

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

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

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

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
14	\$38,937	\$66,846
		Administrative Assistant
		Administrative Services Deputy (Starting salary: \$43,600)
		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)
		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)
		Youth Program Coordinator
15	\$44,481	\$76,365
		Combination Inspector
		Chief Deputy Circuit Court Clerk
		Communications Supervisor (Starting salary: \$45,000)
		Firefighter-EMT (Starting salary: \$45,000)
		Firefighter-Intermediate (Starting salary: \$47,250)
		Firefighter-Paramedic (Starting salary: \$49,613)
		Executive Assistant
		Financial Specialist II
		Lieutenant Deputy Sheriff (Starting salary: \$46,600)
		Paralegal/Deputy City Clerk
		Police Detective (Starting salary: \$45,000)
		Police Officer (Starting salary: \$45,000)
		Recreation Specialist III Senior Center
		Senior Digital Resources Specialist
		Senior Engineering Technician (Starting salary: \$48,500)
		Utility Billing Supervisor

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
16	\$50,823	\$87,248
		Accountant Chief Deputy Sheriff Deputy Fire Marshall Fire Lieutenant Police Sergeant Purchasing Agent Revenue Supervisor
17	\$57,760	\$99,684
		Assistant Commonwealth's Attorney Automotive Maintenance Superintendent Battalion Chief City Assessor Facilities Superintendent Information Systems Coordinator Police Lieutenant Project Coordinator Public Works Superintendent
18	\$66,342	\$113,889
		Assistant Director of Planning & Community Development Assistant Director of Public Works – Engineering Assistant Director of Recreation & Parks Building Official Deputy Chief of Fire & EMS <i>Deputy Chief of Police - Major*</i> Deputy Director of Finance Economic Development Administrator Police Captain
<p><i>*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.</i></p>		
EXEC	\$80,000	\$137,739
		Chief of Fire & EMS Chief of Police Director of Finance Director of Human Resources Director of Information Technology Director of Office on Youth & Human Services Director of Recreation & Parks Director of Planning & Community Development Director of Public Works/City Engineer 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
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.