

**CITY OF COLONIAL HEIGHTS, VIRGINIA
PAY PLAN EFFECTIVE DECEMBER 23, 2020**

EXHIBIT A

<u>GRADE</u>	<u>GENERAL PAY PLAN CLASS AND SALARY RANGE</u>	
	MINIMUM	MAXIMUM
11	<p>\$28,000 \$28,700</p>	<p>\$44,816 \$45,936</p>
	<p>Deputy I Facilities/Groundskeeper I Meter Reader Public Works Technician Staff Assistant Van Driver</p>	
12	<p>\$29,828 \$30,573</p>	<p>\$51,210 \$52,490</p>
	<p>Concrete Technician Deputy II Deputy Registrar Facilities/Groundskeeper II Financial Technician I Legal Secretary Public Works Heavy Equipment Operator Senior Meter Reader Transportation Coordinator</p>	
13	<p>\$34,078 \$34,929</p>	<p>\$58,500 \$59,962</p>
	<p>Animal Control Officer Cross-Connection Control Technician Deputy III Deputy Sheriff* (Starting salary: \$40,600 \$41,615) Facilities/Groundskeeper III Financial Technician II Police Records Technician Recreation Specialist I Traffic Technician Utility Maintenance Specialist Waterworks Distribution Technician</p>	

*Salary range spans Grade 13-14; therefore, the maximum salary for Deputy Sheriff is ~~\$66,846~~ **\$68,517**.

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
14	\$38,937	\$66,846
	\$39,910	\$68,517
		Administrative Assistant
		Administrative Services Deputy (Starting salary: \$43,600 \$44,690)
		Building Inspector
		Building Maintenance Technician
		Community/Economic Development Specialist
		Construction Inspector
		Chief Deputy Commissioner of Revenue
		Digital Resource Specialist
		Emergency Equipment Technician
		Engineering Technician (Starting salary: \$42,572 \$43,636)
		Financial Specialist I
		Heavy Truck/Bus Technician
		Horticulturist
		Museum Curator
		Procurement Specialist
		Public Works Foreman
	Recreation Specialist II	
	Senior Automotive Mechanic	
	Senior Traffic Technician	
	Communications Officer (Starting salary: \$39,600 \$40,590)	
	Youth Program Coordinator	
15	\$44,481	\$76,365
	\$45,593	\$78,274
		Combination Inspector
		Chief Deputy Circuit Court Clerk
		Communications Supervisor (Starting salary: \$45,000 \$46,125)
		Firefighter-EMT (Starting salary: \$45,000 \$46,125)
		Firefighter-Intermediate (Starting salary: \$47,250 \$48,431)
		Firefighter-Paramedic (Starting salary: \$49,613 \$50,853)
		Executive Assistant
		Financial Specialist II
		Human Resources Specialist
		Lieutenant Deputy Sheriff (Starting salary: \$46,600 \$47,765)
		Paralegal/Deputy City Clerk
		Police Detective (Starting salary: \$45,000 \$46,125)
		Police Officer (Starting salary: \$45,000 \$46,125)
		Recreation Specialist III Senior Center
		Senior Digital Resources Specialist
		Senior Engineering Technician (Starting salary: \$48,500 \$49,712)
	Utility Billing Supervisor	

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
16	\$50,823	\$87,248
	\$52,093	\$89,429
		Accountant
		Animal Control Supervisor
		Chief Deputy Sheriff
		Deputy Fire Marshall
		Financial Systems Analyst
		Fire Lieutenant
		Geographic Information System (GIS) Coordinator
		Police Sergeant
	Purchasing Agent	
	Revenue Supervisor	
17	\$57,760	\$99,684
	\$59,204	\$102,176
		Assistant Commonwealth's Attorney
		Automotive Maintenance Superintendent
		Battalion Chief
		City Assessor
		Emergency Communications Center Manager
		Facilities Superintendent
		Information Systems Coordinator
		Office on Youth & Human Services Administrator
	Police Lieutenant	
	Project Coordinator	
	Public Works Superintendent	
18	\$66,342	\$113,889
	\$68,000	\$116,736
		Assistant Director of Planning & Community Development
		Assistant Director of Public Works – Engineering
		Assistant Director of Recreation & Parks
		Building Official
		Deputy Chief of Fire & EMS
		Deputy Chief of Police - Major
		Deputy Director of Finance
		Economic Development Administrator
	Police Captain	

*The Deputy Chief of Police is assigned the rank of Major, above the rank of Police Captain, and the Deputy Chief will be compensated accordingly as a higher rank position.

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
EXEC	\$80,000 \$82,000	\$137,739 \$141,182
	Chief of Fire & EMS Chief of Police Director of Finance Director of Human Resources Director of Information Technology Director of Recreation & Parks Director of Planning & Community Development Director of Public Works/City Engineer Library Director	
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
Communications Officer	\$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

*Part-time EMS Firefighter position includes Firefighter-EMT, Firefighter-Intermediate, Firefighter-Paramedic, EMT, Intermediate, and Paramedic designations.

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.