

CITY OF COLONIAL HEIGHTS, VIRGINIA
 PAY PLAN EFFECTIVE JANUARY 1, 2023

EXHIBIT A

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
11	\$31,200	\$47,792
		Deputy I Facilities/Groundskeeper I Meter Reader Public Works Technician I Staff Assistant Van Driver
12	\$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	\$36,341	\$62,385
		Cross-Connection Control Technician (Starting salary: \$38,480) Deputy III Deputy Sheriff* (Starting salary: \$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 \$71,286.

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
14	\$41,523	\$71,286
	Administrative Assistant Administrative Services Deputy (Starting salary: \$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: \$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 Youth Program Coordinator	
15	\$47,435	\$81,437
	Combination Inspector Chief Deputy Circuit Court Clerk Executive Assistant Financial Specialist II Human Resources Specialist Lieutenant Deputy Sheriff (Starting salary: \$49,695) Senior Paralegal/Deputy City Clerk Recreation Specialist III Senior Center Senior Digital Resources Specialist Senior Engineering Technician (Starting salary: \$51,721) Utility Billing Supervisor	
16	\$54,198	\$93,042
	Accountant Animal Control Supervisor Chief Deputy Sheriff Financial Systems Analyst Geographic Information System (GIS) Coordinator Purchasing Agent Revenue Supervisor	

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
17	\$61,597	\$106,304
		Assistant Commonwealth's Attorney Automotive Maintenance Superintendent City Assessor Facilities Superintendent Information Systems Coordinator Office on Youth & Human Services Administrator Project Coordinator Public Works Superintendent
18	\$70,747	\$121,452
		Assistant Director of Planning & Community Development Assistant Director of Public Works – Engineering Assistant Director of Recreation & Parks Building Official Deputy Director of Finance Economic Development Administrator
EXEC	\$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 \$12.00 - \$20.00
Animal Control Aide	\$11.00 - \$16.00 \$12.00 - \$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 \$12.00 - \$13.50
Digital Resources Specialist	\$15.00 - \$20.00 \$15.00 - \$22.00
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 \$12.00 - \$14.00
Landscaping Technician	\$11.00 - \$13.00 \$12.00 - \$14.00
Meter Reader	\$11.00 - \$15.00 \$12.00 - \$16.00
Recreation Assistant I	\$11.00 - \$12.50 \$12.00 - \$14.00
Recreation Assistant II	\$11.50 - \$13.00 \$14.00 - \$16.00
Recreation Assistant III	\$12.00 - \$13.50
Recreation Assistant IV	\$14.00 - \$15.50
Recycling Center Attendant	\$11.00 - \$13.00 \$12.00 - \$14.00
Senior Automotive Mechanic	\$20.00 - \$23.00
Site Supervisor	\$13.00 - \$16.00 \$14.00 - \$17.00
Support Worker	\$11.00 - \$13.00 \$12.00 - \$14.00
Temporary/Seasonal	\$11.00 - \$20.00 \$12.00 - \$20.00
Van Driver	\$11.00 - \$13.00 \$12.00 - \$14.00
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.