

**CITY OF COLONIAL HEIGHTS, VIRGINIA**  
**GENERAL PAY PLAN CLASS AND SALARY RANGE**  
**EFFECTIVE FEBRUARY 10, 2026**

<b>GRADE</b>	<b>GENERAL PAY PLAN CLASS AND SALARY RANGE</b>	
	<b>MINIMUM</b>	<b>MAXIMUM</b>
11	<b>\$34,117</b>	<b>\$51,698</b>
	Deputy I Facilities/Groundskeeper I (Starting salary: \$35,360) Meter Reader (Starting salary: \$35,360) Public Works Technician I (Starting salary: \$35,360) Staff Assistant Van Driver	
12	<b>\$35,983</b>	<b>\$59,073</b>
	Deputy II Facilities/Groundskeeper II (Starting salary: \$38,480) Financial Technician I Legal Secretary Public Works Technician II (Starting salary: \$37,440) Senior Meter Reader (Starting salary: \$37,440)	
13	<b>\$38,001</b>	<b>\$67,482</b>
	Chief Deputy Registrar Concrete Technician (Starting Salary: \$41,600) Deputy III Facilities/Groundskeeper III (Starting salary: \$42,640) Financial Technician II Police Records Technician Public Works Heavy Equipment Operator (Starting salary: \$39,520) Recreation Specialist I	

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GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
14	<b>\$43,420</b>	<b>\$77,111</b>
		Administrative Assistant Building Maintenance Technician Chief Deputy Commissioner of Revenue Code Enforcement Inspector Cross-Connection Control Technician (Starting salary: \$44,720) <b>Deputy IV (Starting salary: \$48,272)</b> Deputy Sheriff (Starting salary: \$48,825) Digital Resource Specialist Engineering Technician (Starting salary: \$48,538) Financial Specialist I Horticulturist Museum Curator Permit Technician Procurement Specialist Real Estate Assessor's Office Specialist Recreation Specialist II Tourism & Economic Development Specialist Traffic Technician (Starting salary: \$44,720) Utility Maintenance Specialist (Starting salary: \$44,720) Victim Witness Program Assistant/Court Advocate Waterworks Distribution Technician (Starting salary: \$44,720) Youth Program Coordinator
15	<b>\$49,601</b>	<b>\$88,092</b>
		Sergeant Deputy Sheriff (Starting salary: \$57,348) Combination Inspector Construction Inspector (Starting salary: \$50,960) Chief Deputy Circuit Court Clerk Crime Analyst Emergency Equipment Technician (Starting salary: \$50,960) Executive Assistant Financial Specialist II Heavy Truck/Bus Technician (Starting salary: \$50,960) Human Resources Specialist Outreach Program Coordinator (Starting salary: \$58,363) Parks & Facilities Foreman (Starting salary: \$50,960) Planner (Starting salary: \$52,882) Public Works Foreman (Starting salary: \$50,960) Recreation Supervisor Recreation Supervisor – Senior Center Senior Automotive Mechanic (Starting salary: \$50,960) Senior Digital Resources Specialist Senior Engineering Technician (Starting salary: \$54,082) Senior Traffic Technician (Starting salary: \$50,960)

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GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
16	<b>\$56,673</b>	<b>\$100,645</b>
	Accountant	
	Financial Systems Analyst	
	Geographic Information System (GIS) Coordinator	
	Lieutenant Deputy Sheriff (Starting salary: \$65,975)	
	Purchasing Agent	
	Revenue Supervisor	
	Senior Paralegal/Deputy City Clerk	
	Utility Billing Supervisor	
17	<b>\$64,409</b>	<b>\$114,990</b>
	Accounting Manager	
	Assistant Commonwealth's Attorney* (Starting salary: \$74,603)	
	Automotive Maintenance Superintendent	
	Chief Deputy Sheriff (Starting Salary: \$76,603)	
	City Assessor	
	Information Systems Coordinator	
	Office on Youth & Human Services Administrator	
	Project Coordinator	
	Public Works Superintendent	
	Utilities Superintendent	
	Victim Witness Program Director	
	*Salary range of one Assistant Commonwealth's Attorney designated as a Senior Assistant Commonwealth's Attorney spans to the maximum of Grade 18.	
18	<b>\$73,977</b>	<b>\$131,376</b>
	Assistant Director of Planning & Community Development	
	Assistant Director of Public Works – Engineering	
	Assistant Director of Recreation & Parks	
	Building Official	
	Chief Deputy Commonwealth's Attorney	
	Deputy Director of Finance	
EXEC	<b>\$99,207</b>	<b>\$168,888</b>
	<b>\$89,207</b>	<b>\$158,888</b>
	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	

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GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
UNCLASSIFIED	N/A	N/A
<b>Deputy City Manager Assistant City Manager</b>		
	City Attorney*—	
	City Clerk	
	City Manager**—	
	Clerk of Circuit Court	
	Commissioner of Revenue	
	Commonwealth's Attorney	
	Registrar	
	Sheriff	
	Treasurer	

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**PART-TIME/SEASONAL/TEMPORARY POSITIONS**

<b>Position Title</b>	<b>Hourly Rate</b>
Administrative Assistant	\$15.00 - \$20.00
Animal Control Aide	\$12.77 - \$16.50
Assistant Fire Marshal	\$23.00 - \$28.00
Code Enforcement Inspector	\$15.00 - \$25.00
Communications Officer	\$15.00 - \$25.00
Deputy Sheriff	\$23.00 - \$28.00
Digital Resources Assistant	\$12.77 - \$14.00
Digital Resources Specialist	\$15.00 - \$20.00
Emergency Management Assistant	\$15.00 - \$25.00
EMS Firefighter*	\$20.00 - \$28.00
Fire Logistics Officer	\$15.00 - \$25.00
FOIA Specialist	\$20.00 - \$25.00
Groundskeeper Assistant	\$12.77 - \$14.50
Landscaping Technician	\$12.77 - \$14.50
Meter Reader	\$12.77 - \$16.50
Program Assistant	\$12.77 - \$14.50
Radio System Specialist	\$20.00 - \$25.00
Recreation Assistant I	\$12.77 - \$14.50
Recreation Assistant II	\$14.50 - \$16.50
Recreation Attendant	\$13.50 - \$15.00
Recycling Center Attendant	\$12.77 - \$14.50
Senior Automotive Mechanic	\$20.00 - \$25.00
Site Supervisor	\$14.50 - \$17.50
Support Worker	\$12.77 - \$14.50
Temporary/Seasonal	\$12.77 - \$20.50
Van Driver	\$12.77 - \$14.50

\*Part-time EMS Firefighter position includes Firefighter-EMT, Firefighter-Advanced, Firefighter - Intermediate, Firefighter-Paramedic, EMT, Advanced, 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 may be calculated within the range of the applicable full-time position based on the employee's experience.