

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
ACCOUNTANT I	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
ACCOUNTANT II	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
ACCOUNTING ASSISTANT	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
ACCOUNTING MANAGER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
ADMINISTRATIVE ANALYST	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
ADMINISTRATIVE ASSISTANT	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
ADMINISTRATIVE CHIEF	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
ADMINISTRATIVE SERVICES COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ADMINISTRATIVE SERVICES DIRECTOR	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
ADMINISTRATIVE TRAINEE	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
AQUATIC SPECIALIST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
ARTS AND CULTURE MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
ASSISTANT CITY ATTORNEY	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
ASSISTANT CITY ENGINEER	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
ASSISTANT ENGINEER	General Employees	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
ASSISTANT PLANNER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
ASSISTANT POLICE CHIEF	Executive Management	\$ 17,950.88				\$ 22,438.58	11/01/2023
ASSISTED HOUSING MANAGER	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
ASSOCIATE ADMIN ANALYST	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ASSOCIATE CIVIL ENGINEER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
ASSOCIATE MANAGEMENT ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
ASSOCIATE PLANNER	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ASST POLICE PROPERTY TECH	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
AUDITORIUM LEADWORKER	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
BATTALION CHIEF	Richmond Fire Mgmt	\$ 12,725.14	\$ 13,388.90	\$ 14,065.16			07/01/2023
BLDG MAINTENANCE SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
BUDGET ADMINISTRATOR	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
BUDGET ANALYST I	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
BUDGET ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
BUILDING INSPECTOR	General Employees	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
BUILDING INSPECTOR SUPERVISOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
BUILDING OFFICIAL	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
BUILDING TRADES WORKER I	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
BUILDING TRADES WORKER II	General Employees	\$ 6,366.64	\$ 6,674.18	\$ 7,007.42			07/01/2023
BUILDING TRADES WORKER, SENIOR	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
BUSINESS LICENSE FIELD INVEST.	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
BUSINESS LICENSE SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
BUSINESS SERVICES SPECIALIST	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
BUSINESS SYSTEMS ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
BUSINESS SYSTEMS ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
BUYER I	General Employees	\$ 5,621.28	\$ 5,869.50	\$ 6,130.40	\$ 6,413.02	\$ 6,710.12	07/01/2023
BUYER II	General Employees	\$ 6,750.40	\$ 7,073.48	\$ 7,430.10	\$ 7,790.08	\$ 8,171.60	07/01/2023
CABLE TELEVISION MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
CABLE TV ENGINEERING SPPT ASST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
CABLE TV ENGRG COORDINATOR	Mid-Management	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
CABLE TV PGMMING COORDINATOR	Mid-Management	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
CABLE TV PROD SUPPORT ASST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
CAPITAL PROJECTS MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
CARPENTER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
CCTV WIRELESS&SYS SPECIALIST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
CHIEF ACCOUNTANT	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	\$ 17,950.88				\$ 22,438.58	11/01/2023
CITY ATTORNEY	Unrepresented Exec Mgmt	\$ 12,954.90				\$ 20,622.00	01/01/2023
CITY CLERK	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
CITY CLERK ADMINISTRATIVE SPECIALIST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CITY MANAGER	Unrepresented Exec Mgmt	\$ 15,693.30				\$ 26,058.34	01/01/2023
CIRCULATION SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
CODE ENFORCEMENT MANAGER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
CODE ENFORCEMENT OFFICER I	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
CODE ENFORCEMENT OFFICER II	General Employees	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
CODE ENFORCEMENT SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
COMB. EQUIP MECHANIC LEAD WKR	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
COMB. EQUIPMENT MECHANIC	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
COMM SHIFT SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
COMMUNICATIONS CALL TAKER	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
COMMUNICATIONS CENTER MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
COMMUNICATIONS DISPATCHER I	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
COMMUNICATIONS DISPATCHER II	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
COMMUNICATIONS DISPATCHER III	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
COMMUNITY ENGAGEMENT MANAGER	Executive Management	\$ 8,491.35				\$ 13,516.65	01/01/2023
COMMUNITY SERVICES PGM MANAGER	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
COMMUNITY SERVICES TECHNICIAN	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
COMPLIANCE SPECIALIST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CONF INVEST & APPEALS OFFICER	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
CONSTRUCTION INSPECTOR I	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
CONSTRUCTION INSPECTOR II	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
COUNCILMEMBER	City Council	\$ 1,402.50				\$ 1,402.50	07/31/2007

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
CRIME ANALYSIS TECHNICIAN	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CRIME ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
CRIME PREVENTION MANAGER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
CRIME PREVENTION SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
CRIME SCENE TECHNICIAN	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	\$ 6,426.10	\$ 6,735.48	\$ 7,073.34	\$ 7,416.32	\$ 7,780.16	07/01/2023
DEPUTY BUILDING OFFICIAL	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
DEPUTY CITY ATTORNEY	Executive Management	\$ 11,202.70				\$ 13,616.94	11/01/2023
DEPUTY CITY CLERK	General Employees	\$ 6,811.90	\$ 7,142.78	\$ 7,497.68	\$ 7,862.40	\$ 8,250.06	07/01/2023
DEPUTY CITY MANAGER	Executive Management	\$ 18,848.46				\$ 23,560.52	11/01/2023
DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAININ	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR COM SERVICES - ONS	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR COM SERVICES - RECREATION	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIRECTOR OF FINANCE	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR PW CITY ENGINEER	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIR PW OPER/MTCE	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY DIRECTOR RENT PROGRAM	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEPUTY FIRE CHIEF	Executive Management	\$ 17,950.88				\$ 22,438.58	11/01/2023
DEPUTY FIRE MARSHAL	IAFF Fire Fighters	\$ 14,088.92	\$ 14,793.62	\$ 15,533.36			07/01/2023
DEPUTY POLICE CHIEF	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DEVELOPMENT PROJECT MANAGER I	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
DEVELOPMENT PROJECT MANAGER II	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
DEVELOPMENT SERV DIR/WRR CITY ENGINEER	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	\$ 17,950.88				\$ 22,438.58	11/01/2023
DIRECTOR OF COMMUNITY SERVICES	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF FINANCE	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DIRECTOR OF PUBLIC WORKS	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
DUPLICATING MAIL SPECIALIST	General Employees	\$ 4,339.44	\$ 4,556.10	\$ 4,783.76	\$ 5,023.00	\$ 5,273.66	07/01/2023
ECONOMIC DEV ADMINISTRATOR	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
ECONOMIC DEVELOPMENT COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
ELECTRICAL SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
ELECTRICIAN I	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
ELECTRICIAN II	General Employees	\$ 6,654.64	\$ 7,005.18	\$ 7,374.28	\$ 7,739.00	\$ 8,095.00	07/01/2023
EMERGENCY SERVICES ANALYST	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
EMERGENCY SERVICES MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
EMPLOYEE BENEFITS ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
ENVIRONMENTAL COMPLIANCE INSP	General Employees	\$ 6,864.96	\$ 7,194.32	\$ 7,555.56	\$ 7,923.28	\$ 8,310.20	07/01/2023
ENVIRONMENTAL MANAGER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
ENVIRONMENTAL SERVICES COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
EQUIPMENT MECHANIC I	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
EQUIPMENT MECHANIC II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
EQUIPMENT MECHANIC, SENIOR	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
EQUIPMENT OPERATOR	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
EQUIPMENT PARTS SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
EQUIPMENT PARTS STOREKEEPER	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
EQUIPMENT SERV SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
EQUIPMENT SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
EXECUTIVE ASSISTANT I	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
EXECUTIVE ASSISTANT II	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
EXECUTIVE ASST TO THE CITY MGR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
EXECUTIVE DIR OF HOUSING AUTHORITY	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	\$ 14,169.58				\$ 17,712.46	11/01/2023
FACILITIES MAINTENANCE WORKER I	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
FACILITIES MAINTENANCE WORKER II	General Employees	\$ 5,220.82	\$ 5,456.02	\$ 5,695.56			07/01/2023
FAMILY LITERACY SPECIALIST	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
FINANCE MANAGER I	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
FINANCE MANAGER II	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
FIRE CAPTAIN	IAFF Fire Fighters	\$ 11,909.74	\$ 12,498.06	\$ 13,135.54			07/01/2023
FIRE CHIEF	Executive Management	\$ 18,848.46				\$ 23,560.52	11/01/2023
FIRE ENGINEER	IAFF Fire Fighters	\$ 10,356.76	\$ 10,868.46	\$ 11,422.08			07/01/2023
FIRE FIGHTER	IAFF Fire Fighters	\$ 8,854.90	\$ 9,286.28	\$ 9,739.02	\$ 10,238.80	\$ 10,728.92	07/01/2023
FIRE FIGHTER TRAINEE	IAFF Fire Fighters	\$ 5,678.98					07/01/2023
FIRE INSPECTOR I	IAFF Fire Fighters	\$ 11,909.74	\$ 12,498.06	\$ 13,135.54			07/01/2023
FIRE INSPECTOR II	IAFF Fire Fighters	\$ 12,802.62	\$ 13,436.00	\$ 14,120.28			07/01/2023
FIRE MARSHAL	Richmond Fire Mgmt	\$ 13,997.54	\$ 14,723.62	\$ 15,470.74			07/01/2023
GARDENER	General Employees	\$ 5,220.82	\$ 5,456.02	\$ 5,695.56			07/01/2023
GENERAL COUNSEL RENT PROGRAM	Executive Management	\$ 11,264.40				\$ 17,931.90	01/01/2023
GIS ADMINISTRATOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
GROUNDSKEEPER	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
HEAD OF REFERENCE	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
HEARING EXAMINER RENT PROGRAM	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
HOUSING ASSISTANCE REPRESENTATIVE	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
HOUSING FINANCE REPRESENTATIVE	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
HOUSING MANAGER	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
HOUSING PROGRAM SPECIALIST	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
HOUSING PROGRAM SPEC, SENIOR	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
HOUSING PROGRAMS ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
HOUSING REPRESENTATIVE	General Employees	\$ 5,585.72	\$ 5,852.60	\$ 6,117.84	\$ 6,412.92	\$ 6,733.78	07/01/2023
HOUSING SERVICES SUPERVISOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
HUMAN RESOURCES ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
HUMAN RESOURCES ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
HUMAN RESOURCES ANALYST PRINCIPAL	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
HUMAN RESOURCES ANALYST SENIOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
HUMAN RESOURCES MANAGER	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
HUMAN RESOURCES TECHNICIAN I	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
HUMAN RESOURCES TECHNICIAN II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
HUMAN RESOURCES TECHNICIAN III	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
INDUSTRIAL BUILDING INSPECTOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
INFORMATION TECHNOLOGY ASST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
INFORMATION TECHNOLOGY MGR	Mid-Management	\$ 10,941.84	\$ 11,488.94	\$ 12,065.50	\$ 12,668.30	\$ 13,303.84	07/01/2023
INFORMATION TECHNOLOGY SUPPORT SPECIALIST I	Mid-Management	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
INFORMATION TECHNOLOGY SUPPORT SPECIALIST II	Mid-Management	\$ 6,942.26	\$ 7,288.42	\$ 7,618.56	\$ 7,988.00	\$ 8,390.82	07/01/2023
INFRASTRUCTURE ADMINISTRATOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
JAILER	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
JUNIOR ENGINEER	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
LAW OFFICE SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
LEAD POLICE RECORDS SPECIALIST	General Employees	\$ 5,362.12	\$ 5,585.72	\$ 5,852.60	\$ 6,117.84	\$ 6,412.92	07/01/2023
LEARNING CENTER COORDINATOR	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
LIBRARIAN I	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
LIBRARIAN II	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
LIBRARY ASSISTANT I	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
LIBRARY ASSISTANT II	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
LIBRARY ASSOCIATE	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
LIBRARY INFO SYSS SUP TECH	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
LIBRARY SERVICES MGR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
LITERACY PROGRAM MANAGER	Mid-Management	\$ 7,283.68	\$ 7,637.38	\$ 7,996.88	\$ 8,390.82	\$ 8,796.64	07/01/2023
MAINTENANCE LEAD WORKER	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
MAINTENANCE MECHANIC I	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
MAINTENANCE MECHANIC II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
MAINTENANCE WORKER I	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
MAINTENANCE WORKER II	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
MANAGEMENT ANALYST	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
MAYOR	City Council	\$ 3,875.00				\$ 3,875.00	09/11/2007

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
MIS TECHNICIAN	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
NEIGHBORHOOD CHANGE AGENT	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
NETWORK & SYSTEMS ENGINEER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
NETWORK & SYSTEMS SECURITY OFI	Mid-Management	\$ 12,859.58	\$ 13,502.56	\$ 14,177.68	\$ 14,886.56	\$ 15,630.90	11/01/2023
NETWORK & SYSTEMS SPEC I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
NETWORK & SYSTEMS SPEC II	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
OFFICE ASSISTANT	General Employees	\$ 4,332.48	\$ 4,548.26	\$ 4,775.16	\$ 5,016.44	\$ 5,266.50	07/01/2023
OFFICE SPECIALIST	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
ONS FIELD COORDINATOR	General Employees	\$ 6,750.40	\$ 7,073.48	\$ 7,430.10	\$ 7,790.08	\$ 8,171.60	07/01/2023
ONS PROGRAM MANAGER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PAINTER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
PARALEGAL	General Employees	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
PARKING ENF REPRESENTATIVE	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
PARKS CONSTRUCTION & MAINT WKR	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
PARKS SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PAYROLL COORDINATOR	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
PAYROLL MANAGER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
PAYROLL SPECIALIST	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
PERMIT TECHNICIAN I	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
PERMIT TECHNICIAN II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
PLAN CHECKING ENGINEER	Mid-Management	\$ 8,553.02	\$ 8,981.14	\$ 9,430.88	\$ 9,887.74	\$ 10,396.22	07/01/2023
PLANNING MANAGER	Executive Management	\$ 10,442.25				\$ 16,621.50	01/01/2023
PLANNING TECHNICIAN I	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
PLANNING TECHNICIAN II	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
POLICE ADMINISTRATIVE MANAGER	Mid-Management	\$ 10,789.38	\$ 11,328.60	\$ 11,897.00	\$ 12,512.48	\$ 13,108.18	07/01/2023
POLICE ASSISTANT	General Employees	\$ 4,729.56	\$ 4,905.06	\$ 5,085.78	\$ 5,275.88	\$ 5,494.74	07/01/2023
POLICE CAPTAIN	Richmond Police Mgmt	\$ 15,115.60	\$ 15,873.38	\$ 16,695.70	\$ 17,488.94		01/01/2023
POLICE CHIEF	Executive Management	\$ 18,848.46				\$ 23,560.52	11/01/2023
POLICE LIEUTENANT	Richmond Police Mgmt	\$ 12,957.80	\$ 13,600.96	\$ 14,281.90	\$ 14,982.24		01/01/2023
POLICE OFFICER	Richmond Police Officers	\$ 9,159.18	\$ 9,577.88	\$ 10,078.46	\$ 10,565.06		07/01/2023
POLICE OFFICER TRAINEE	Unrepresented	\$ 6,977.88					07/01/2023
POLICE PROPERTY TECHNICIAN	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
POLICE RECORDS & PROPERTY MGR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
POLICE RECORDS SPECIALIST	General Employees	\$ 4,667.56	\$ 4,899.86	\$ 5,143.84	\$ 5,401.72	\$ 5,671.60	07/01/2023
POLICE SERGEANT	Richmond Police Officers	\$ 10,898.54	\$ 11,410.32	\$ 11,998.56	\$ 12,588.56		07/01/2023
PORT DIRECTOR	Executive Management	\$ 11,264.40				\$ 17,931.90	01/01/2023
PORT MARKETING/OPERATIONS MGR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
PRINCIPAL PLANNER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
PROGRAMMER ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
PROGRAMMER ANALYST II	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
PROJECT COORDINATOR	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
PROJECT MANAGER I	Executive Management	\$ 11,202.70				\$ 13,616.94	11/01/2023
PROJECT MANAGER II	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
PROJECT MANAGER III	Executive Management	\$ 13,663.30				\$ 16,607.82	11/01/2023
PROP MAINT&HOUSING INSPECTOR	General Employees	\$ 6,623.28	\$ 6,945.50	\$ 7,294.86	\$ 7,651.08	\$ 8,022.48	07/01/2023
PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
PUBLIC WORKS ABATEMENT SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
PURCHASING ASSISTANT	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
PW ADMINISTRATIVE MANAGER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
PW FACILS MAINT SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
PW STRTS MAINT SUPERINTENDENT	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
RECREATION PROGRAM COORDINATOR	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
RECREATION SUPERVISOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
REGISTRATION SPECIALIST	General Employees	\$ 5,043.50	\$ 5,295.68	\$ 5,560.46	\$ 5,838.48	\$ 6,130.40	11/01/2023
RENT PROGRAM SVCS ANALYST I	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
RENT PROGRAM SVCS ANALYST II	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
RESIDENT HOUSING MANAGER	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
RISK MANAGER	Executive Management	\$ 13,663.30				\$ 16,607.82	11/01/2023
R-TRANSIT ASSISTANT	General Employees	\$ 4,240.14	\$ 4,452.16	\$ 4,674.76	\$ 4,908.50	\$ 5,153.94	11/01/2023
R-TRANSIT DRIVER	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
R-TRANSIT DRIVER LEADWORKER	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
SENIOR ACCOUNTANT	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR ADMINISTRATIVE ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR ASSISTANT CITY ATTORNEY	Executive Management	\$ 15,869.96				\$ 19,837.48	11/01/2023
SENIOR BUDGET ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR BUILDING INSPECTOR	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
SENIOR BUYER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR CABLE TV PROD ASSISTANT	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
SENIOR CIVIL ENGINEER	Mid-Management	\$ 11,650.54	\$ 12,233.68	\$ 12,845.20	\$ 13,487.30	\$ 14,162.14	11/01/2023
SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
SENIOR ELECTRICIAN	General Employees	\$ 8,207.48	\$ 8,595.14	\$ 9,021.02	\$ 9,455.62	\$ 9,926.28	07/01/2023
SENIOR LIBRARY ASSISTANT	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
SENIOR MAINTENANCE MECHANIC	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
SENIOR MANAGEMENT ANALYST	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
SENIOR PLANNER	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023
SENIOR PROGRAMMER ANALYST	Mid-Management	\$ 9,596.02	\$ 10,075.82	\$ 10,579.62	\$ 11,108.60	\$ 11,664.02	11/01/2023

Job Description	Unit Description	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
		(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
SENIOR PROPERTY MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SENIOR RESIDENT HOUSING MANAGER	General Employees	\$ 4,621.76	\$ 4,852.84	\$ 5,095.50	\$ 5,350.26	\$ 5,617.78	11/01/2023
SR BUSINESS ASSISTANCE OFFICER	Mid-Management	\$ 10,567.64	\$ 11,096.02	\$ 11,650.82	\$ 12,233.36	\$ 12,845.02	11/01/2023
SR EMPLOYEE BENEFITS ANALYST	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SR ENVIRON COMPLIANCE INSPECT	General Employees	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
STAFF ATTORNEY RENT PROGRAM	Executive Management	\$ 12,364.98				\$ 15,082.20	11/01/2023
STATIONARY ENGINEER	General Employees	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
STATIONARY ENGINEER SUPERVISOR	Mid-Management	\$ 7,939.62	\$ 8,336.60	\$ 8,753.42	\$ 9,191.10	\$ 9,650.66	11/01/2023
STREETS SUPERVISOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
SYSTEMS ADMINISTRATOR	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
TELECOMMUNICATIONS COORDINATOR	Mid-Management	\$ 8,390.82	\$ 8,796.64	\$ 9,234.14	\$ 9,696.72	\$ 10,179.58	07/01/2023
TELEPHONE RADIO SPECIALIST	General Employees	\$ 6,064.04	\$ 6,366.84	\$ 6,673.42	\$ 7,007.42	\$ 7,358.42	07/01/2023
TREE LEADWORKER	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023
UTILITY LEADWORKER	General Employees	\$ 5,958.28	\$ 6,233.16	\$ 6,502.64			07/01/2023
VOL TUTOR / LEARNER COORDINATR	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
WEB COORDINATOR	Mid-Management	\$ 8,854.08	\$ 9,296.78	\$ 9,760.82	\$ 10,249.66	\$ 10,761.38	07/01/2023
WORKFORCE COORDINATOR	Mid-Management	\$ 7,234.28	\$ 7,596.00	\$ 7,975.80	\$ 8,374.58	\$ 8,793.30	11/01/2023
WORKFORCE PROGRAM MANAGER	Mid-Management	\$ 8,723.66	\$ 9,159.84	\$ 9,617.84	\$ 10,098.72	\$ 10,603.66	11/01/2023
WORKFORCE PROGRAM SPECIALIST	Mid-Management	\$ 6,599.12	\$ 6,929.06	\$ 7,275.54	\$ 7,639.30	\$ 8,021.28	11/01/2023
WORKFORCE SPECIALIST I	General Employees	\$ 5,510.02	\$ 5,785.52	\$ 6,074.80	\$ 6,378.54	\$ 6,697.46	11/01/2023
WORKFORCE SPECIALIST II	General Employees	\$ 6,026.60	\$ 6,327.92	\$ 6,644.32	\$ 6,976.54	\$ 7,325.36	11/01/2023

**NOTES:**

Rev. 1/17/23: Salary range change for Dir of Public Works adopted and approved

Rev. 5/23/23: 2% increase for IAFF Fire Fighters unit, retroactive to 1/1/2023

Rev. 7/1/23: 4% increase for General Employees, 4% increase for Mid-Management, 2% increase for IAFF Fire Fighters, and 2% increase for Richmond Police Officers

Rev. 10/17/23 [a]: 2% increase for Richmond Fire Management unit retroactive to 1/1/23; 13.5% increase for Richmond Police Management unit retroactive to 1/1/23

Rev. 10/17/23 [b]: 2% increase for Richmond Fire Management unit retroactive to 7/1/23

Rev. 11/1/23: Various adjustments approved via City Council resolution for implementation of compensation study results.



Job Class	Job Description	Unit Description	Grade	Step 1 Min	Step 2	Step 3	Step 4	Step 5 Max	Effective
				(Hourly)	(Hourly)	(Hourly)	(Hourly)	(Hourly)	
1800	ADMN STUDENT INTERN G/III	Part-Time & Intermittent	566	\$ 16.97	\$ 18.78	\$ 20.54	\$ 22.39	\$ 24.10	07/01/2023
1876	AQUATIC ASSISTANT/III	Part-Time & Intermittent	524C	\$ 18.18					07/01/2023
1877	AQUATIC INSTRUCTOR/III	Part-Time & Intermittent	525D	\$ 18.18	\$ 19.09				07/01/2023
1805	AUDITORIUM AIDE G/III	Part-Time & Intermittent	546B	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04	\$ 22.11	07/01/2023
1808	COMMUNICATIONS DISPATCHER II PER DIEM	Part-Time & Intermittent	041C	\$ 44.52	\$ 46.74	\$ 49.08	\$ 51.54	\$ 54.11	07/01/2023
1878	LEARNER COORDINATOR/III	Part-Time & Intermittent	282A	\$ 27.71	\$ 28.83	\$ 30.10	\$ 31.40	\$ 32.89	07/01/2023
1815	LIBRARY AIDE G/III	Part-Time & Intermittent	650A	\$ 19.17	\$ 20.12	\$ 21.15			07/01/2023
1820	LIBRARY PAGE I G/III	Part-Time & Intermittent	652A	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1825	LIBRARY PAGE II G/III	Part-Time & Intermittent	654A	\$ 18.18	\$ 19.09	\$ 20.05			07/01/2023
1830	LIFEGUARD G/III	Part-Time & Intermittent	546A	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04		07/01/2023
1880	MAINTENANCE AIDE I/II	Part-Time & Intermittent	879	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1835	OFFICE AIDE G/III	Part-Time & Intermittent	622	\$ 18.18					07/01/2023
1841	OFFICE CLERK-CASHIER G/III	Part-Time & Intermittent	627	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1881	PARATRANSIT AIDE/III	Part-Time & Intermittent	656A	\$ 18.18					07/01/2023
1882	PARK STEWARD/III	Part-Time & Intermittent	879	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1840	POLICE CADET G/III	Part-Time & Intermittent	503	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1845	PUBLIC SER SUP LIBRARIAN G/III	Part-Time & Intermittent	282	\$ 29.44	\$ 30.77	\$ 32.13	\$ 33.44	\$ 35.05	07/01/2023
1850	PUBSER SUP LIB AIDEIII	Part-Time & Intermittent	534	\$ 20.12					07/01/2023
1855	RECREATN PGM AIDE G/III	Part-Time & Intermittent	540	\$ 16.97	\$ 17.81	\$ 18.70	\$ 19.62	\$ 20.60	07/01/2023
1860	RECREATN PGM LEADER G/III	Part-Time & Intermittent	546B	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04	\$ 22.11	07/01/2023
1865	RECREATION PROGRAM SPECIALIST	Part-Time & Intermittent	544A	\$ 21.04	\$ 22.10	\$ 23.18	\$ 24.35	\$ 25.57	07/01/2023
1870	SCHOOL CROSSING GRD G/III	Part-Time & Intermittent	860A	\$ 18.18					07/01/2023
1883	SENIOR LIFEGUARD/III	Part-Time & Intermittent	546B	\$ 18.18	\$ 19.09	\$ 20.05	\$ 21.04	\$ 22.11	07/01/2023