E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Plan Review Technician II (CD)	2	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Plan Review Technician Sr. (CD)	3	E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Planner I (CD)	1	E	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Planner II (CD)	2	E	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Planner I - Senior (CD)	3	E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Planner II - Senior (CD)	4	E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Planning Manager		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Planning Technician I (CD)	1	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Planning Technician II (CD)	2	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Planning Technician Senior (CD)	3	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Pre-Trial Investigator		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Pre-Trial Investigator - Sr.		N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Prevention Specialist		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Principial Planner		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Probation Officer		N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Program Coordinator I		E	36	33.8606	45.7165	57.5724	70,430	95,090	119,751
Program Coordinator II		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Psychiatric Nurse I (CD)	1	E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Psychiatric Nurse II (CD)	2	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Psychiatric Nurse III (CD)	3	E	33	29.1994	39.4231	49.6468	60,735	82,000	103,265
Psychiatric Nurse Practitioner		E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178
Psychiatric Nurse Supervisor		E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Psychiatrist		E	48	61.0512	82.4179	103.7847	126,986	171,429	215,872
Public Information Officer		E	36	33.8606	45.7165	57.5724	70,430	95,090	119,751
Public Information Specialist		N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Purchasing Division Director		E	40	41.2631	55.7075	70.1519	85,827	115,872	145,916
Purchasing Officer I (CD)	1	E	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Purchasing Officer II (CD)	2	E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Purchasing Officer III (CD)	3	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Purchasing Officer - Senior (CD)	4	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Quality Assurance Coordinator		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Quality Assurance Manager		E	38	37.3786	50.4628	63.5470	77,748	104,963	132,178
Quality Assurance Specialist		E	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Radio Technician I (CD)	1	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Radio Technician II (CD)	2	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Radio Technician III (CD)	3	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Radio Technician - Senior (CD)	4	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Radio Technician Supervisor		N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Real Estate Appraiser I (CD)	1	E	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Real Estate Appraiser II (CD)	2	E	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Real Estate Appraiser III (CD)	3	E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Real Estate Appraiser - Senior (CD)	4	E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Real Property Manager		E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Records and Administration Manager		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Recreation Aide		N	12	10.3546	13.9766	17.5986	21,537	29,071	36,605
Recreation Coordinator		N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Recreation Program Assistant		N	19	14.6274	19.7508	24.8743	30,425	41,082	51,738
Recreation Program Director		E	36	33.8606	45.7165	57.5724	70,430	95,090	119,751
Recreation Supervisor		N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Reimbursement Manager		E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Revenue Collection Agent I (CD)	1	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Revenue Collection Agent II (CD)	2	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Revenue Collection Agent III (CD)	3	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Revenue Collection Agent - Sr. (CD)	4	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Revenue Division Manager		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Safety and Risk Manager		E	35	32.2291	43.5087	54.7883	67,037	90,498	113,960
Safety Specialist I (CD)	1	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Safety Specialist II (CD)	2	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Safety Specialist III (CD)	3	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Safety Specialist Sr. (CD)	4	N	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Safety & Environ Programs Spec I (CD)	1	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Safety & Environ Programs Spec II (CD)	2	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Safety & Environ Programs Spec III (CD)	3	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Safety & Environ Programs Spec Sr (CD)	4	N	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
School Resource Officer (CD)		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
School Resource Officer - First Class (CD)	1	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
School Resource Officer - Senior (CD)	2	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
School Resource Officer - Master (CD)	3	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
School Resource Officer - Career (CD)	4	N	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Senior Services Specialist		N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Sergeant - Court Services		N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Sergeant - LE		N	32	27.7899	37.5193	47.2488	57,803	78,040	98,277

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Sheriff		E	48	61.0512	82.4179	103.7847	126,986	171,429	215,872
Solid Waste Equipment Operator I (CD)	1	N	17	13.2401	17.8785	22.5168	27,539	37,187	46,835
Solid Waste Equipment Operator II (CD)	2	N	19	14.6274	19.7508	24.8743	30,425	41,082	51,738
Solid Waste Equipment Operator III (CD)	3	N	21	16.1478	21.8014	27.4550	33,587	45,347	57,106
Solid Waste Equipment Operator-Senior (CD)	4	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Solid Waste Operator I (CD)	1	N	16	12.6076	17.0237	21.4398	26,224	35,409	44,595
Solid Waste Operator II (CD)	2	N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Supports Coordination Supervisor		E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Support Services Coordinator		N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Support Technician		N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Systems Administrator I (CD)	1	E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Systems Administrator II (CD)	2	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Systems Administrator III (CD)	3	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Systems Administrator-Senior (CD)	4	E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Systems Engineer II - LE		E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Tax Auditor I (CD)	1	E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Tax Auditor II (CD)	2	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Tax Auditor III (CD)	3	E	32	27.7899	37.5193	47.2488	57,803	78,040	98,277
Tax Auditor Sr. (CD)	4	E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Tax Revenue Specialist I (CD)	1	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Tax Revenue Specialist II (CD)	2	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Tax Revenue Specialist III (CD)	3	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Tax Revenue Specialist Sr. (CD)	4	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Telecommunications Technician I (CD)	1	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Telecommunications Technician II (CD)	2	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Telecommunications Technician III (CD)	3	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Telecommunications Technician Senior (CD)	4	N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Therapeutic Recreation Aide		N	15	11.9972	16.2003	20.4034	24,954	33,697	42,439
Trades Supervisor		N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Traffic Engineer		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Training Specialist I (CD)	1	N	22	16.9580	22.8976	28.8371	35,273	47,627	59,981
Training Specialist II (CD)	2	N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Training Specialist III (CD)	3	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Training Specialist - Senior (CD)	4	N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Training Specialist Supervisor		E	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Transportation Supervisor		E	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Treasurer		E	46	55.3800	74.7661	94.1521	115,190	155,513	195,836
Utility Agent I (CD)	1	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Utility Agent II (CD)	2	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Utility Agent III (CD)	3	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Utility Assistant Chief of Operations & Maintenance		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795

POSITION TITLE	Level	FLSA	GRADE	Hourly			Annual (40 Hours/Week)		
				MINIMUM	MIDPOINT	MAXIMUM	MINIMUM	MIDPOINT	MAXIMUM
Utility Construction Inspector (CD)	1	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Utility Construction Inspector-Senior (CD)	2	N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Utility Construction Inspector-Principal (CD)	3	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Utility Engineer I (CD)	1	E	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Utility Engineer II (CD)	2	E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Utility Engineer III (CD)	3	E	36	33.8606	45.7165	57.5724	70,430	95,090	119,751
Utility Field Agent I		N	17	13.2401	17.8785	22.5168	27,539	37,187	46,835
Utility Field Agent II		N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Utility Field Agent III		N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Utility Instrument & Controls Technician		N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195
Utility Maintenance Worker I		N	15	11.9972	16.2003	20.4034	24,954	33,697	42,439
Utility Maintenance Worker II		N	19	14.6274	19.7508	24.8743	30,425	41,082	51,738
Utility Operator- In Training (CD)	1	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Utility Operator-Apprentice (CD)	2	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Utility Operator-Journeyman (CD)	3	N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Utility Operator-Master (CD)	4	N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Utility Station Attendant		N	14	11.4312	15.4296	19.4279	23,777	32,093	40,410
Utility Superintendent		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Utility Supervisor		N	28	22.8068	30.7907	38.7745	47,438	64,045	80,651
Utility Systems Engineer - Senior		E	37	35.5808	48.0296	60.4784	74,008	99,902	125,795
Utility Technician I (CD)	1	N	18	13.9282	18.8017	23.6752	28,971	39,107	49,244
Utility Technician II (CD)	2	N	20	15.3710	20.7526	26.1342	31,972	43,165	54,359
Utility Technician III (CD)	3	N	23	17.8237	24.0619	30.3002	37,073	50,049	63,024
Utility Technician - Senior (CD)	4	N	25	19.6771	26.5636	33.4501	40,928	55,252	69,576
Victim Witness Program Assistant Director		N	26	20.6649	27.9008	35.1368	42,983	58,034	73,085
Victim Witness Program Director		E	34	30.6866	41.4266	52.1667	63,828	86,167	108,507
Volunteer Membership Coordinator - Fire & EMS		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Waste Collection Superintendent		N	29	23.9721	32.3589	40.7457	49,862	67,306	84,751
Waste Disposal Assistant Superintendent		N	27	21.7081	29.3065	36.9050	45,153	60,958	76,762
Waste Disposal Superintendent		N	30	25.1706	33.9845	42.7983	52,355	70,688	89,020
Wellness Coordinator		E	31	26.4580	35.7154	44.9727	55,033	74,288	93,543
Youth Services Specialist		N	24	18.7227	25.2735	31.8244	38,943	52,569	66,195

** Hourly Rate for some Public Safety positions depends on the scheduled hours