

**CITY OF COLONIAL HEIGHTS, VIRGINIA
PAY PLAN EFFECTIVE JULY 1, 2019**

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
11	\$27,044	\$44,597
	Deputy I Facilities/Groundskeeper I Landfill Attendant Legal Secretary Meter Reader Public Works Technician Staff Aide Staff Assistant Van Driver	
12	\$29,682	\$50,960
	Concrete Technician Deputy II Deputy Registrar Facilities/Groundskeeper II Financial Technician I Public Works Heavy Equipment Operator Records Technician Senior Meter Reader Transportation Coordinator	
13	\$33,911	\$58,214
	Administrative Services Deputy Animal Control Officer Cross-Connection Control Technician Deputy III Deputy Sheriff EMS Firefighter Recruit* (Starting salary: \$38,536) Facilities/Groundskeeper III Financial Technician II Police Officer Recruit* (Starting salary: \$38,536) Recreation Specialist I Traffic Technician Utility Maintenance Specialist Waterworks Distribution Technician Youth Program Coordinator	

*Starting for non-certified EMS Firefighter & Police Officer candidates that are required to attend an academy.

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
14	\$38,747	\$66,519
		Administrative Assistant
		Building Inspector
		Building Maintenance Technician
		Chief Deputy/Bookkeeper
		Community/Economic Development Specialist
		Construction Inspector
		Digital Resource Specialist
		Emergency Equipment Technician
		EMS Firefighter* (Starting salary: \$42,556)
		Engineering Technician
		Financial Specialist I
		Heavy Truck/Bus Technician
		Horticulturist
		Lieutenant Deputy Sheriff
		Master Deputy Sheriff
		Museum Curator
		Police Detective* (Starting salary: \$42,556)
		Police Officer* (Starting salary: \$42,556)
		Procurement Specialist
		Public Works Foreman
		Recreation Specialist II
		Senior Automotive Mechanic
		Senior Traffic Technician
		Telecommunicator
		Utility Billing Supervisor

*Starting salary for certified EMS Firefighter & Police Officer candidates with 5 or less years of experience. Salary range spans Grade 14-15; therefore, maximum salary for EMS Firefighter, Police Detective, and Police Officer is \$75,992.

15	\$44,264	\$75,992
		Chief Deputy Sheriff
		Communications Supervisor
		Executive Assistant
		Financial Specialist II
		Paralegal/Deputy City Clerk
		Senior Digital Resources Specialist
		Recreation Specialist III Senior Center
		Senior Building Inspector
		Senior Engineering Technician

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
16	\$50,575	\$86,822
		Accountant Deputy Fire Marshall Fire Lieutenant Information Systems Coordinator Police Sergeant Purchasing Agent Revenue Supervisor
17	\$57,478	\$99,197
		Assistant Commonwealth's Attorney Automotive Maintenance Superintendent Battalion Chief City Assessor Communications Coordinator Facilities Superintendent Police Lieutenant Project Coordinator Public Works Superintendent Recreation Superintendent
18	\$66,018	\$113,333
		Assistant Director of Planning & Community Development Assistant Director of Public Works – Engineering Building Official Deputy Chief of Fire & EMS Deputy Director of Finance Police Captain
EXEC	\$65,870	\$137,067
		Chief of Fire & EMS Chief of Police City Engineer Director of Finance Director of Human Resources Director of Information Technology Director of Office on Youth & Human Services Director of Parks & Recreation Director of Planning & Community Development Director of Public Works Economic Development Director Library Director

<u>GRADE</u>	<u>GENERAL PAY PLAN CLASS AND SALARY RANGE</u>	
	MINIMUM	MAXIMUM
UNCLASSIFIED	N/A	N/A
	City Attorney	
	City Clerk	
	City Manager	
	Clerk of Circuit Court	
	Commissioner of Revenue	
	Commonwealth's Attorney	
	Registrar	
	Sheriff	
	Treasurer	

PART-TIME/SEASONAL/TEMPORARY POSITIONS

Position Title	Hourly Rate
Administrative Assistant	\$10.00 - \$15.00
Animal Control Aide	\$10.00 - \$15.00
Code Enforcement Inspector	\$15.00 - \$20.00
Deputy Sheriff	\$16.00 - \$19.00
Digital Resources Assistant	\$7.25 - \$9.50
Digital Resources Specialist	\$15.00 - \$20.00
Emergency Management Assistant	\$15.00 - \$20.00
EMS Firefighter	\$15.00 - \$20.00
Fire Logistics Officer	\$15.00 - \$20.00
FOIA Specialist	\$20.00
Groundskeeper Assistant	\$10.00 - \$12.00
Landscaping Technician	\$10.00 - \$12.00
Meter Reader	\$10.00 - \$12.00
Recreation Assistant I	\$7.25 - \$8.25
Recreation Assistant II	\$8.25 - \$9.00
Recreation Assistant III	\$9.00 - \$10.00
Recreation Assistant IV	\$10.00 - \$15.00
Recycling Center Attendant	\$9.00 - \$11.00
Senior Automotive Mechanic	\$20.00 - \$23.00
Site Supervisor	\$10.00 - \$12.00
Support Worker	\$7.50 - \$9.50
Telecommunicator	\$14.00 - \$17.00
Van Driver	\$10.00 - \$12.00
Temporary/Seasonal	\$7.25 - \$15.00
Youth Specialist	\$12.00 - \$20.00
Youth Workforce Specialist	\$15.00 - \$18.00

*All Full-Time positions on the City's Pay Plan may be filled on a part-time basis, temporarily or permanently with the approval of the City Manager. Hourly rates for part-time employees filling positions classified as full-time on the City's Pay Plan but not listed above will be calculated within the range of the applicable full-time position based on the employee's experience.