

CITY OF COLONIAL HEIGHTS, VIRGINIA
 PAY PLAN EFFECTIVE JULY 1, 2022

EXHIBIT A

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
11	\$29,274	\$46,855
	\$31,200	\$47,792
	Deputy I Facilities/Groundskeeper I Meter Reader Public Works Technician I Staff Assistant Van Driver	
12	\$31,185	\$53,540
	\$32,760	\$54,611
	Concrete Technician (Starting Salary: \$36,400) Deputy II Deputy Registrar Facilities/Groundskeeper II (Starting salary: \$34,320) Financial Technician I Legal Secretary Public Works Heavy Equipment Operator (Starting salary: \$35,360) Public Works Technician II (\$33,280) Senior Meter Reader Transportation Coordinator	
13	\$35,628	\$61,162
	\$36,341	\$62,385
	Cross-Connection Control Technician (Starting salary: \$38,480) Deputy III Deputy Sheriff* (Starting salary: \$42,448 \$43,297) Facilities/Groundskeeper III (Starting salary: \$38,480) Financial Technician II Police Records Technician Recreation Specialist I Traffic Technician (Starting salary: \$38,480) Utility Maintenance Specialist (Starting salary: \$38,480) Waterworks Distribution Technician (Starting salary: \$38,480)	

*Salary range spans Grade 13-14; therefore, the maximum salary for Deputy Sheriff is ~~\$69,888~~ **\$71,286**.

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
14	\$40,709	\$69,888
	\$41,523	\$71,286
		Administrative Assistant
		Administrative Services Deputy (Starting salary: \$45,584 \$46,496)
		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: \$45,509 \$46,419)
		Financial Specialist I
		Heavy Truck/Bus Technician
		Horticulturist
		Museum Curator
		Permit Technician
		Procurement Specialist
		Public Works Foreman (Starting salary: \$43,160)
		Recreation Specialist II
		Senior Automotive Mechanic
		Senior Traffic Technician
		Communications Officer (Starting salary: \$41,402)
		Youth Program Coordinator
15	\$46,505	\$79,840
	\$47,435	\$81,437
		Combination Inspector
		Chief Deputy Circuit Court Clerk
		Communications Supervisor (Starting salary: \$49,400)
		Firefighter EMT (Starting salary: \$47,048)
		Firefighter Intermediate (Starting salary: \$49,400)
		Firefighter Paramedic (Starting salary: \$51,871)
		Executive Assistant
		Financial Specialist II
		Human Resources Specialist
		Lieutenant Deputy Sheriff (Starting salary: \$48,721 \$49,695)
		Senior Paralegal/Deputy City Clerk
		Police Detective (Starting salary: \$47,048)
		Police Officer (Starting salary: \$47,048)
		Recreation Specialist III Senior Center
		Senior Digital Resources Specialist
		Senior Engineering Technician (Starting salary: \$50,707 \$51,721)
		Utility Billing Supervisor

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
16	\$53,135	\$91,218
	\$54,198	\$93,042
		Accountant Animal Control Supervisor Chief Deputy Sheriff Deputy Fire Marshall Financial Systems Analyst Fire Lieutenant (Starting salary: \$63,000) Geographic Information System (GIS) Coordinator Police Sergeant (Starting salary: \$63,000) Purchasing Agent Revenue Supervisor
17	\$60,389	\$104,220
	\$61,597	\$106,304
		Assistant Commonwealth's Attorney Automotive Maintenance Superintendent Battalion Chief (Starting salary: \$70,000) City Assessor Emergency Communications Center Manager Facilities Superintendent Information Systems Coordinator Office on Youth & Human Services Administrator Police Lieutenant (Starting salary: \$70,000) Project Coordinator Public Works Superintendent
18	\$69,360	\$119,071
	\$70,747	\$121,452
		Assistant Director of Planning & Community Development Assistant Director of Public Works – Engineering Assistant Director of Recreation & Parks Building Official Deputy Chief of Fire & EMS (Starting salary: \$82,500)* Deputy Chief of Police – Major (Starting salary: \$82,500)* Deputy Director of Finance Economic Development Administrator Police Captain (Starting salary: \$78,000)*

~~*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 at a rate not less than the starting rate above. The Deputy Chief of Fire & EMS will also be compensated at a rate not less than the starting rate above.~~

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
EXEC	\$83,640	\$144,006
	\$85,313	\$146,886
	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	

* City Attorney's salary as of 7/1/2022 will be \$180,580.84

** City Manager's salary as of 7/12/2022 will be \$173,260.56

PART-TIME/SEASONAL/TEMPORARY POSITIONS

Position Title	Hourly Rate
Administrative Assistant	\$11.00 - \$20.00
Animal Control Aide	\$11.00 - \$16.00
Code Enforcement Inspector	\$15.00 - \$23.00
Communications Officer	\$15.00 - \$23.00
Deputy Sheriff	\$16.00 - \$23.00
Digital Resources Assistant	\$11.00 - \$12.50
Digital Resources Specialist	\$15.00 - \$20.00
Emergency Management Assistant	\$15.00 - \$23.00
EMS Firefighter*	\$15.00 - \$23.00
Fire Logistics Officer	\$15.00 - \$23.00
FOIA Specialist	\$20.00 - \$23.00
Groundskeeper Assistant	\$11.00 - \$13.00
Landscaping Technician	\$11.00 - \$13.00
Meter Reader	\$11.00 - \$15.00
Recreation Assistant I	\$11.00 - \$12.50
Recreation Assistant II	\$11.50 - \$13.00
Recreation Assistant III	\$12.00 - \$13.50
Recreation Assistant IV	\$14.00 - \$15.50
Recycling Center Attendant	\$11.00 - \$13.00
Senior Automotive Mechanic	\$20.00 - \$23.00
Site Supervisor	\$13.00 - \$16.00
Support Worker	\$11.00 - \$13.00
Temporary/Seasonal	\$11.00 - \$20.00
Van Driver	\$11.00 - \$13.00
Youth Specialist	\$12.00 - \$20.00
Youth Workforce Specialist	\$15.00 - \$18.00

*Part-time EMS Firefighter position includes Firefighter-EMT, **Firefighter-EMT/A**, 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.