

**CITY OF COLONIAL HEIGHTS, VIRGINIA
GENERAL PAY PLAN CLASS AND SALARY RANGE
EFFECTIVE OCTOBER 14, 2025**

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
11	\$34,117	\$51,698
	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	\$35,983	\$59,073
	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	\$38,001	\$67,482
	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	

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
14	\$43,420	\$77,111
	Administrative Assistant Building Inspector Building Maintenance Technician Chief Deputy Commissioner of Revenue Cross-Connection Control Technician (Starting salary: \$44,720) 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	\$49,601	\$88,092
	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 Specialist III – 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)	

GENERAL PAY PLAN CLASS AND SALARY RANGE
Effective October 14, 2025

GRADE	GENERAL PAY PLAN CLASS AND SALARY RANGE	
	MINIMUM	MAXIMUM
16	\$56,673	\$100,645
	Accountant Code Enforcement Supervisor 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	\$64,409	\$114,990
	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	\$73,977	\$131,376
	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	\$89,207	\$158,888
	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	

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

The following salaries with a 3% salary increase will be:
* City Attorney's salary as of 7/1/2025 will be \$207,235
** City Manager's salary as of 7/1/2025 will be \$198,834

PART-TIME/SEASONAL/TEMPORARY POSITIONS

Position Title	Hourly Rate
Administrative Assistant	\$15.00 - \$20.00
Animal Control Aide	\$12.50 - \$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	\$12.50 - \$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	\$12.50 - \$14.50
Landscaping Technician	\$12.50 - \$14.50
Meter Reader	\$12.50 - \$16.50
Program Assistant	\$12.50 - \$14.50
Recreation Assistant I	\$12.50 - \$14.50
Recreation Assistant II	\$14.50 - \$16.50
Recreation Attendant	\$13.50 - \$15.00
Recycling Center Attendant	\$12.50 - \$14.50
Senior Automotive Mechanic	\$20.00 - \$25.00
Site Supervisor	\$14.50 - \$17.50
Support Worker	\$12.50 - \$14.50
Temporary/Seasonal	\$12.50 - \$20.50
Van Driver	\$12.50 - \$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 but not listed above will~~ be calculated within the range of the applicable full-time position based on the employee's experience.