

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	043H	\$ 5,621	\$ 5,870	\$ 6,130	\$ 6,413	\$ 6,710	07/01/2023
1005	ACCOUNTANT II	General Employees	052D	\$ 6,750	\$ 7,073	\$ 7,430	\$ 7,790	\$ 8,172	07/01/2023
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
1009	ACCOUNTING ASSISTANT I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1010	ACCOUNTING ASSISTANT II	General Employees	30	\$ 4,407	\$ 4,628	\$ 4,860	\$ 5,105	\$ 5,360	07/01/2023
2000	ACCOUNTING MANAGER	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1015	ADMINISTRATIVE AIDE	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	\$ 5,248	\$ 5,511	\$ 5,788	\$ 6,078	\$ 6,383	07/01/2023
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
1025	ADMINISTRATIVE TRAINEE	General Employees	32	\$ 4,024	\$ 4,182	\$ 4,349	\$ 4,533	\$ 4,723	07/01/2023
1030	AQUATIC SPECIALIST	General Employees	8	\$ 3,772	\$ 3,959	\$ 4,156	\$ 4,365	\$ 4,584	07/01/2023
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	\$ 12,955				\$ 20,622	01/01/2023
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	\$ 7,982	\$ 8,381	\$ 8,763	\$ 9,186	\$ 9,650	07/01/2023
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	\$ 6,179	\$ 6,443	\$ 6,783	\$ 7,120	\$ 7,441	07/01/2023
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	\$ 12,955				\$ 20,622	01/01/2023
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	\$ 6,053	\$ 6,306	\$ 6,604	\$ 6,910	\$ 7,238	07/01/2023
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	\$ 9,596	\$ 10,076	\$ 10,580	\$ 11,109	\$ 11,664	07/01/2023
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	\$ 9,047	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	07/01/2023
1040	ASST POLICE PROPERTY TECH	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	\$ 11,002	\$ 11,553	\$ 12,131	\$ 12,737	\$ 13,375	07/01/2023
1051	AUDIT ASSISTANT I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1052	AUDIT ASSISTANT II	General Employees	30	\$ 4,407	\$ 4,628	\$ 4,860	\$ 5,105	\$ 5,360	07/01/2023
2038	AUDIT MANAGER	Mid-Management	052D	\$ 6,746	\$ 7,069	\$ 7,426	\$ 7,787	\$ 8,167	07/01/2023
1054	AUDITORIUM LEADWORKER	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
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1056	AUDITORIUM WORKER	General Employees	129A	\$ 5,018	\$ 5,242	\$ 5,474			07/01/2023
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 12,725	\$ 13,389	\$ 14,065			07/01/2023
2041	BENEFITS ANALYST	Mid-Management	055B	\$ 6,783	\$ 7,120	\$ 7,441	\$ 7,803	\$ 8,195	07/01/2023
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	\$ 4,542	\$ 4,719	\$ 4,909	\$ 5,118	\$ 5,327	07/01/2023
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
2045	BUDGET ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2050	BUDGET ANALYST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1060	BUILDING INSPECTOR	General Employees	052B	\$ 6,623	\$ 6,946	\$ 7,295	\$ 7,651	\$ 8,022	07/01/2023
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	\$ 8,188	\$ 8,578	\$ 8,999	\$ 9,435	\$ 9,902	07/01/2023
2065	BUILDING OFFICIAL	Mid-Management	071A	\$ 10,704	\$ 11,240	\$ 11,801	\$ 12,391	\$ 13,011	07/01/2023
1064	BUILDING TRADES WORKER I	General Employees	051A	\$ 5,412	\$ 5,674	\$ 5,958			07/01/2023
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1066	BUILDING TRADES WORKER III	General Employees	141	\$ 6,703	\$ 7,036	\$ 7,359			07/01/2023
2069	BUSINESS ANALYST I	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2070	BUSINESS ANALYST II	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2071	BUSINESS ASST OFFICER	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	\$ 5,315	\$ 5,553	\$ 5,799	\$ 6,041	\$ 6,332	07/01/2023
1075	BUYER I	General Employees	043H	\$ 5,621	\$ 5,870	\$ 6,130	\$ 6,413	\$ 6,710	07/01/2023
1076	BUYER II	General Employees	052D	\$ 6,750	\$ 7,073	\$ 7,430	\$ 7,790	\$ 8,172	07/01/2023
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2096	CABLE TELEVISION MANAGER	Mid-Management	55	\$ 7,248	\$ 7,611	\$ 7,992	\$ 8,392	\$ 8,811	07/01/2023
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	\$ 3,863	\$ 4,057	\$ 4,263	\$ 4,476	\$ 4,701	07/01/2023
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2095	CABLE TV PGMING COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	\$ 3,500	\$ 3,681	\$ 3,863	\$ 4,057	\$ 4,272	07/01/2023
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
1085	CARPENTER	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2105	CHIEF ACCOUNTANT	Mid-Management	72	\$ 9,485	\$ 9,961	\$ 10,459	\$ 10,981	\$ 11,530	07/01/2023
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	\$ 11,264				\$ 17,932	01/01/2023
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
2103	CHIEF OF HSNQ DEVELOPMENT	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
1089	CHIEF OF PARTY	General Employees	052A	\$ 6,301	\$ 6,605	\$ 6,936	\$ 7,273	\$ 7,630	07/01/2023

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2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	\$ 9,512	\$ 9,986	\$ 10,478	\$ 10,966	\$ 11,503	07/01/2023
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	\$ 10,179	\$ 10,687	\$ 11,224	\$ 11,785	\$ 12,376	07/01/2023
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	\$ 12,955				\$ 20,622	01/01/2023
4020	CITY CLERK	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1091	CITY CLERK ASSISTANT	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
1090	CITY CLERK TECHNICIAN	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
4025	CITY ENGINEER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 15,693				\$ 26,058	01/01/2023
4032	CITY PROSECUTER	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
1092	CLAIMS ASSISTANT I	General Employees	014A	\$ 4,125	\$ 4,332	\$ 4,548	\$ 4,777	\$ 5,016	07/01/2023
1093	CLAIMS ASSISTANT II	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 6,623	\$ 6,946	\$ 7,295	\$ 7,651	\$ 8,022	07/01/2023
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	\$ 7,585	\$ 7,963	\$ 8,362	\$ 8,780	\$ 9,220	07/01/2023
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	\$ 5,790	\$ 6,056	\$ 6,340			07/01/2023
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	\$ 7,385	\$ 7,741	\$ 8,127			07/01/2023
1129	COM DEV CONSTRUCTION RP I	General Employees	43	\$ 5,018	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	07/01/2023
1130	COM DEV CONSTRUCTION RP II	General Employees	52	\$ 6,118	\$ 6,413	\$ 6,734	\$ 7,062	\$ 7,407	07/01/2023
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	\$ 6,674	\$ 7,007	\$ 7,348			07/01/2023
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1115	COMB. WELDER	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	\$ 8,724	\$ 9,160	\$ 9,618	\$ 10,099	\$ 10,604	07/01/2023
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	\$ 4,125	\$ 4,332	\$ 4,548	\$ 4,777	\$ 5,016	07/01/2023
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379	\$ 6,697	07/01/2023
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	\$ 7,234	\$ 7,596	\$ 7,976	\$ 8,375	\$ 8,793	07/01/2023
1126	COMMUNICATIONS DISPATCHER III	General Employees	51C	\$ 7,940	\$ 8,337	\$ 8,753	\$ 9,191	\$ 9,651	07/01/2023
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	\$ 4,024	\$ 4,182	\$ 4,349	\$ 4,533	\$ 4,723	07/01/2023
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	\$ 4,913	\$ 5,134	\$ 5,362	\$ 5,586	\$ 5,853	07/01/2023

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4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1134	COMMUNITY SERVICES TECH II	General Employees	036D	\$ 5,057	\$ 5,272	\$ 5,489	\$ 5,712	\$ 5,970	07/01/2023
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	\$ 6,904	\$ 7,262	\$ 7,621	\$ 8,002	\$ 8,402	07/01/2023
1136	CONSTRUCTION ASSISTANT	General Employees	132	\$ 5,630	\$ 5,865	\$ 6,146			07/01/2023
1137	CONSTRUCTION INSPECTOR I	General Employees	49	\$ 5,725	\$ 5,992	\$ 6,250	\$ 6,573	\$ 6,899	07/01/2023
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	\$ 6,367	\$ 6,675	\$ 7,007	\$ 7,348	\$ 7,711	07/01/2023
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2173	COORDINATOR NEIG SVCS	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
6000	COUNCILMEMBER	City Council		\$ 1,403				\$ 1,403	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
2175	CRIME ANALYST	Mid-Management	055B	\$ 6,783	\$ 7,120	\$ 7,441	\$ 7,803	\$ 8,195	07/01/2023
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	\$ 5,295	\$ 5,519	\$ 5,740	\$ 5,999	\$ 6,265	07/01/2023
1142	CRIME SCENE TECHNICIAN	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
1143	CURATOR'S ASSISTANT	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 6,426	\$ 6,735	\$ 7,073	\$ 7,416	\$ 7,780	07/01/2023
2178	DATA APPLICATION MGR	Mid-Management	069F	\$ 10,179	\$ 10,687	\$ 11,224	\$ 11,785	\$ 12,376	07/01/2023
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	\$ 9,804	\$ 10,295	\$ 10,803	\$ 11,338	\$ 11,892	07/01/2023
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 6,812	\$ 7,143	\$ 7,498	\$ 7,862	\$ 8,250	07/01/2023
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
4044	DEPUTY CITY MANAGER	Executive Management	5.5	\$ 12,955				\$ 20,622	01/01/2023
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	\$ 14,170				\$ 17,712	01/01/2023
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023

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4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 14,089	\$ 14,794	\$ 15,533			07/01/2023
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2198	DEV & CAP PROG MGR	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	\$ 8,851	\$ 9,289	\$ 9,749	\$ 10,232	\$ 10,735	07/01/2023
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	\$ 8,236	\$ 8,632	\$ 9,059	\$ 9,512	\$ 9,986	07/01/2023
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	\$ 12,391				\$ 19,724	01/01/2023
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	\$ 15,870				\$ 19,838	01/01/2023
4010	DIRECTOR OF FINANCE	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	\$ 11,264				\$ 17,932	01/01/2023
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1Z	\$ 15,897				\$ 19,837	01/17/2023
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
2211	ECON DEV MRKTG MGR	Mid-Management	067D	\$ 9,047	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	07/01/2023
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1156	ELECTRICIAN I	General Employees	143	\$ 5,934	\$ 6,246	\$ 6,575	\$ 6,921	\$ 7,286	07/01/2023
1155	ELECTRICIAN II	General Employees	145	\$ 6,655	\$ 7,005	\$ 7,374	\$ 7,739	\$ 8,095	07/01/2023
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	\$ 6,164	\$ 6,446	\$ 6,723	\$ 7,008	\$ 7,341	07/01/2023
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	\$ 4,882	\$ 5,126	\$ 5,382	\$ 5,651	\$ 5,934	07/01/2023
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	\$ 5,430	\$ 5,795	\$ 5,988	\$ 6,287	\$ 6,604	07/01/2023
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	\$ 7,248	\$ 7,611	\$ 7,992	\$ 8,392	\$ 8,811	07/01/2023
2221	ENERGY CONVERSATION MGR	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	\$ 8,023	\$ 8,425	\$ 8,846	\$ 9,289	\$ 9,753	07/01/2023
1168	ENGINEER I	General Employees	049EZ	\$ 7,234	\$ 7,596	\$ 7,976	\$ 8,375	\$ 8,793	07/01/2023
1169	ENGINEER II	General Employees	53Z	\$ 8,724	\$ 9,160	\$ 9,618	\$ 10,099	\$ 10,604	07/01/2023
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 6,865	\$ 7,194	\$ 7,556	\$ 7,923	\$ 8,310	07/01/2023
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	\$ 8,128	\$ 8,534	\$ 8,961	\$ 9,409	\$ 9,881	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	\$ 11,272	\$ 11,835	\$ 12,427	\$ 13,049	\$ 13,701	07/01/2023
1170	EQUIPMENT MECHANIC I	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
1175	EQUIPMENT MECHANIC II	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
1176	EQUIPMENT MECHANIC III	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1180	EQUIPMENT MECHANIC IV	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1185	EQUIPMENT OPERATOR	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	\$ 4,914	\$ 5,160	\$ 5,419			07/01/2023
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1195	EXECUTIVE SECRETARY I	General Employees	038C	\$ 5,248	\$ 5,511	\$ 5,788	\$ 6,078	\$ 6,383	07/01/2023
1200	EXECUTIVE SECRETARY II	General Employees	038D	\$ 5,788	\$ 6,076	\$ 6,382	\$ 6,702	\$ 7,037	07/01/2023
2246	FACILITIES MGR	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
2255	FINANCE MANAGER	Mid-Management	064F	\$ 9,059	\$ 9,511	\$ 9,986	\$ 10,486	\$ 11,010	07/01/2023
2248	FINANCE MANAGER I	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2249	FINANCE MANAGER II	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2256	FINANCIAL ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
2257	FINANCIAL SVCS MGR	Mid-Management	064B	\$ 8,210	\$ 8,678	\$ 9,146	\$ 9,614	\$ 10,080	07/01/2023
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 11,910	\$ 12,498	\$ 13,136			07/01/2023
4060	FIRE CHIEF	Executive Management	5.2	\$ 12,391				\$ 19,724	01/01/2023
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 10,357	\$ 10,868	\$ 11,422			07/01/2023
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 8,855	\$ 9,286	\$ 9,739	\$ 10,239	\$ 10,729	07/01/2023
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 5,679					07/01/2023
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 11,910	\$ 12,498	\$ 13,136			07/01/2023
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 12,803	\$ 13,436	\$ 14,120			07/01/2023
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 13,998	\$ 14,724	\$ 15,471			07/01/2023
1210	GARDENER	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
2260	GIS ADMINISTRATOR	Mid-Management	068F	\$ 9,389	\$ 9,858	\$ 10,352	\$ 10,870	\$ 11,413	07/01/2023
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
2261	GRANTS MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1214	GRAPHIC ILLUSTRATOR	General Employees	48	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	\$ 6,734	07/01/2023
1215	GROUNDKEEPER/GARDENER	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
2263	HARBOR ENGINEER	Mid-Management	061E	\$ 8,128	\$ 8,534	\$ 8,961	\$ 9,409	\$ 9,881	07/01/2023
2264	HARBORMASTER	Mid-Management	60	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
4062	HEARING EXAMINER	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2266	HOUSING ASSET MANAGER	Mid-Management	067D	\$ 9,047	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	07/01/2023
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4065	HOUSING DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1216	HOUSING FINANCE REP I	General Employees	43	\$ 5,018	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	07/01/2023
1217	HOUSING FINANCE REP II	General Employees	52	\$ 6,118	\$ 6,413	\$ 6,734	\$ 7,062	\$ 7,407	07/01/2023
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1218	HOUSING GROUNDSKEEPER	General Employees	124	\$ 4,533	\$ 4,723	\$ 4,913			07/01/2023
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	\$ 4,823	\$ 5,018	\$ 5,242			07/01/2023
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2269	HOUSING MANAGER	Mid-Management	090A	\$ 12,645	\$ 13,278	\$ 13,942	\$ 14,638	\$ 15,371	07/01/2023
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	\$ 4,125	\$ 4,332	\$ 4,548	\$ 4,777	\$ 5,016	07/01/2023
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	\$ 5,057	\$ 5,272	\$ 5,489	\$ 5,712	\$ 5,970	07/01/2023
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1231	HOUSING REPHAB SPECIALIST	General Employees	52	\$ 6,118	\$ 6,413	\$ 6,734	\$ 7,062	\$ 7,407	07/01/2023
1232	HOUSING REPRESENTATIVE I	General Employees	32	\$ 4,024	\$ 4,182	\$ 4,349	\$ 4,533	\$ 4,723	07/01/2023
1233	HOUSING REPRESENTATIVE II	General Employees	48	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	\$ 6,734	07/01/2023
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	07/01/2023
4075	HR PERSONNEL OFFICER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	\$ 6,427	\$ 6,739	\$ 7,078	\$ 7,424	\$ 7,784	07/01/2023
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	\$ 12,645	\$ 13,278	\$ 13,942	\$ 14,638	\$ 15,371	07/01/2023
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	\$ 8,904	\$ 9,351	\$ 9,805	\$ 10,286	\$ 10,771	07/01/2023
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 10,942	\$ 11,489	\$ 12,066	\$ 12,668	\$ 13,304	07/01/2023
4084	INTERNAL AUDITOR	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
2285	INVESTMENT ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1250	JAILER	General Employees	40	\$ 5,078	\$ 5,283	\$ 5,520	\$ 5,763	\$ 6,005	07/01/2023
1253	JOB DEVELOPER	General Employees	51	\$ 5,992	\$ 6,250	\$ 6,573	\$ 6,899	\$ 7,220	07/01/2023
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	\$ 4,354	\$ 4,523	\$ 4,726	\$ 4,916	\$ 5,111	07/01/2023
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	\$ 6,627	\$ 6,932	\$ 7,231	\$ 7,592	\$ 7,971	07/01/2023
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
1264	LEARNING CENTER MANAGER I	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
1265	LEARNING CENTER MANAGER II	General Employees	040B	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,934	\$ 6,232	07/01/2023
2291	LEGAL ASSISTANT	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
1266	LEGAL SECRETARY	General Employees	040C	\$ 5,381	\$ 5,650	\$ 5,932	\$ 6,229	\$ 6,541	07/01/2023
1270	LIBRARIAN I	General Employees	042B	\$ 5,544	\$ 5,795	\$ 6,053	\$ 6,306	\$ 6,604	07/01/2023
1275	LIBRARIAN II	General Employees	046B	\$ 6,053	\$ 6,306	\$ 6,604	\$ 6,910	\$ 7,238	07/01/2023
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1280	LIBRARY ASSISTANT I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1285	LIBRARY ASSISTANT II	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
1286	LIBRARY ASSOCIATE	General Employees	37	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,934	07/01/2023
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	\$ 5,917	\$ 6,168	\$ 6,459	\$ 6,753	\$ 7,079	07/01/2023
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	\$ 5,057	\$ 5,272	\$ 5,489	\$ 5,712	\$ 5,970	07/01/2023
1316	MAINTENANCE CLERK	General Employees	28	\$ 3,712	\$ 3,865	\$ 4,024	\$ 4,182	\$ 4,349	07/01/2023
1300	MAINTENANCE LEAD WORKER	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1318	MAINTENANCE MECHANIC I	General Employees	125A	\$ 4,792	\$ 4,992	\$ 5,194			07/01/2023
1320	MAINTENANCE MECHANIC II	General Employees	132	\$ 5,630	\$ 5,865	\$ 6,146			07/01/2023
1322	MAINTENANCE MECHANIC III	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1305	MAINTENANCE UTILITY WORKER	General Employees	119	\$ 4,100	\$ 4,275	\$ 4,442			07/01/2023
1307	MAINTENANCE WORKER I	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
1309	MAINTENANCE WORKER II	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
2310	MANAGEMENT ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2309	MANAGEMENT ANALYST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1324	MARINA MAINTENANCE WORKER	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
2311	MARKETING MANAGER	Mid-Management	064A	\$ 8,236	\$ 8,632	\$ 9,059	\$ 9,512	\$ 9,986	07/01/2023
2312	MARKETING SPECIALIST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
6005	MAYOR	City Council		\$ 3,875				\$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1311	MIS TECHNICIAN	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
1314	MUSEUM CURATOR	General Employees	042B	\$ 5,544	\$ 5,795	\$ 6,053	\$ 6,306	\$ 6,604	07/01/2023
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379	\$ 6,697	07/01/2023
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	\$ 10,564	\$ 11,093	\$ 11,506	\$ 12,229	\$ 12,843	07/01/2023
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
1315	OFFICE ASSISTANT I	General Employees	8	\$ 3,772	\$ 3,959	\$ 4,156	\$ 4,365	\$ 4,584	07/01/2023
1317	OFFICE ASSISTANT II	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
2337	OFFICE ENGINEER	Mid-Management	061E	\$ 8,128	\$ 8,534	\$ 8,961	\$ 9,409	\$ 9,881	07/01/2023
1319	OFFICE SPECIALIST	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 6,750	\$ 7,073	\$ 7,430	\$ 7,790	\$ 8,172	07/01/2023
2339	ONS PROGRAM MANAGER	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1321	PAINTER	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1323	PARATRANSIT ASSISTANT	General Employees	8	\$ 3,772	\$ 3,959	\$ 4,156	\$ 4,365	\$ 4,584	07/01/2023
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	\$ 6,497	\$ 6,802	\$ 7,096	\$ 7,425	\$ 7,770	07/01/2023
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	\$ 5,427	\$ 5,698	\$ 5,984			07/01/2023
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1329	PARKING ENF REPRESENTATIVE	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
2350	PARKS SUPERVISOR	Mid-Management	135E	\$ 6,627	\$ 6,932	\$ 7,231	\$ 7,592	\$ 7,971	07/01/2023
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
1333	PAYROLL COORDINATOR	General Employees	046A	\$ 5,828	\$ 6,071	\$ 6,359	\$ 6,649	\$ 6,969	07/01/2023
2354	PAYROLL MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1335	PAYROLL SPECIALIST	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1337	PERMIT TECHNICIAN I	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
1339	PERMIT TECHNICIAN II	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
2355	PERSONNEL ANALYST I	Mid-Management	043E	\$ 6,057	\$ 6,343	\$ 6,611	\$ 6,919	\$ 7,242	07/01/2023
2360	PERSONNEL ANALYST II	Mid-Management	055B	\$ 6,783	\$ 7,120	\$ 7,441	\$ 7,803	\$ 8,195	07/01/2023
2362	PERSONNEL ASSISTANT	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
1035	PLANNER I	General Employees	043G	\$ 5,520	\$ 5,765	\$ 6,021	\$ 6,298	\$ 6,591	07/01/2023
1050	PLANNER II	General Employees	052G	\$ 6,865	\$ 7,194	\$ 7,556	\$ 7,923	\$ 8,310	07/01/2023
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4102	PLANNING MANAGER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
1340	PLANNING TECHNICIAN I	General Employees	028B	\$ 4,610	\$ 4,799	\$ 4,995	\$ 5,189	\$ 5,400	07/01/2023
1341	PLANNING TECHNICIAN II	General Employees	036B	\$ 5,400	\$ 5,628	\$ 5,860	\$ 6,098	\$ 6,374	07/01/2023
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 10,789	\$ 11,329	\$ 11,897	\$ 12,512	\$ 13,108	07/01/2023
1326	POLICE ASSISTANT	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 15,116	\$ 15,873	\$ 16,696	\$ 17,489		01/01/2023
4105	POLICE CHIEF	Executive Management	5.8	\$ 17,847				\$ 22,957	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 12,958	\$ 13,601	\$ 14,282	\$ 14,982		01/01/2023
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 9,159	\$ 9,578	\$ 10,078	\$ 10,565		07/01/2023
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 6,978					07/01/2023
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1349	POLICE REPORT TRANSCRIBER	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 10,899	\$ 11,410	\$ 11,999	\$ 12,589		07/01/2023
2375	PORT ADMINISTRATOR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
4110	PORT DIRECTOR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2382	PORT TRAFFIC MANAGER	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2390	PRINCIPAL PLANNER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
2392	PROCUREMENT ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2394	PROGRAMMER ANALYST I	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2395	PROGRAMMER ANALYST II	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2400	PROJECT COORDINATOR	Mid-Management	064E	\$ 8,851	\$ 9,289	\$ 9,749	\$ 10,232	\$ 10,735	07/01/2023
4115	PROJECT MANAGER I	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
4120	PROJECT MANAGER II	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4121	PROJECT MANAGER III	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 6,623	\$ 6,946	\$ 7,295	\$ 7,651	\$ 8,022	07/01/2023
2401	PROPERTY MANAGER	Mid-Management	051D	\$ 6,325	\$ 6,596	\$ 6,942	\$ 7,288	\$ 7,619	07/01/2023
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	068F	\$ 9,389	\$ 9,858	\$ 10,352	\$ 10,870	\$ 11,413	07/01/2023
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1328	PURCHASING ASSISTANT	General Employees	38	\$ 4,533	\$ 4,723	\$ 4,913	\$ 5,134	\$ 5,362	07/01/2023
2412	PURCHASING MANAGER	Mid-Management	57	\$ 7,492	\$ 7,868	\$ 8,261	\$ 8,674	\$ 9,107	07/01/2023
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2411	PW SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
4130	RECREATION DIRECTOR	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	\$ 5,256	\$ 5,468	\$ 5,712	\$ 5,965	\$ 6,240	07/01/2023
2415	RECREATION SUPERVISOR	Mid-Management	052H	\$ 6,427	\$ 6,739	\$ 7,078	\$ 7,424	\$ 7,784	07/01/2023
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1353	RESIDENT HOUSING MANAGER	General Employees	9B	\$ 4,240	\$ 4,452	\$ 4,675	\$ 4,909	\$ 5,154	07/01/2023
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	\$ 9,475				\$ 15,082	01/01/2023
2450	REVENUE MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2455	RISK MANAGER	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1325	R-TRANSIT DRIVER	General Employees	850A	\$ 3,195	\$ 3,379	\$ 3,523	\$ 3,697	\$ 3,883	07/01/2023
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1355	SECRETARY	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
1330	SECRETARY TO THE MAYOR	General Employees	038C	\$ 5,248	\$ 5,511	\$ 5,788	\$ 6,078	\$ 6,383	07/01/2023
2465	SENIOR ACCOUNTANT	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,934	07/01/2023
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	\$ 7,982	\$ 8,381	\$ 8,763	\$ 9,186	\$ 9,650	07/01/2023
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1359	SENIOR BUILDING INSPECTOR	General Employees	128	\$ 7,743	\$ 8,131	\$ 8,527	\$ 8,943	\$ 9,366	07/01/2023
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
2480	SENIOR BUYER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	\$ 3,863	\$ 4,057	\$ 4,263	\$ 4,476	\$ 4,701	07/01/2023
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	\$ 11,651	\$ 12,234	\$ 12,845	\$ 13,487	\$ 14,162	07/01/2023
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,207	\$ 8,595	\$ 9,021	\$ 9,456	\$ 9,926	07/01/2023
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
1364	SENIOR ENGINEERING AIDE	General Employees	43	\$ 5,018	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	\$ 6,250	07/01/2023
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	\$ 6,674	\$ 7,007	\$ 7,348			07/01/2023
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	\$ 7,385	\$ 7,765	\$ 8,154	\$ 8,560	\$ 8,989	07/01/2023
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2510	SENIOR PLANNER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	\$ 4,622	\$ 4,853	\$ 5,096	\$ 5,350	\$ 5,618	07/01/2023
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	\$ 7,441	\$ 7,803	\$ 8,195	\$ 8,592	\$ 9,004	07/01/2023
1344	SEWER MTCE LEADWORKER	General Employees	138D	\$ 7,385	\$ 7,741	\$ 8,127			07/01/2023
1342	SEWER MTCE OPERATOR	General Employees	135D	\$ 6,912	\$ 7,230	\$ 7,549			07/01/2023
1346	SEWER MTCE WORKER I	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1348	SEWER MTCE WORKER II	General Employees	133D	\$ 5,790	\$ 6,056	\$ 6,340			07/01/2023
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	\$ 7,201	\$ 7,513	\$ 7,900			07/01/2023
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	\$ 8,851	\$ 9,289	\$ 9,749	\$ 10,232	\$ 10,735	07/01/2023
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	\$ 7,743	\$ 8,131	\$ 8,527	\$ 8,943	\$ 9,366	07/01/2023
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	\$ 6,180	\$ 6,478	\$ 6,802	\$ 7,132	\$ 7,483	07/01/2023
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1367	STATIONARY ENGINEER	General Employees	138B	\$ 6,549	\$ 6,865	\$ 7,208			07/01/2023
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1350	STOREKEEPER	General Employees	38	\$ 4,533	\$ 4,723	\$ 4,913	\$ 5,134	\$ 5,362	07/01/2023
2533	SUP HSNG MANAGER	Mid-Management	052H	\$ 6,427	\$ 6,739	\$ 7,078	\$ 7,424	\$ 7,784	07/01/2023
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	\$ 5,400	\$ 5,664	\$ 5,944	\$ 6,254	\$ 6,566	07/01/2023
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	\$ 5,638	\$ 5,897	\$ 6,172	\$ 6,438	\$ 6,770	07/01/2023
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	\$ 8,023	\$ 8,425	\$ 8,846	\$ 9,289	\$ 9,753	07/01/2023
2541	TECH SUPPORT MANAGER	Mid-Management	66	\$ 8,023	\$ 8,425	\$ 8,846	\$ 9,289	\$ 9,753	07/01/2023
2542	TECH SYSTEM MANAGER	Mid-Management	068F	\$ 9,389	\$ 9,858	\$ 10,352	\$ 10,870	\$ 11,413	07/01/2023
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,064	\$ 6,367	\$ 6,673	\$ 7,007	\$ 7,358	07/01/2023
2543	TRAFFIC ENGINEER	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
1354	TRAFFIC TECHNICIAN	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
1356	TREATMENT PLANT CHEMIST	General Employees	054B	\$ 6,674	\$ 7,008	\$ 7,349	\$ 7,708	\$ 8,072	07/01/2023
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	\$ 5,765	\$ 6,020	\$ 6,273	\$ 6,564	\$ 6,871	07/01/2023
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	\$ 7,385	\$ 7,741	\$ 8,127			07/01/2023
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	\$ 6,912	\$ 7,230	\$ 7,549			07/01/2023
1372	TREATMENT PLANT OPERATOR	General Employees	133D	\$ 5,790	\$ 6,056	\$ 6,340			07/01/2023
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	\$ 7,597	\$ 7,976	\$ 8,364	\$ 8,771	\$ 9,186	07/01/2023
1371	TREE LEADWORKER	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1374	URBAN PLANNER	General Employees	059A	\$ 7,229	\$ 7,582	\$ 7,963	\$ 8,347	\$ 8,749	07/01/2023
1373	UTILITY LEADWORKER	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1375	UTILITY WORKER I	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
1377	UTILITY WORKER II	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
2546	WASTE WATER MTC SUP	Mid-Management	058E	\$ 7,598	\$ 7,970	\$ 8,341	\$ 8,756	\$ 9,179	07/01/2023
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	\$ 7,598	\$ 7,970	\$ 8,341	\$ 8,756	\$ 9,179	07/01/2023
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	\$ 10,704	\$ 11,240	\$ 11,801	\$ 12,391	\$ 13,011	07/01/2023
2548	WEB COORDINATOR	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	\$ 4,844	\$ 5,086	\$ 5,339	\$ 5,607	\$ 5,888	07/01/2023
2549	WHARFINGER	Mid-Management	141D	\$ 7,256	\$ 7,619	\$ 7,970			07/01/2023
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	\$ 5,078	\$ 5,283	\$ 5,520	\$ 5,763	\$ 6,005	07/01/2023
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	\$ 6,353	\$ 6,643	\$ 6,928	\$ 7,223	\$ 7,565	07/01/2023
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	\$ 7,441	\$ 7,803	\$ 8,195	\$ 8,592	\$ 9,004	07/01/2023
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	\$ 5,430	\$ 5,795	\$ 5,988	\$ 6,287	\$ 6,604	07/01/2023
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023

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

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

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1000	ACCOUNTANT I	General Employees	043H	\$ 5,621	\$ 5,870	\$ 6,130	\$ 6,413	\$ 6,710	07/01/2023
1005	ACCOUNTANT II	General Employees	052D	\$ 6,750	\$ 7,073	\$ 7,430	\$ 7,790	\$ 8,172	07/01/2023
2001	ACCOUNTING ADMINISTRATOR	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
1009	ACCOUNTING ASSISTANT I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1010	ACCOUNTING ASSISTANT II	General Employees	30	\$ 4,407	\$ 4,628	\$ 4,860	\$ 5,105	\$ 5,360	07/01/2023
2000	ACCOUNTING MANAGER	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
2011	ADMIN SERV DIV MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1015	ADMINISTRATIVE AIDE	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
4000	ADMINISTRATIVE CHIEF	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2005	ADMINISTRATIVE LIBRARIAN	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1020	ADMINISTRATIVE SECRETARY	General Employees	038C	\$ 5,248	\$ 5,511	\$ 5,788	\$ 6,078	\$ 6,383	07/01/2023
2010	ADMINISTRATIVE SERVICES ANLYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1024	ADMINISTRATIVE TECHNICIAN	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
1025	ADMINISTRATIVE TRAINEE	General Employees	32	\$ 4,024	\$ 4,182	\$ 4,349	\$ 4,533	\$ 4,723	07/01/2023
1030	AQUATIC SPECIALIST	General Employees	8	\$ 3,772	\$ 3,959	\$ 4,156	\$ 4,365	\$ 4,584	07/01/2023
2015	ARTS AND CULTURE MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2018	ASSISTANT ADMIN ANALYST	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
4005	ASSISTANT CITY ATTORNEY	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2021	ASSISTANT CITY ENGINEER	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
4070	ASSISTANT CITY MANAGER	Unrepresented Exec Mgmt	5.5	\$ 12,955				\$ 20,622	01/01/2023
2023	ASSISTANT COM DEV PRG MANAGER	Mid-Management	060F	\$ 7,982	\$ 8,381	\$ 8,763	\$ 9,186	\$ 9,650	07/01/2023
2026	ASSISTANT DIR OF PLANNING	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2028	ASSISTANT HARBORMASTER	Mid-Management	051B	\$ 6,179	\$ 6,443	\$ 6,783	\$ 7,120	\$ 7,441	07/01/2023
4008	ASSISTANT POLICE CHIEF	Executive Management	5.5	\$ 12,955				\$ 20,622	01/01/2023
2025	ASSISTANT TO THE MAYOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2019	ASSISTANTCAP PROJ MANAGER	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
2030	ASSISTED HOUSING MANAGER	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1042	ASSISTED HOUSING PROG INSP II	General Employees	046B	\$ 6,053	\$ 6,306	\$ 6,604	\$ 6,910	\$ 7,238	07/01/2023
1041	ASSISTED HOUSING PROGRA INSP I	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
2032	ASSOCIATE ADMIN ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2035	ASSOCIATE CIVIL ENGINEER	Mid-Management	061EZ	\$ 9,596	\$ 10,076	\$ 10,580	\$ 11,109	\$ 11,664	07/01/2023
2024	ASSSISTANT DIRECTOR E&T	Mid-Management	067D	\$ 9,047	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	07/01/2023
1040	ASST POLICE PROPERTY TECH	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
2020	ASST TO PARKS SUPERINTENDENT	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2022	ASSTANT DIRECTOR PW	Mid-Management	070C	\$ 11,002	\$ 11,553	\$ 12,131	\$ 12,737	\$ 13,375	07/01/2023
1051	AUDIT ASSISTANT I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1052	AUDIT ASSISTANT II	General Employees	30	\$ 4,407	\$ 4,628	\$ 4,860	\$ 5,105	\$ 5,360	07/01/2023
2038	AUDIT MANAGER	Mid-Management	052D	\$ 6,746	\$ 7,069	\$ 7,426	\$ 7,787	\$ 8,167	07/01/2023
1054	AUDITORIUM LEADWORKER	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1056	AUDITORIUM WORKER	General Employees	129A	\$ 5,018	\$ 5,242	\$ 5,474			07/01/2023
1053	AUTOMOTIVE BODY MECHANIC	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
3500	BATTALION CHIEF	Richmond Fire Mgmt	230D	\$ 12,476	\$ 13,126	\$ 13,789			01/01/2023
2041	BENEFITS ANALYST	Mid-Management	055B	\$ 6,783	\$ 7,120	\$ 7,441	\$ 7,803	\$ 8,195	07/01/2023
2060	BLDG MAINTENANCE SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1055	BOOKMOBILE DRIVER/LIBRARY ASST	General Employees	032B	\$ 4,542	\$ 4,719	\$ 4,909	\$ 5,118	\$ 5,327	07/01/2023
2040	BUDGET ADMINISTRATOR	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
2045	BUDGET ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2050	BUDGET ANALYST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1060	BUILDING INSPECTOR	General Employees	052B	\$ 6,623	\$ 6,946	\$ 7,295	\$ 7,651	\$ 8,022	07/01/2023
2055	BUILDING INSPECTOR SUPERVISOR	Mid-Management	060E	\$ 8,188	\$ 8,578	\$ 8,999	\$ 9,435	\$ 9,902	07/01/2023
2065	BUILDING OFFICIAL	Mid-Management	071A	\$ 10,704	\$ 11,240	\$ 11,801	\$ 12,391	\$ 13,011	07/01/2023
1064	BUILDING TRADES WORKER I	General Employees	051A	\$ 5,412	\$ 5,674	\$ 5,958			07/01/2023
1065	BUILDING TRADES WORKER II	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1066	BUILDING TRADES WORKER III	General Employees	141	\$ 6,703	\$ 7,036	\$ 7,359			07/01/2023
2069	BUSINESS ANALYST I	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2070	BUSINESS ANALYST II	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2071	BUSINESS ASST OFFICER	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
2072	BUSINESS DEV&REAL PROP MNGR	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
1069	BUSINESS LICENSE FIELD INVEST.	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
1070	BUSINESS LICENSE SPECIALIST	General Employees	126	\$ 5,315	\$ 5,553	\$ 5,799	\$ 6,041	\$ 6,332	07/01/2023
1075	BUYER I	General Employees	043H	\$ 5,621	\$ 5,870	\$ 6,130	\$ 6,413	\$ 6,710	07/01/2023
1076	BUYER II	General Employees	052D	\$ 6,750	\$ 7,073	\$ 7,430	\$ 7,790	\$ 8,172	07/01/2023
2085	C&ED OPERATIONS SPECIALIST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2086	C&ED OPERATIONS SPECIALIST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2096	CABLE TELEVISION MANAGER	Mid-Management	55	\$ 7,248	\$ 7,611	\$ 7,992	\$ 8,392	\$ 8,811	07/01/2023
1079	CABLE TV ENGINEERING SPPT ASST	General Employees	545A	\$ 3,863	\$ 4,057	\$ 4,263	\$ 4,476	\$ 4,701	07/01/2023
2090	CABLE TV ENGRG COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2095	CABLE TV PGMMING COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1080	CABLE TV PROD SUPPORT ASST	General Employees	545	\$ 3,500	\$ 3,681	\$ 3,863	\$ 4,057	\$ 4,272	07/01/2023
2099	CAPITAL PROJ BUD ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2100	CAPITAL PROJECTS MANAGER	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
1085	CARPENTER	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
2101	CCTV WIRELESS&SYS SPECIALIST	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2105	CHIEF ACCOUNTANT	Mid-Management	72	\$ 9,485	\$ 9,961	\$ 10,459	\$ 10,981	\$ 11,530	07/01/2023
4149	CHIEF ASSISTANT CITY ATTORNEY	Unrepresented Exec Mgmt	5.1	\$ 11,264				\$ 17,932	01/01/2023
2108	CHIEF HAR ENG/DEP PRT DIR	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
2103	CHIEF OF HSNQ DEVELOPMENT	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
1089	CHIEF OF PARTY	General Employees	052A	\$ 6,301	\$ 6,605	\$ 6,936	\$ 7,273	\$ 7,630	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2104	CHIEF OF PLNG OPERATIONS	Mid-Management	070A	\$ 9,512	\$ 9,986	\$ 10,478	\$ 10,966	\$ 11,503	07/01/2023
2106	CHIEF OF REDEV PROJECTS	Mid-Management	069F	\$ 10,179	\$ 10,687	\$ 11,224	\$ 11,785	\$ 12,376	07/01/2023
2107	CHIEF STATIONARY ENGINEER	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
4015	CITY ATTORNEY	Unrepresented Exec Mgmt	5.5	\$ 12,955				\$ 20,622	01/01/2023
4020	CITY CLERK	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1091	CITY CLERK ASSISTANT	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
1090	CITY CLERK TECHNICIAN	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
4025	CITY ENGINEER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
4030	CITY MANAGER	Unrepresented Exec Mgmt	7.1	\$ 15,693				\$ 26,058	01/01/2023
4032	CITY PROSECUTER	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
1092	CLAIMS ASSISTANT I	General Employees	014A	\$ 4,125	\$ 4,332	\$ 4,548	\$ 4,777	\$ 5,016	07/01/2023
1093	CLAIMS ASSISTANT II	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
2110	CODE ENFORCEMENT MANAGER	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
1095	CODE ENFORCEMENT OFFICER I	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
1100	CODE ENFORCEMENT OFFICER II	General Employees	052B	\$ 6,623	\$ 6,946	\$ 7,295	\$ 7,651	\$ 8,022	07/01/2023
2114	CODE ENFORCEMENT SUPERINTENDEN	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2115	CODE ENFORCEMENT SUPERVISOR	Mid-Management	063A	\$ 7,585	\$ 7,963	\$ 8,362	\$ 8,780	\$ 9,220	07/01/2023
1104	COLLECTION SYS MAINTENANCE WRK	General Employees	133D	\$ 5,790	\$ 6,056	\$ 6,340			07/01/2023
1103	COLLECTION SYSTEM LEADWORKER	General Employees	138D	\$ 7,385	\$ 7,741	\$ 8,127			07/01/2023
1129	COM DEV CONSTRUCTION RP I	General Employees	43	\$ 5,018	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	07/01/2023
1130	COM DEV CONSTRUCTION RP II	General Employees	52	\$ 6,118	\$ 6,413	\$ 6,734	\$ 7,062	\$ 7,407	07/01/2023
2150	COM DEVELOPMENT PGM MANAGER	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
4035	COM& ECONOMIC DEV AGENCY DIR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
1110	COMB. EQUIP MECHANIC LEAD WKR	General Employees	140	\$ 6,674	\$ 7,007	\$ 7,348			07/01/2023
1105	COMB. EQUIPMENT MECHANIC	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1115	COMB. WELDER	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
2120	COMM & ECON DEVEL FIN MNGR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2130	COMM DEV FINANCE COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2125	COMM DEVELOP CONSTR COORDINATR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2156	COMM PROG PLNG SPECIALISTS	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
2140	COMM SHIFT SUPERVISOR	Mid-Management	055E	\$ 8,724	\$ 9,160	\$ 9,618	\$ 10,099	\$ 10,604	07/01/2023
1083	COMMUNICATIONS CALL TAKER	General Employees	014A	\$ 4,125	\$ 4,332	\$ 4,548	\$ 4,777	\$ 5,016	07/01/2023
2137	COMMUNICATIONS CENTER MANAGER	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
1120	COMMUNICATIONS DISPATCHER I	General Employees	032CZ	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379	\$ 6,697	07/01/2023
1125	COMMUNICATIONS DISPATCHER II	General Employees	041CZ	\$ 7,234	\$ 7,596	\$ 7,976	\$ 8,375	\$ 8,793	07/01/2023
1126	COMMUNICATIONS DISPATCHER III	General Employees	51C	\$ 7,940	\$ 8,337	\$ 8,753	\$ 9,191	\$ 9,651	07/01/2023
2145	COMMUNITY AFFAIRS COORDINATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1127	COMMUNITY DEVELOPMENT ASST I	General Employees	32	\$ 4,024	\$ 4,182	\$ 4,349	\$ 4,533	\$ 4,723	07/01/2023
1128	COMMUNITY DEVELOPMENT ASST II	General Employees	42	\$ 4,913	\$ 5,134	\$ 5,362	\$ 5,586	\$ 5,853	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
4147	COMMUNITY ENGAGEMENT MANAGER	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
2155	COMMUNITY SERVICES PGM MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1134	COMMUNITY SERVICES TECH II	General Employees	036D	\$ 5,057	\$ 5,272	\$ 5,489	\$ 5,712	\$ 5,970	07/01/2023
1135	COMMUNITY SERVICES TECHNICIAN I	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
2153	COMMUNITY SVCS ADMIN MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
4080	CONF INVEST & APPEALS OFFICER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2165	CONSTRUCTION & MAINT SUPV	Mid-Management	139	\$ 6,904	\$ 7,262	\$ 7,621	\$ 8,002	\$ 8,402	07/01/2023
1136	CONSTRUCTION ASSISTANT	General Employees	132	\$ 5,630	\$ 5,865	\$ 6,146			07/01/2023
1137	CONSTRUCTION INSPECTOR I	General Employees	49	\$ 5,725	\$ 5,992	\$ 6,250	\$ 6,573	\$ 6,899	07/01/2023
1138	CONSTRUCTION INSPECTOR II	General Employees	052C	\$ 6,367	\$ 6,675	\$ 7,007	\$ 7,348	\$ 7,711	07/01/2023
2172	CONTRACT COMPL PROG DIR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2170	CONTRACT COMPLIANCE SPEC I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2171	CONTRACT COMPLIANCE SPEC II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2173	COORDINATOR NEIG SVCS	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
6000	COUNCILMEMBER	City Council		\$ 1,403				\$ 1,403	07/31/2007
1140	CRIME ANALYSIS TECHNICIAN	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
2175	CRIME ANALYST	Mid-Management	055B	\$ 6,783	\$ 7,120	\$ 7,441	\$ 7,803	\$ 8,195	07/01/2023
2176	CRIME PREVENTION MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1141	CRIME PREVENTION SPECIALIST	General Employees	038A	\$ 5,295	\$ 5,519	\$ 5,740	\$ 5,999	\$ 6,265	07/01/2023
1142	CRIME SCENE TECHNICIAN	General Employees	042A	\$ 5,162	\$ 5,395	\$ 5,634	\$ 5,872	\$ 6,090	07/01/2023
1143	CURATOR'S ASSISTANT	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
2177	CUSTODIAL MAINTENANCE SUPERVIS	Mid-Management	052F	\$ 6,426	\$ 6,735	\$ 7,073	\$ 7,416	\$ 7,780	07/01/2023
2178	DATA APPLICATION MGR	Mid-Management	069F	\$ 10,179	\$ 10,687	\$ 11,224	\$ 11,785	\$ 12,376	07/01/2023
2179	DEPUTY BUILDING OFFICIAL	Mid-Management	73	\$ 9,804	\$ 10,295	\$ 10,803	\$ 11,338	\$ 11,892	07/01/2023
2180	DEPUTY CED DIRECTOR/ HOUSING	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
2185	DEPUTY CED DIRECTOR/ RDEV	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
4040	DEPUTY CITY ATTORNEY I	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
4041	DEPUTY CITY ATTORNEY II	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
1147	DEPUTY CITY CLERK	General Employees	052H	\$ 6,812	\$ 7,143	\$ 7,498	\$ 7,862	\$ 8,250	07/01/2023
1146	DEPUTY CITY CLERK ASSISTANT	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
4044	DEPUTY CITY MANAGER	Executive Management	5.5	\$ 12,955				\$ 20,622	01/01/2023
4150	DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAINING	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4046	DEPUTY DIR COM SERVICES - LIBRARY	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4096	DEPUTY DIR COM SERVICES - ONS	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4047	DEPUTY DIR COM SERVICES - RECREATION	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2195	DEPUTY DIR HOUSING AUTHORITY	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
2196	DEPUTY DIR OF PUBLIC SVCS	Mid-Management	070D	\$ 10,412	\$ 10,934	\$ 11,465	\$ 12,002	\$ 12,592	07/01/2023
4051	DEPUTY DIR PW CITY ENGINEER	Executive Management	3.1Z	\$ 14,170				\$ 17,712	01/01/2023
4053	DEPUTY DIR PW OPER/MTCE	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
4052	DEPUTY DIRECTOR BUD & FIN SERV	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4042	DEPUTY DIRECTOR RENT PROGRAM	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
4043	DEPUTY FIRE CHIEF	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
3000	DEPUTY FIRE MARSHAL	IAFF Fire Fighters	225	\$ 14,089	\$ 14,794	\$ 15,533			07/01/2023
4045	DEPUTY POLICE CHIEF	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2198	DEV & CAP PROG MGR	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
2200	DEVELOPMENT PROJECT MANAGER I	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2205	DEVELOPMENT PROJECT MANAGER II	Mid-Management	064E	\$ 8,851	\$ 9,289	\$ 9,749	\$ 10,232	\$ 10,735	07/01/2023
4048	DIR INFRASTRUCTURE&MAINT OPS	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4049	DIR OF WATER RESOURCE RECOVERY	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2206	DIRECTOR FOR BUS DEV	Mid-Management	064A	\$ 8,236	\$ 8,632	\$ 9,059	\$ 9,512	\$ 9,986	07/01/2023
4033	DIRECTOR OF COMMUNITY DEVELOPMENT	Executive Management	5.2	\$ 12,391				\$ 19,724	01/01/2023
4037	DIRECTOR OF COMMUNITY SERVICES	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4034	DIRECTOR OF ECONOMIC DEVELOPMENT	Executive Management	5.1Z	\$ 15,870				\$ 19,838	01/01/2023
4010	DIRECTOR OF FINANCE	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4071	DIRECTOR OF HUMAN RESOURCES	Unrepresented Exec Mgmt	5.1	\$ 11,264				\$ 17,932	01/01/2023
4145	DIRECTOR OF INFORMATION TECHNOLOGY	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4127	DIRECTOR OF PUBLIC WORKS	Executive Management	5.1Z	\$ 15,897				\$ 19,837	01/17/2023
1150	DUPLICATING MAIL SPECIALIST I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1151	DUPLICATING MAIL SPECIALIST II	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
2211	ECON DEV MRKTG MGR	Mid-Management	067D	\$ 9,047	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	07/01/2023
2210	ECONOMIC DEV ADMINISTRATOR	Mid-Management	069E	\$ 9,911	\$ 10,407	\$ 10,927	\$ 11,474	\$ 12,048	07/01/2023
2215	ELECTRICAL SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1156	ELECTRICIAN I	General Employees	143	\$ 5,934	\$ 6,246	\$ 6,575	\$ 6,921	\$ 7,286	07/01/2023
1155	ELECTRICIAN II	General Employees	145	\$ 6,655	\$ 7,005	\$ 7,374	\$ 7,739	\$ 8,095	07/01/2023
2216	EMERGENCY SERVICES ANALYST	Mid-Management	042F	\$ 6,164	\$ 6,446	\$ 6,723	\$ 7,008	\$ 7,341	07/01/2023
2220	EMERGENCY SERVICES MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
2225	EMPLOYEE BENEFITS ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
4050	EMPLOYMENT & TRAINING DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1160	EMPLOYMENT PGM SPECIALIST I	General Employees	036A	\$ 4,882	\$ 5,126	\$ 5,382	\$ 5,651	\$ 5,934	07/01/2023
1165	EMPLOYMENT PGM SPECIALIST II	General Employees	036C	\$ 5,430	\$ 5,795	\$ 5,988	\$ 6,287	\$ 6,604	07/01/2023
2230	EMPLOYMENT PROGRAM MANAGER	Mid-Management	55	\$ 7,248	\$ 7,611	\$ 7,992	\$ 8,392	\$ 8,811	07/01/2023
2221	ENERGY CONVERSATION MGR	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
2223	ENG INFRASTRUCTR ADMINISTRATOR	Mid-Management	66	\$ 8,023	\$ 8,425	\$ 8,846	\$ 9,289	\$ 9,753	07/01/2023
1168	ENGINEER I	General Employees	049EZ	\$ 7,234	\$ 7,596	\$ 7,976	\$ 8,375	\$ 8,793	07/01/2023
1169	ENGINEER II	General Employees	53Z	\$ 8,724	\$ 9,160	\$ 9,618	\$ 10,099	\$ 10,604	07/01/2023
2222	ENGINEERING OPERATIONS ADMIN	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1167	ENVIRONMENTAL COMPLIANCE INSP	General Employees	052G	\$ 6,865	\$ 7,194	\$ 7,556	\$ 7,923	\$ 8,310	07/01/2023
2235	ENVIRONMENTAL MANAGER	Mid-Management	061E	\$ 8,128	\$ 8,534	\$ 8,961	\$ 9,409	\$ 9,881	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2236	ENVIRONMENTAL SERVICES MGR	Mid-Management	071B	\$ 11,272	\$ 11,835	\$ 12,427	\$ 13,049	\$ 13,701	07/01/2023
1170	EQUIPMENT MECHANIC I	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
1175	EQUIPMENT MECHANIC II	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
1176	EQUIPMENT MECHANIC III	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1180	EQUIPMENT MECHANIC IV	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1185	EQUIPMENT OPERATOR	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1190	EQUIPMENT PARTS SPECIALIST	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1191	EQUIPMENT PARTS STOREKEEPER	General Employees	123	\$ 4,914	\$ 5,160	\$ 5,419			07/01/2023
2240	EQUIPMENT SERV SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2245	EQUIPMENT SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
2250	EXECUTIVE ASST TO THE CITY MGR	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
4057	EXECUTIVE DIRECTOR RENT PRGRM	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1195	EXECUTIVE SECRETARY I	General Employees	038C	\$ 5,248	\$ 5,511	\$ 5,788	\$ 6,078	\$ 6,383	07/01/2023
1200	EXECUTIVE SECRETARY II	General Employees	038D	\$ 5,788	\$ 6,076	\$ 6,382	\$ 6,702	\$ 7,037	07/01/2023
2246	FACILITIES MGR	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1205	FAMILY LITERACY SPECIALIST	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
2247	FAMILY SUFF COORDINATOR	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
2255	FINANCE MANAGER	Mid-Management	064F	\$ 9,059	\$ 9,511	\$ 9,986	\$ 10,486	\$ 11,010	07/01/2023
2248	FINANCE MANAGER I	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2249	FINANCE MANAGER II	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2256	FINANCIAL ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2258	FINANCIAL SVCS ADMIN	Mid-Management	069C	\$ 8,864	\$ 9,308	\$ 9,774	\$ 10,263	\$ 10,775	07/01/2023
2257	FINANCIAL SVCS MGR	Mid-Management	064B	\$ 8,210	\$ 8,678	\$ 9,146	\$ 9,614	\$ 10,080	07/01/2023
3005	FIRE CAPTAIN	IAFF Fire Fighters	210	\$ 11,910	\$ 12,498	\$ 13,136			07/01/2023
4060	FIRE CHIEF	Executive Management	5.2	\$ 12,391				\$ 19,724	01/01/2023
3010	FIRE ENGINEER	IAFF Fire Fighters	205	\$ 10,357	\$ 10,868	\$ 11,422			07/01/2023
3015	FIRE FIGHTER	IAFF Fire Fighters	200	\$ 8,855	\$ 9,286	\$ 9,739	\$ 10,239	\$ 10,729	07/01/2023
3020	FIRE FIGHTER TRAINEE	IAFF Fire Fighters	201A	\$ 5,679					07/01/2023
3025	FIRE INSPECTOR I	IAFF Fire Fighters	210	\$ 11,910	\$ 12,498	\$ 13,136			07/01/2023
3030	FIRE INSPECTOR II	IAFF Fire Fighters	220	\$ 12,803	\$ 13,436	\$ 14,120			07/01/2023
3505	FIRE MARSHAL	Richmond Fire Mgmt	225D	\$ 13,723	\$ 14,435	\$ 15,167			01/01/2023
1210	GARDENER	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
2260	GIS ADMINISTRATOR	Mid-Management	068F	\$ 9,389	\$ 9,858	\$ 10,352	\$ 10,870	\$ 11,413	07/01/2023
1213	GRAFFITI ABATEMENT SPECIALIST	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
2261	GRANTS MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1214	GRAPHIC ILLUSTRATOR	General Employees	48	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	\$ 6,734	07/01/2023
1215	GROUNDKEEPER/GARDENER	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
2263	HARBOR ENGINEER	Mid-Management	061E	\$ 8,128	\$ 8,534	\$ 8,961	\$ 9,409	\$ 9,881	07/01/2023
2264	HARBORMASTER	Mid-Management	60	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2265	HEAD OF REFERENCE	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
4062	HEARING EXAMINER	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2266	HOUSING ASSET MANAGER	Mid-Management	067D	\$ 9,047	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	07/01/2023
4055	HOUSING AUTHORITY EXECUTIVE DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4065	HOUSING DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1216	HOUSING FINANCE REP I	General Employees	43	\$ 5,018	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	07/01/2023
1217	HOUSING FINANCE REP II	General Employees	52	\$ 6,118	\$ 6,413	\$ 6,734	\$ 7,062	\$ 7,407	07/01/2023
2267	HOUSING FINANCE SUPERVISOR	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1218	HOUSING GROUNDSKEEPER	General Employees	124	\$ 4,533	\$ 4,723	\$ 4,913			07/01/2023
1219	HOUSING LEAD GROUNDSKEEPER	General Employees	127	\$ 4,823	\$ 5,018	\$ 5,242			07/01/2023
2268	HOUSING MAINTENANCE SUPERVISOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2269	HOUSING MANAGER	Mid-Management	090A	\$ 12,645	\$ 13,278	\$ 13,942	\$ 14,638	\$ 15,371	07/01/2023
2270	HOUSING OPERATIONS MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1220	HOUSING PROGRAM SPECIALIST I	General Employees	014A	\$ 4,125	\$ 4,332	\$ 4,548	\$ 4,777	\$ 5,016	07/01/2023
1225	HOUSING PROGRAM SPECIALIST II	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1230	HOUSING PROGRAM SPECIALIST III	General Employees	036D	\$ 5,057	\$ 5,272	\$ 5,489	\$ 5,712	\$ 5,970	07/01/2023
2275	HOUSING PROGRAMS ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2276	HOUSING REHAB CODE ENF SUPER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1231	HOUSING REPHAB SPECIALIST	General Employees	52	\$ 6,118	\$ 6,413	\$ 6,734	\$ 7,062	\$ 7,407	07/01/2023
1232	HOUSING REPRESENTATIVE I	General Employees	32	\$ 4,024	\$ 4,182	\$ 4,349	\$ 4,533	\$ 4,723	07/01/2023
1233	HOUSING REPRESENTATIVE II	General Employees	48	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	\$ 6,734	07/01/2023
2277	HOUSING SERVICES SUPERVISOR	Mid-Management	60	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	07/01/2023
4075	HR PERSONNEL OFFICER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2280	HUMAN RELATIONS OFFICER	Mid-Management	62	\$ 7,997	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	07/01/2023
2281	HUMAN RELATIONS SPECIALIST	Mid-Management	052H	\$ 6,427	\$ 6,739	\$ 7,078	\$ 7,424	\$ 7,784	07/01/2023
2283	HUMAN RESOURCES MANAGER	Mid-Management	090A	\$ 12,645	\$ 13,278	\$ 13,942	\$ 14,638	\$ 15,371	07/01/2023
1234	HUMAN RESOURCES TECHNICIAN I	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
1235	HUMAN RESOURCES TECHNICIAN II	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1240	HUMAN RESOURCES TECHNICIAN III	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
2284	INDUSTRIAL BUILDING INSPECTOR	Mid-Management	060G	\$ 8,904	\$ 9,351	\$ 9,805	\$ 10,286	\$ 10,771	07/01/2023
1246	INFORMATION TECHNOLOGY ASST	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
2076	INFORMATION TECHNOLOGY MGR	Mid-Management	071D	\$ 10,942	\$ 11,489	\$ 12,066	\$ 12,668	\$ 13,304	07/01/2023
4084	INTERNAL AUDITOR	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
2285	INVESTMENT ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1250	JAILER	General Employees	40	\$ 5,078	\$ 5,283	\$ 5,520	\$ 5,763	\$ 6,005	07/01/2023
1253	JOB DEVELOPER	General Employees	51	\$ 5,992	\$ 6,250	\$ 6,573	\$ 6,899	\$ 7,220	07/01/2023
1251	JUNIOR ENGINEERING AIDE	General Employees	035A	\$ 4,354	\$ 4,523	\$ 4,726	\$ 4,916	\$ 5,111	07/01/2023
1252	JUNIOR ENGINEERING DRAFTER	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
4085	LABOR RELATIONS/TRAINING MGR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2290	LAW OFFICE SUPERVISOR	Mid-Management	135E	\$ 6,627	\$ 6,932	\$ 7,231	\$ 7,592	\$ 7,971	07/01/2023
1260	LEAD POLICE RECORDS SPECIALIST	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
1264	LEARNING CENTER MANAGER I	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
1265	LEARNING CENTER MANAGER II	General Employees	040B	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,934	\$ 6,232	07/01/2023
2291	LEGAL ASSISTANT	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
1266	LEGAL SECRETARY	General Employees	040C	\$ 5,381	\$ 5,650	\$ 5,932	\$ 6,229	\$ 6,541	07/01/2023
1270	LIBRARIAN I	General Employees	042B	\$ 5,544	\$ 5,795	\$ 6,053	\$ 6,306	\$ 6,604	07/01/2023
1275	LIBRARIAN II	General Employees	046B	\$ 6,053	\$ 6,306	\$ 6,604	\$ 6,910	\$ 7,238	07/01/2023
4090	LIBRARY & CULTURAL SVCS DIR	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2300	LIBRARY ACCESS SERVICES MGR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1280	LIBRARY ASSISTANT I	General Employees	12	\$ 3,944	\$ 4,142	\$ 4,349	\$ 4,567	\$ 4,795	07/01/2023
1285	LIBRARY ASSISTANT II	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
1286	LIBRARY ASSOCIATE	General Employees	37	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,934	07/01/2023
1290	LIBRARY INFO SYSS SUP TECH	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
4092	LIBRARY/COMMUNITY SERVICES DIR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2304	LITERACY PROGRAM COORDINATOR	Mid-Management	046D	\$ 5,917	\$ 6,168	\$ 6,459	\$ 6,753	\$ 7,079	07/01/2023
2305	LITERACY PROGRAM MANAGER	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
1385	LOW INCOME PUBLIC HOUSING ASSET SPECIALIST	General Employees	036D	\$ 5,057	\$ 5,272	\$ 5,489	\$ 5,712	\$ 5,970	07/01/2023
1316	MAINTENANCE CLERK	General Employees	28	\$ 3,712	\$ 3,865	\$ 4,024	\$ 4,182	\$ 4,349	07/01/2023
1300	MAINTENANCE LEAD WORKER	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1318	MAINTENANCE MECHANIC I	General Employees	125A	\$ 4,792	\$ 4,992	\$ 5,194			07/01/2023
1320	MAINTENANCE MECHANIC II	General Employees	132	\$ 5,630	\$ 5,865	\$ 6,146			07/01/2023
1322	MAINTENANCE MECHANIC III	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1305	MAINTENANCE UTILITY WORKER	General Employees	119	\$ 4,100	\$ 4,275	\$ 4,442			07/01/2023
1307	MAINTENANCE WORKER I	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
1309	MAINTENANCE WORKER II	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
2310	MANAGEMENT ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2309	MANAGEMENT ANALYST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1324	MARINA MAINTENANCE WORKER	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
2311	MARKETING MANAGER	Mid-Management	064A	\$ 8,236	\$ 8,632	\$ 9,059	\$ 9,512	\$ 9,986	07/01/2023
2312	MARKETING SPECIALIST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
6005	MAYOR	City Council		\$ 3,875				\$ 3,875	09/11/2007
2314	MICROCOMPUTER SUP SPEC I	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
2315	MICROCOMPUTER SUP SPEC II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1311	MIS TECHNICIAN	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
1314	MUSEUM CURATOR	General Employees	042B	\$ 5,544	\$ 5,795	\$ 6,053	\$ 6,306	\$ 6,604	07/01/2023
1312	NEIGHBORHOOD CHANGE AGENT	General Employees	014B	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379	\$ 6,697	07/01/2023
2318	NEIGHBORHOOD SERV LIAISON	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
2335	NETWORK & SYSTEMS ENGINEER	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
2321	NETWORK & SYSTEMS SECURITY OFI	Mid-Management	070E	\$ 10,564	\$ 11,093	\$ 11,506	\$ 12,229	\$ 12,843	07/01/2023
2325	NETWORK & SYSTEMS SPEC I	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2330	NETWORK & SYSTEMS SPEC II	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
1315	OFFICE ASSISTANT I	General Employees	8	\$ 3,772	\$ 3,959	\$ 4,156	\$ 4,365	\$ 4,584	07/01/2023
1317	OFFICE ASSISTANT II	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
2337	OFFICE ENGINEER	Mid-Management	061E	\$ 8,128	\$ 8,534	\$ 8,961	\$ 9,409	\$ 9,881	07/01/2023
1319	OFFICE SPECIALIST	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1393	ONS FIELD COORDINATOR	General Employees	052D	\$ 6,750	\$ 7,073	\$ 7,430	\$ 7,790	\$ 8,172	07/01/2023
2339	ONS PROGRAM MANAGER	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
2340	OPERATIONS ADMINISTRATOR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1321	PAINTER	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
1323	PARATRANSIT ASSISTANT	General Employees	8	\$ 3,772	\$ 3,959	\$ 4,156	\$ 4,365	\$ 4,584	07/01/2023
2341	PARATRANSIT COORDINATOR	Mid-Management	046E	\$ 6,497	\$ 6,802	\$ 7,096	\$ 7,425	\$ 7,770	07/01/2023
1327	PARATRANSIT DRIVER LEADWORKER	General Employees	73	\$ 5,427	\$ 5,698	\$ 5,984			07/01/2023
2342	PARATRANSIT OPERATIONS SUPERI	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
1329	PARKING ENF REPRESENTATIVE	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
1331	PARKS CONSTRUCTION & MAINT WKR	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1332	PARKS EQUIPMENT PARTS SPEC	General Employees	138	\$ 6,367	\$ 6,674	\$ 7,007			07/01/2023
2350	PARKS SUPERVISOR	Mid-Management	135E	\$ 6,627	\$ 6,932	\$ 7,231	\$ 7,592	\$ 7,971	07/01/2023
2345	PARKS&LANDSCAPE SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
1333	PAYROLL COORDINATOR	General Employees	046A	\$ 5,828	\$ 6,071	\$ 6,359	\$ 6,649	\$ 6,969	07/01/2023
2354	PAYROLL MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1335	PAYROLL SPECIALIST	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1337	PERMIT TECHNICIAN I	General Employees	14	\$ 4,332	\$ 4,548	\$ 4,775	\$ 5,016	\$ 5,267	07/01/2023
1339	PERMIT TECHNICIAN II	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023
2355	PERSONNEL ANALYST I	Mid-Management	043E	\$ 6,057	\$ 6,343	\$ 6,611	\$ 6,919	\$ 7,242	07/01/2023
2360	PERSONNEL ANALYST II	Mid-Management	055B	\$ 6,783	\$ 7,120	\$ 7,441	\$ 7,803	\$ 8,195	07/01/2023
2362	PERSONNEL ASSISTANT	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
2365	PLAN CHECKING ENGINEER	Mid-Management	064G	\$ 8,553	\$ 8,981	\$ 9,431	\$ 9,888	\$ 10,396	07/01/2023
1035	PLANNER I	General Employees	043G	\$ 5,520	\$ 5,765	\$ 6,021	\$ 6,298	\$ 6,591	07/01/2023
1050	PLANNER II	General Employees	052G	\$ 6,865	\$ 7,194	\$ 7,556	\$ 7,923	\$ 8,310	07/01/2023
4103	PLANNING & BUILDING SERVICES DIRECTOR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
4102	PLANNING MANAGER	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
1340	PLANNING TECHNICIAN I	General Employees	028B	\$ 4,610	\$ 4,799	\$ 4,995	\$ 5,189	\$ 5,400	07/01/2023
1341	PLANNING TECHNICIAN II	General Employees	036B	\$ 5,400	\$ 5,628	\$ 5,860	\$ 6,098	\$ 6,374	07/01/2023
2368	POLICE ADMINISTRATIVE MANAGER	Mid-Management	070F	\$ 10,789	\$ 11,329	\$ 11,897	\$ 12,512	\$ 13,108	07/01/2023
1326	POLICE ASSISTANT	General Employees	34	\$ 4,730	\$ 4,905	\$ 5,086	\$ 5,276	\$ 5,495	07/01/2023
5500	POLICE CAPTAIN	Richmond Police Mgmt	312	\$ 15,116	\$ 15,873	\$ 16,696	\$ 17,489		01/01/2023
4105	POLICE CHIEF	Executive Management	5.8	\$ 17,847				\$ 22,957	01/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
5505	POLICE LIEUTENANT	Richmond Police Mgmt	308	\$ 12,958	\$ 13,601	\$ 14,282	\$ 14,982		01/01/2023
5000	POLICE OFFICER	Richmond Police Officers	300	\$ 9,159	\$ 9,578	\$ 10,078	\$ 10,565		07/01/2023
1343	POLICE OFFICER TRAINEE	Unrepresented	299	\$ 6,978					07/01/2023
1345	POLICE PROPERTY TECHNICIAN	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
2371	POLICE RECORDS & PROPERTY MGR	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1347	POLICE RECORDS SPECIALIST	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1349	POLICE REPORT TRANSCRIBER	General Employees	18	\$ 4,339	\$ 4,556	\$ 4,784	\$ 5,023	\$ 5,274	07/01/2023
5005	POLICE SERGEANT	Richmond Police Officers	304	\$ 10,899	\$ 11,410	\$ 11,999	\$ 12,589		07/01/2023
2375	PORT ADMINISTRATOR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
4110	PORT DIRECTOR	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2380	PORT MAINTENANCE MANAGER	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
2381	PORT MARKETING/OPERATIONS MGR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2382	PORT TRAFFIC MANAGER	Mid-Management	58	\$ 7,284	\$ 7,637	\$ 7,997	\$ 8,391	\$ 8,797	07/01/2023
2385	PRINCIPAL PERSONNEL ANALYST	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
2390	PRINCIPAL PLANNER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
2392	PROCUREMENT ANALYST	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2394	PROGRAMMER ANALYST I	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2395	PROGRAMMER ANALYST II	Mid-Management	63	\$ 7,801	\$ 8,191	\$ 8,601	\$ 9,030	\$ 9,481	07/01/2023
2400	PROJECT COORDINATOR	Mid-Management	064E	\$ 8,851	\$ 9,289	\$ 9,749	\$ 10,232	\$ 10,735	07/01/2023
4115	PROJECT MANAGER I	Executive Management	2.1	\$ 8,491				\$ 13,517	01/01/2023
4120	PROJECT MANAGER II	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
4121	PROJECT MANAGER III	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
1384	PROP MAINT&HOUSING INSPECTOR	General Employees	052B	\$ 6,623	\$ 6,946	\$ 7,295	\$ 7,651	\$ 8,022	07/01/2023
2401	PROPERTY MANAGER	Mid-Management	051D	\$ 6,325	\$ 6,596	\$ 6,942	\$ 7,288	\$ 7,619	07/01/2023
2403	PUBLIC INFORMATION OFFICER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2402	PUBLIC SAFETY TECHN LGY SUPRVSR	Mid-Management	068F	\$ 9,389	\$ 9,858	\$ 10,352	\$ 10,870	\$ 11,413	07/01/2023
2408	PUBLIC WORKS INSPECTOR SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1328	PURCHASING ASSISTANT	General Employees	38	\$ 4,533	\$ 4,723	\$ 4,913	\$ 5,134	\$ 5,362	07/01/2023
2412	PURCHASING MANAGER	Mid-Management	57	\$ 7,492	\$ 7,868	\$ 8,261	\$ 8,674	\$ 9,107	07/01/2023
2404	PW ADMINISTRATIVE MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2405	PW FACILS MAINT SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2407	PW OPERATIONS ADMINISTRATOR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2410	PW STRTS MAINT SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2411	PW SUPERINTENDENT	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
4125	PWKS OPERATIONS & MAINT DIR	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2420	RDEV ADMIN SERVICES MGR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2427	RDEV CONSTRUCTN SVCS COORDINAT	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2426	RDEV CONTRACT ADMINISTRATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2425	RDEV CONTRACT ADMINISTRATOR II	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
4130	RECREATION DIRECTOR	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
1351	RECREATION PROGRAM COORDINATOR	General Employees	41	\$ 5,256	\$ 5,468	\$ 5,712	\$ 5,965	\$ 6,240	07/01/2023
2415	RECREATION SUPERVISOR	Mid-Management	052H	\$ 6,427	\$ 6,739	\$ 7,078	\$ 7,424	\$ 7,784	07/01/2023
4135	REDEVELOPMENT DIRECTOR	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
2430	REDEVELOPMENT SPECIALIST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2435	REDEVELOPMENT SPECIALIST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2440	REDEVELOPMENT SPECIALIST III	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
4148	RENT BOARD GENERAL COUNSEL	Executive Management	5.1	\$ 11,264				\$ 17,932	01/01/2023
2445	RENT PROGRAM SVCS ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2446	RENT PROGRAM SVCS ANALYST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2428	RESI & COMM SRVCS SPECIALIST 1	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2429	RESI & COMM SVCS SPECIALIST II	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
1353	RESIDENT HOUSING MANAGER	General Employees	9B	\$ 4,240	\$ 4,452	\$ 4,675	\$ 4,909	\$ 5,154	07/01/2023
4138	RESIDENT SVCS ADMIN OFFICER	Executive Management	2.1	\$ 9,475				\$ 15,082	01/01/2023
2450	REVENUE MANAGER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2443	RHA CONTRACT ADMINISTRATOR	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2431	RISK MANAGEMENT ANALYST I	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2455	RISK MANAGER	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1325	R-TRANSIT DRIVER	General Employees	850A	\$ 3,195	\$ 3,379	\$ 3,523	\$ 3,697	\$ 3,883	07/01/2023
2432	SAFETY & STAFF DEV'T COORDINAT	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023
1355	SECRETARY	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
2460	SECRETARY TO CITY MANAGER	Mid-Management	049A	\$ 6,585	\$ 6,914	\$ 7,263	\$ 7,626	\$ 8,009	07/01/2023
1330	SECRETARY TO THE MAYOR	General Employees	038C	\$ 5,248	\$ 5,511	\$ 5,788	\$ 6,078	\$ 6,383	07/01/2023
2465	SENIOR ACCOUNTANT	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1357	SENIOR ACCOUNTING ASSISTANT	General Employees	37	\$ 4,881	\$ 5,125	\$ 5,381	\$ 5,651	\$ 5,934	07/01/2023
2468	SENIOR ADMINI ANALYST (+15%)	Mid-Management	060F	\$ 7,982	\$ 8,381	\$ 8,763	\$ 9,186	\$ 9,650	07/01/2023
2466	SENIOR ADMINISTRATIVE ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
4140	SENIOR ASSISTANT CITY ATTORNEY	Executive Management	4.1	\$ 10,442				\$ 16,622	01/01/2023
2467	SENIOR ASSISTANT TO THE MAYOR	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2470	SENIOR BUDGET ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1359	SENIOR BUILDING INSPECTOR	General Employees	128	\$ 7,743	\$ 8,131	\$ 8,527	\$ 8,943	\$ 9,366	07/01/2023
2471	SENIOR BUSINESS ANALYST	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
2480	SENIOR BUYER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1361	SENIOR CABLE TV PROD ASSISTANT	General Employees	545A	\$ 3,863	\$ 4,057	\$ 4,263	\$ 4,476	\$ 4,701	07/01/2023
2485	SENIOR CIVIL ENGINEER	Mid-Management	064CZ	\$ 11,651	\$ 12,234	\$ 12,845	\$ 13,487	\$ 14,162	07/01/2023
2490	SENIOR DEVELOPMENT PROJECT MGR	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
1158	SENIOR ELECTRICIAN	General Employees	147	\$ 8,207	\$ 8,595	\$ 9,021	\$ 9,456	\$ 9,926	07/01/2023
2500	SENIOR EMPLOYMENT PGM SPEC	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
1364	SENIOR ENGINEERING AIDE	General Employees	43	\$ 5,018	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1366	SENIOR ENGINEERING DRAFTER	General Employees	45	\$ 5,242	\$ 5,474	\$ 5,725	\$ 5,992	\$ 6,250	07/01/2023
2504	SENIOR HUMAN RESOURCES ADMINIS	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
1365	SENIOR LIBRARY ASSISTANT	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
2503	SENIOR MANAGEMENT ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1334	SENIOR OFFICE ASSISTANT	General Employees	034A	\$ 4,668	\$ 4,900	\$ 5,144	\$ 5,402	\$ 5,672	07/01/2023
1368	SENIOR PARKS EQUIP PARTS SPEC	General Employees	140	\$ 6,674	\$ 7,007	\$ 7,348			07/01/2023
2502	SENIOR PARKS SUPERVISOR	Mid-Management	139D	\$ 7,385	\$ 7,765	\$ 8,154	\$ 8,560	\$ 8,989	07/01/2023
2505	SENIOR PERSONNEL ANALYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2510	SENIOR PLANNER	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
2515	SENIOR PROGRAMMER ANALYST	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
2516	SENIOR PROJECT MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2520	SENIOR PROPERTY MANAGER	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
2521	SENIOR REDEVELOPMENT ACCOUNTANT	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1388	SENIOR RESIDENT HOUSING MANAGER	General Employees	545B	\$ 4,622	\$ 4,853	\$ 5,096	\$ 5,350	\$ 5,618	07/01/2023
2524	SENIOR WRKRSCOMP CLM EXMNR	Mid-Management	59	\$ 7,441	\$ 7,803	\$ 8,195	\$ 8,592	\$ 9,004	07/01/2023
1344	SEWER MTCE LEADWORKER	General Employees	138D	\$ 7,385	\$ 7,741	\$ 8,127			07/01/2023
1342	SEWER MTCE OPERATOR	General Employees	135D	\$ 6,912	\$ 7,230	\$ 7,549			07/01/2023
1346	SEWER MTCE WORKER I	General Employees	134	\$ 5,586	\$ 5,853	\$ 6,118			07/01/2023
1348	SEWER MTCE WORKER II	General Employees	133D	\$ 5,790	\$ 6,056	\$ 6,340			07/01/2023
1338	SEWER TREATMENT PLANT OPERATOR	General Employees	137D	\$ 7,201	\$ 7,513	\$ 7,900			07/01/2023
2475	SR BUSINESS ASSISTANCE OFFICER	Mid-Management	064E	\$ 8,851	\$ 9,289	\$ 9,749	\$ 10,232	\$ 10,735	07/01/2023
2495	SR EMPLOYEE BENEFITS ANLYST	Mid-Management	060D	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	\$ 9,453	07/01/2023
1387	SR ENVIRON COMPLIANCE INSPECT	General Employees	128	\$ 7,743	\$ 8,131	\$ 8,527	\$ 8,943	\$ 9,366	07/01/2023
2501	SR LIAB. CLAIMS INVESTG/EXAMIN	Mid-Management	053D	\$ 6,180	\$ 6,478	\$ 6,802	\$ 7,132	\$ 7,483	07/01/2023
2525	STAFF ASST TO THE CITY COUNCIL	Mid-Management	055D	\$ 6,942	\$ 7,288	\$ 7,619	\$ 7,988	\$ 8,391	07/01/2023
4142	STAFF ATTORNEY RENT PROGRAM	Executive Management	3.1	\$ 9,475				\$ 15,082	01/01/2023
1367	STATIONARY ENGINEER	General Employees	138B	\$ 6,549	\$ 6,865	\$ 7,208			07/01/2023
2530	STATIONARY ENGINEER SUPERVISOR	Mid-Management	058D	\$ 7,457	\$ 7,817	\$ 8,186	\$ 8,592	\$ 9,006	07/01/2023
1350	STOREKEEPER	General Employees	38	\$ 4,533	\$ 4,723	\$ 4,913	\$ 5,134	\$ 5,362	07/01/2023
2533	SUP HSNG MANAGER	Mid-Management	052H	\$ 6,427	\$ 6,739	\$ 7,078	\$ 7,424	\$ 7,784	07/01/2023
2537	SUP OF EQUIP AND TRAN SERVICES	Mid-Management	064D	\$ 8,430	\$ 8,842	\$ 9,275	\$ 9,740	\$ 10,227	07/01/2023
2535	SUPERVISING OFFICE ASSISTANT	Mid-Management	042E	\$ 5,400	\$ 5,664	\$ 5,944	\$ 6,254	\$ 6,566	07/01/2023
1352	SURVEY INSTRUMENT OPERATOR	General Employees	47	\$ 5,638	\$ 5,897	\$ 6,172	\$ 6,438	\$ 6,770	07/01/2023
2538	SUSTAINABILITY COORDINATOR	Mid-Management	043D	\$ 5,650	\$ 5,916	\$ 6,169	\$ 6,458	\$ 6,756	07/01/2023
2540	SYSTEMS ADMINISTRATOR	Mid-Management	66	\$ 8,023	\$ 8,425	\$ 8,846	\$ 9,289	\$ 9,753	07/01/2023
2541	TECH SUPPORT MANAGER	Mid-Management	66	\$ 8,023	\$ 8,425	\$ 8,846	\$ 9,289	\$ 9,753	07/01/2023
2542	TECH SYSTEM MANAGER	Mid-Management	068F	\$ 9,389	\$ 9,858	\$ 10,352	\$ 10,870	\$ 11,413	07/01/2023
2539	TECHNOLOGY APPLICATION SPECIALIST	Mid-Management	054C	\$ 6,874	\$ 7,218	\$ 7,579	\$ 7,957	\$ 8,356	07/01/2023
2551	TELECOMMUNICATIONS MANAGER	Mid-Management	64	\$ 8,391	\$ 8,797	\$ 9,234	\$ 9,697	\$ 10,180	07/01/2023

Job Class	Job Description	Unit Description	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Effective
				(Monthly)	(Monthly)	(Monthly)	(Monthly)	(Monthly)	
1369	TELEPHONE RADIO SPECIALIST	General Employees	137A	\$ 6,064	\$ 6,367	\$ 6,673	\$ 7,007	\$ 7,358	07/01/2023
2543	TRAFFIC ENGINEER	Mid-Management	069D	\$ 9,503	\$ 9,963	\$ 10,455	\$ 10,961	\$ 11,503	07/01/2023
1354	TRAFFIC TECHNICIAN	General Employees	44	\$ 5,580	\$ 5,827	\$ 6,069	\$ 6,360	\$ 6,648	07/01/2023
1356	TREATMENT PLANT CHEMIST	General Employees	054B	\$ 6,674	\$ 7,008	\$ 7,349	\$ 7,708	\$ 8,072	07/01/2023
1358	TREATMENT PLANT LAB TECHNICIAN	General Employees	044E	\$ 5,765	\$ 6,020	\$ 6,273	\$ 6,564	\$ 6,871	07/01/2023
1370	TREATMENT PLANT MTCE MECH LDWR	General Employees	138D	\$ 7,385	\$ 7,741	\$ 8,127			07/01/2023
1360	TREATMENT PLANT MTCE MECHANIC	General Employees	135D	\$ 6,912	\$ 7,230	\$ 7,549			07/01/2023
1372	TREATMENT PLANT OPERATOR	General Employees	133D	\$ 5,790	\$ 6,056	\$ 6,340			07/01/2023
2544	TREATMENT PLNT LAB SUP	Mid-Management	054E	\$ 7,597	\$ 7,976	\$ 8,364	\$ 8,771	\$ 9,186	07/01/2023
1371	TREE LEADWORKER	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1374	URBAN PLANNER	General Employees	059A	\$ 7,229	\$ 7,582	\$ 7,963	\$ 8,347	\$ 8,749	07/01/2023
1373	UTILITY LEADWORKER	General Employees	135A	\$ 5,958	\$ 6,233	\$ 6,503			07/01/2023
1375	UTILITY WORKER I	General Employees	125	\$ 4,630	\$ 4,823	\$ 5,018			07/01/2023
1377	UTILITY WORKER II	General Employees	129	\$ 5,221	\$ 5,456	\$ 5,696			07/01/2023
1379	VOL TUTOR / LEARNER COORDINATR	General Employees	037B	\$ 5,011	\$ 5,227	\$ 5,443	\$ 5,664	\$ 5,920	07/01/2023
2546	WASTE WATER MTC SUP	Mid-Management	058E	\$ 7,598	\$ 7,970	\$ 8,341	\$ 8,756	\$ 9,179	07/01/2023
2547	WASTE WATER SUPERVISOR	Mid-Management	058E	\$ 7,598	\$ 7,970	\$ 8,341	\$ 8,756	\$ 9,179	07/01/2023
2531	WASTEWATER/STORM MANAGER	Mid-Management	071A	\$ 10,704	\$ 11,240	\$ 11,801	\$ 12,391	\$ 13,011	07/01/2023
2548	WEB COORDINATOR	Mid-Management	068E	\$ 8,854	\$ 9,297	\$ 9,761	\$ 10,250	\$ 10,761	07/01/2023
1376	WEED ABATEMENT INSPECTOR	General Employees	043A	\$ 4,844	\$ 5,086	\$ 5,339	\$ 5,607	\$ 5,888	07/01/2023
2549	WHARFINGER	Mid-Management	141D	\$ 7,256	\$ 7,619	\$ 7,970			07/01/2023
1378	WORK EXPERIENCE COORDINATOR	General Employees	40	\$ 5,078	\$ 5,283	\$ 5,520	\$ 5,763	\$ 6,005	07/01/2023
1380	WORKER'S COMP CLAIMS EXAMINER	General Employees	042C	\$ 6,353	\$ 6,643	\$ 6,928	\$ 7,223	\$ 7,565	07/01/2023
2536	WORKERS' COMP/RETURN TO WORK COORDINATOR	Mid-Management	59	\$ 7,441	\$ 7,803	\$ 8,195	\$ 8,592	\$ 9,004	07/01/2023
1381	WORKFORCE DEV SUP SPECIALIST	General Employees	036C	\$ 5,430	\$ 5,795	\$ 5,988	\$ 6,287	\$ 6,604	07/01/2023
2545	WORKFORCE PROGRAM COORDINATOR	Mid-Management	062A	\$ 5,826	\$ 6,117	\$ 6,422	\$ 6,743	\$ 7,080	07/01/2023
1383	YOUTH SERVICES PGM ASSISTANT	General Employees	46	\$ 5,362	\$ 5,586	\$ 5,853	\$ 6,118	\$ 6,413	07/01/2023

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

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