

| 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 | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1005 | ACCOUNTANT II | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1394 | ACCOUNTING ASSISTANT | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2000 | ACCOUNTING MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2554 | ADMINISTRATIVE ANALYST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1395 | ADMINISTRATIVE ASSISTANT | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 4000 | ADMINISTRATIVE CHIEF | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 2553 | ADMINISTRATIVE SERVICES COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 4158 | ADMINISTRATIVE SERVICES DIRECTOR | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1025 | ADMINISTRATIVE TRAINEE | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1030 | AQUATIC SPECIALIST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2015 | ARTS AND CULTURE MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4005 | ASSISTANT CITY ATTORNEY | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 2021 | ASSISTANT CITY ENGINEER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 4160 | ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1402 | ASSISTANT ENGINEER | General Employees | G109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1416 | ASSISTANT PLANNER | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 4008 | ASSISTANT POLICE CHIEF | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 1428 | ASSISTANT TRANSPORTATION PLANNER | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2030 | ASSISTED HOUSING MANAGER | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2032 | ASSOCIATE ADMIN ANALYST | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2035 | ASSOCIATE CIVIL ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2561 | ASSOCIATE MANAGEMENT ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1417 | ASSOCIATE PLANNER | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1429 | ASSOCIATE TRANSPORTATION PLANNER | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1040 | ASST POLICE PROPERTY TECH | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1054 | AUDITORIUM LEADWORKER | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 3500 | BATTALION CHIEF | Richmond Fire Mgmt | 230D | \$ 13,967.38 | \$ 14,695.96 | \$ 15,438.24 | | | 01/01/2025 |
| 2060 | BLDG MAINTENANCE SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1055 | BOOKMOBILE DRIVER/LIBRARY ASST | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2040 | BUDGET ADMINISTRATOR | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2045 | BUDGET ANALYST I | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2050 | BUDGET ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1060 | BUILDING INSPECTOR | General Employees | 052B | \$ 7,521.94 | \$ 7,887.88 | \$ 8,284.64 | \$ 8,689.18 | \$ 9,110.96 | 07/01/2025 |
| 2055 | BUILDING INSPECTOR SUPERVISOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2065 | BUILDING OFFICIAL | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1064 | BUILDING TRADES WORKER I | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1065 | BUILDING TRADES WORKER II | General Employees | 138 | \$ 7,230.48 | \$ 7,579.74 | \$ 7,958.18 | | | 07/01/2025 |
| 1396 | BUILDING TRADES WORKER, SENIOR | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
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| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1069 | BUSINESS LICENSE FIELD INVEST. | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1070 | BUSINESS LICENSE SPECIALIST | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1411 | BUSINESS SERVICES SPECIALIST | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2555 | BUSINESS SYSTEMS ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2556 | BUSINESS SYSTEMS ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1075 | BUYER I | General Employees | 043H | \$ 6,383.96 | \$ 6,665.88 | \$ 6,962.16 | \$ 7,283.12 | \$ 7,620.54 | 07/01/2025 |
| 1076 | BUYER II | General Employees | 052D | \$ 7,666.30 | \$ 8,033.22 | \$ 8,438.20 | \$ 8,847.04 | \$ 9,280.32 | 07/01/2025 |
| 2096 | CABLE TELEVISION MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1079 | CABLE TV ENGINEERING SPPT ASST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2090 | CABLE TV ENGRG COORDINATOR | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 2095 | CABLE TV PGMMING COORDINATOR | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 1080 | CABLE TV PROD SUPPORT ASST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2100 | CAPITAL PROJECTS MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1085 | CARPENTER | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2101 | CCTV WIRELESS&SYS SPECIALIST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2105 | CHIEF ACCOUNTANT | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 4149 | CHIEF ASSISTANT CITY ATTORNEY | Unrepresented Exec Mgmt | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 2215 | CHIEF ELECTRICIAN | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 4161 | CHIEF INNOVATION OFFICER | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 4015 | CITY ATTORNEY | Unrepresented Exec Mgmt | E5 | \$ 20,780.42 | | | | \$ 25,975.26 | 01/01/2025 |
| 4020 | CITY CLERK | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1398 | CITY CLERK ADMINISTRATIVE SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 4030 | CITY MANAGER | Unrepresented Exec Mgmt | 7.1 | \$ 17,137.10 | | | | \$ 31,674.08 | 01/01/2026 |
| 2572 | CIRCULATION SUPERVISOR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2110 | CODE ENFORCEMENT MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1095 | CODE ENFORCEMENT OFFICER I | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1100 | CODE ENFORCEMENT OFFICER II | General Employees | 052B | \$ 7,521.94 | \$ 7,887.88 | \$ 8,284.64 | \$ 8,689.18 | \$ 9,110.96 | 07/01/2025 |
| 1110 | COMB. EQUIP MECHANIC LEAD WKR | General Employees | G207 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1105 | COMB. EQUIPMENT MECHANIC | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2140 | COMM SHIFT SUPERVISOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1083 | COMMUNICATIONS CALL TAKER | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2137 | COMMUNICATIONS CENTER MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1120 | COMMUNICATIONS DISPATCHER I | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1125 | COMMUNICATIONS DISPATCHER II | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1126 | COMMUNICATIONS DISPATCHER III | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 4147 | COMMUNITY ENGAGEMENT MANAGER | Executive Management | 2.1 | \$ 9,829.80 | | | | \$ 15,647.20 | 07/01/2025 |
| 1430 | COMMUNITY INTERVENTION SPECIALIST | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2155 | COMMUNITY SERVICES PGM MANAGER | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1397 | COMMUNITY SERVICES TECHNICIAN | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |

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|-----------|--|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1423 | COMPLIANCE SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 4080 | CONFIDENTIAL INVESTIGATOR | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1137 | CONSTRUCTION INSPECTOR I | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1138 | CONSTRUCTION INSPECTOR II | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2577 | CONTRACT COMPLIANCE ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 6000 | COUNCILMEMBER | City Council | | \$ 2,524.50 | | | | \$ 2,524.50 | 02/20/2025 |
| 1140 | CRIME ANALYSIS TECHNICIAN | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2175 | CRIME ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2176 | CRIME PREVENTION MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1141 | CRIME PREVENTION SPECIALIST | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1142 | CRIME SCENE TECHNICIAN | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2177 | CUSTODIAL MAINTENANCE SUPERVIS | Mid-Management | 052F | \$ 7,297.98 | \$ 7,649.34 | \$ 8,033.06 | \$ 8,422.58 | \$ 8,835.76 | 07/01/2025 |
| 2179 | DEPUTY BUILDING OFFICIAL | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4151 | DEPUTY CITY ATTORNEY | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 1147 | DEPUTY CITY CLERK | General Employees | 052H | \$ 7,736.14 | \$ 8,111.90 | \$ 8,514.96 | \$ 8,929.18 | \$ 9,369.42 | 07/01/2025 |
| 4044 | DEPUTY CITY MANAGER | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 4150 | DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4046 | DEPUTY DIR COM SERVICES - LIBRARY | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4096 | DEPUTY DIR COM SERVICES - ONS | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4047 | DEPUTY DIR COM SERVICES - RECREATION | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4152 | DEPUTY DIRECTOR OF FINANCE | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4051 | DEPUTY DIR PW CITY ENGINEER | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4053 | DEPUTY DIR PW OPER/MTCE | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4042 | DEPUTY DIRECTOR RENT PROGRAM | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4043 | DEPUTY FIRE CHIEF | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 3000 | DEPUTY FIRE MARSHAL | IAFF Fire Fighters | 225 | \$ 15,097.86 | \$ 15,853.02 | \$ 16,645.74 | \$ - | \$ - | 01/01/2025 |
| 4045 | DEPUTY POLICE CHIEF | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 2200 | DEVELOPMENT PROJECT MANAGER I | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2205 | DEVELOPMENT PROJECT MANAGER II | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4157 | DEVELOPMENT SERV DIR/WRR CITY ENGINEER | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4033 | DIRECTOR OF COMMUNITY DEVELOPMENT | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 4037 | DIRECTOR OF COMMUNITY SERVICES | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4034 | DIRECTOR OF ECONOMIC DEVELOPMENT | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4010 | DIRECTOR OF FINANCE | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4071 | DIRECTOR OF HUMAN RESOURCES | Unrepresented Exec Mgmt | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4145 | DIRECTOR OF INFORMATION TECHNOLOGY | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4127 | DIRECTOR OF PUBLIC WORKS | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 1419 | DUPLICATING MAIL SPECIALIST | General Employees | 18 | \$ 4,928.22 | \$ 5,174.26 | \$ 5,432.82 | \$ 5,704.52 | \$ 5,989.18 | 07/01/2025 |
| 2210 | ECONOMIC DEV ADMINISTRATOR | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |

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| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2573 | ECONOMIC DEVELOPMENT COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1156 | ELECTRICIAN I | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1155 | ELECTRICIAN II | General Employees | 145 | \$ 7,557.56 | \$ 7,955.64 | \$ 8,374.82 | \$ 8,789.04 | \$ 9,193.32 | 07/01/2025 |
| 2216 | EMERGENCY SERVICES ANALYST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2220 | EMERGENCY SERVICES MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2225 | EMPLOYEE BENEFITS ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1167 | ENVIRONMENTAL COMPLIANCE INSP | General Employees | 052G | \$ 7,796.38 | \$ 8,170.44 | \$ 8,580.70 | \$ 8,998.30 | \$ 9,437.74 | 07/01/2025 |
| 2235 | ENVIRONMENTAL MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2574 | ENVIRONMENTAL SERVICES COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1170 | EQUIPMENT MECHANIC I | General Employees | G202 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1175 | EQUIPMENT MECHANIC II | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1403 | EQUIPMENT MECHANIC, SENIOR | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1185 | EQUIPMENT OPERATOR | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1190 | EQUIPMENT PARTS SPECIALIST | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1191 | EQUIPMENT PARTS STOREKEEPER | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2240 | EQUIPMENT SERV SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2245 | EQUIPMENT SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1404 | EXECUTIVE ASSISTANT I | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1405 | EXECUTIVE ASSISTANT II | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2250 | EXECUTIVE ASST TO THE CITY MGR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 4154 | EXECUTIVE DIR OF HOUSING AUTHORITY | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4057 | EXECUTIVE DIRECTOR RENT PRGRM | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1418 | FACILITIES MAINTENANCE WORKER I | General Employees | G201 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1422 | FACILITIES MAINTENANCE WORKER II | General Employees | 129 | \$ 5,929.18 | \$ 6,196.28 | \$ 6,468.32 | | | 07/01/2025 |
| 1205 | FAMILY LITERACY SPECIALIST | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2248 | FINANCE MANAGER I | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2249 | FINANCE MANAGER II | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 3005 | FIRE CAPTAIN | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 4060 | FIRE CHIEF | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 3010 | FIRE ENGINEER | IAFF Fire Fighters | 205 | \$ 11,098.42 | \$ 11,646.76 | \$ 12,240.04 | | | 01/01/2025 |
| 3015 | FIRE FIGHTER | IAFF Fire Fighters | 200 | \$ 9,489.02 | \$ 9,951.28 | \$ 10,436.44 | \$ 10,972.02 | \$ 11,497.24 | 01/01/2025 |
| 3020 | FIRE FIGHTER TRAINEE | IAFF Fire Fighters | 201A | \$ 6,085.66 | | | | | 01/01/2025 |
| 3025 | FIRE INSPECTOR I | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 3030 | FIRE INSPECTOR II | IAFF Fire Fighters | 220 | \$ 13,719.44 | \$ 14,398.18 | \$ 15,131.46 | | | 01/01/2025 |
| 3505 | FIRE MARSHAL | Richmond Fire Mgmt | 225D | \$ 15,364.02 | \$ 16,161.10 | \$ 16,981.04 | | | 01/01/2025 |
| 1210 | GARDENER | General Employees | 129 | \$ 5,929.18 | \$ 6,196.28 | \$ 6,468.32 | | | 07/01/2025 |
| 4155 | GENERAL COUNSEL RENT PROGRAM | Executive Management | 5.1 | \$ 13,039.96 | | | | \$ 20,758.42 | 07/01/2025 |
| 2260 | GIS ADMINISTRATOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1406 | GROUNDSKEEPER | General Employees | G201 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |

| 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 | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 4153 | HEARING EXAMINER RENT PROGRAM | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1410 | HOUSING ASSISTANCE REPRESENTATIVE | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1407 | HOUSING FINANCE REPRESENTATIVE | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2269 | HOUSING MANAGER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1408 | HOUSING PROGRAM SPECIALIST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1409 | HOUSING PROGRAM SPEC, SENIOR | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2275 | HOUSING PROGRAMS ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1420 | HOUSING REPRESENTATIVE | General Employees | 48 | \$ 6,343.60 | \$ 6,646.68 | \$ 6,947.90 | \$ 7,283.02 | \$ 7,647.42 | 07/01/2025 |
| 2277 | HOUSING SERVICES SUPERVISOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2563 | HUMAN RESOURCES ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2564 | HUMAN RESOURCES ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2565 | HUMAN RESOURCES ANALYST PRINCIPAL | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2568 | HUMAN RESOURCES ANALYST SENIOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2283 | HUMAN RESOURCES MANAGER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1234 | HUMAN RESOURCES TECHNICIAN I | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1235 | HUMAN RESOURCES TECHNICIAN II | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1240 | HUMAN RESOURCES TECHNICIAN III | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2284 | INDUSTRIAL BUILDING INSPECTOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1246 | INFORMATION TECHNOLOGY ASST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2076 | INFORMATION TECHNOLOGY MGR | Mid-Management | 071D | \$ 12,426.42 | \$ 13,047.76 | \$ 13,702.56 | \$ 14,387.12 | \$ 15,108.90 | 07/01/2025 |
| 2562 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST I | Mid-Management | M105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2570 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST II | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 2559 | INFRASTRUCTURE ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1250 | JAILER | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1401 | JUNIOR ENGINEER | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2290 | LAW OFFICE SUPERVISOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1260 | LEAD POLICE RECORDS SPECIALIST | General Employees | 46 | \$ 6,089.66 | \$ 6,343.60 | \$ 6,646.68 | \$ 6,947.90 | \$ 7,283.02 | 07/01/2025 |
| 1412 | LEARNING CENTER COORDINATOR | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1427 | LENDING LIBRARY SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1270 | LIBRARIAN I | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1275 | LIBRARIAN II | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1280 | LIBRARY ASSISTANT I | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1285 | LIBRARY ASSISTANT II | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1286 | LIBRARY ASSOCIATE | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1290 | LIBRARY INFO SYSS SUP TECH | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2552 | LIBRARY SERVICES MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2305 | LITERACY PROGRAM MANAGER | Mid-Management | 58 | \$ 8,271.94 | \$ 8,673.62 | \$ 9,081.88 | \$ 9,529.30 | \$ 9,990.18 | 07/01/2025 |
| 1300 | MAINTENANCE LEAD WORKER | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1318 | MAINTENANCE MECHANIC I | General Employees | G202 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1320 | MAINTENANCE MECHANIC II | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1307 | MAINTENANCE WORKER I | General Employees | G201 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1309 | MAINTENANCE WORKER II | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2560 | MANAGEMENT ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 6005 | MAYOR | City Council | | \$ 6,975.00 | | | | \$ 6,975.00 | 02/20/2025 |
| 1311 | MIS TECHNICIAN | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1312 | NEIGHBORHOOD CHANGE AGENT | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2335 | NETWORK & SYSTEMS ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2321 | NETWORK & SYSTEMS SECURITY OFI | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 2325 | NETWORK & SYSTEMS SPEC I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2330 | NETWORK & SYSTEMS SPEC II | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1421 | OFFICE ASSISTANT | General Employees | 14 | \$ 4,920.32 | \$ 5,165.38 | \$ 5,423.04 | \$ 5,697.06 | \$ 5,981.06 | 07/01/2025 |
| 1319 | OFFICE SPECIALIST | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1393 | ONS FIELD COORDINATOR | General Employees | 052D | \$ 7,666.30 | \$ 8,033.22 | \$ 8,438.20 | \$ 8,847.04 | \$ 9,280.32 | 07/01/2025 |
| 2339 | ONS PROGRAM MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1321 | PAINTER | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1424 | PARALEGAL | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2578 | PARATRANSIT COORDINATOR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1329 | PARKING ENF REPRESENTATIVE | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1331 | PARKS CONSTRUCTION & MAINT WKR | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2350 | PARKS SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2345 | PARKS&LANDSCAPE SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1333 | PAYROLL COORDINATOR | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2575 | PAYROLL MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1335 | PAYROLL SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1337 | PERMIT TECHNICIAN I | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1339 | PERMIT TECHNICIAN II | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2365 | PLAN CHECK ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 4102 | PLANNING MANAGER | Executive Management | 4.1 | \$ 12,088.20 | | | | \$ 19,241.46 | 07/01/2025 |
| 1340 | PLANNING TECHNICIAN I | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1341 | PLANNING TECHNICIAN II | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2368 | POLICE ADMINISTRATIVE MANAGER | Mid-Management | 070F | \$ 12,253.28 | \$ 12,865.68 | \$ 13,511.18 | \$ 14,210.18 | \$ 14,886.70 | 07/01/2025 |
| 1326 | POLICE ASSISTANT | General Employees | 34 | \$ 5,371.28 | \$ 5,570.58 | \$ 5,775.82 | \$ 5,991.70 | \$ 6,240.26 | 07/01/2025 |
| 5500 | POLICE CAPTAIN | Richmond Police Mgmt | 312 | \$ 17,224.98 | \$ 18,088.52 | \$ 19,025.58 | \$ 19,929.52 | | 01/01/2025 |
| 4105 | POLICE CHIEF | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 5505 | POLICE LIEUTENANT | Richmond Police Mgmt | 308 | \$ 14,766.06 | \$ 15,498.98 | \$ 16,274.94 | \$ 17,073.02 | | 01/01/2025 |
| 5000 | POLICE OFFICER | Richmond Police Officers | 300 | \$ 10,299.02 | \$ 10,769.82 | \$ 11,332.70 | \$ 11,879.86 | | 01/01/2025 |
| 1343 | POLICE OFFICER TRAINEE | Unrepresented | 299 | \$ 7,924.64 | | | | | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---------------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1345 | POLICE PROPERTY TECHNICIAN | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2371 | POLICE RECORDS & PROPERTY MGR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1347 | POLICE RECORDS SPECIALIST | General Employees | 034A | \$ 5,300.86 | \$ 5,564.66 | \$ 5,841.76 | \$ 6,134.64 | \$ 6,441.12 | 07/01/2025 |
| 5005 | POLICE SERGEANT | Richmond Police Officers | 304 | \$ 12,254.84 | \$ 12,830.32 | \$ 13,491.74 | \$ 14,155.18 | | 01/01/2025 |
| 4110 | PORT DIRECTOR | Executive Management | 5.1 | \$ 13,039.96 | | | | \$ 20,758.42 | 07/01/2025 |
| 2381 | PORT MARKETING/OPERATIONS MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2390 | PRINCIPAL PLANNER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2394 | PROGRAMMER ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2395 | PROGRAMMER ANALYST II | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2400 | PROJECT COORDINATOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2579 | PROJECT COORDINATOR - Y RATED | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4115 | PROJECT MANAGER I | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 4120 | PROJECT MANAGER II | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 4121 | PROJECT MANAGER III | Executive Management | ED | \$ 15,816.96 | | | | \$ 19,225.64 | 07/01/2025 |
| 1384 | PROP MAINT&HOUSING INSPECTOR | General Employees | 052B | \$ 7,521.94 | \$ 7,887.88 | \$ 8,284.64 | \$ 8,689.18 | \$ 9,110.96 | 07/01/2025 |
| 2402 | PUBLIC SAFETY TECHN LGY SUPRVSR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2566 | PUBLIC WORKS ABATEMENT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2408 | PUBLIC WORKS INSPECTOR SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1328 | PURCHASING ASSISTANT | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2404 | PW ADMINISTRATIVE MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2405 | PW FACILS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2410 | PW STRTS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1351 | RECREATION PROGRAM COORDINATOR | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2415 | RECREATION SUPERVISOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1425 | REGISTRATION SPECIALIST | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2445 | RENT PROGRAM SVCS ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2446 | RENT PROGRAM SVCS ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1353 | RESIDENT HOUSING MANAGER | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2455 | RISK MANAGER | Executive Management | ED | \$ 15,816.96 | | | | \$ 19,225.64 | 07/01/2025 |
| 1414 | R-TRANSIT ASSISTANT | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1325 | R-TRANSIT DRIVER | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1415 | R-TRANSIT DRIVER LEADWORKER | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2465 | SENIOR ACCOUNTANT | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2466 | SENIOR ADMINISTRATIVE ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 4140 | SENIOR ASSISTANT CITY ATTORNEY | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 2470 | SENIOR BUDGET ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1359 | SENIOR BUILDING INSPECTOR | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2480 | SENIOR BUYER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1361 | SENIOR CABLE TV PROD ASSISTANT | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2485 | SENIOR CIVIL ENGINEER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2115 | SENIOR CODE ENFORCEMENT OFFICER | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2490 | SENIOR DEVELOPMENT PROJECT MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1158 | SENIOR ELECTRICIAN | General Employees | 147 | \$ 9,321.06 | \$ 9,761.32 | \$ 10,244.98 | \$ 10,738.56 | \$ 11,273.08 | 07/01/2025 |
| 1365 | SENIOR LIBRARY ASSISTANT | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1413 | SENIOR MAINTENANCE MECHANIC | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2503 | SENIOR MANAGEMENT ANALYST | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1426 | SENIOR PERMIT TECHNICIAN | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2510 | SENIOR PLANNER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2515 | SENIOR PROGRAMMER ANALYST | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2520 | SENIOR PROPERTY MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1388 | SENIOR RESIDENT HOUSING MANAGER | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2576 | SENIOR TRANSPORTATION PLANNER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2475 | SR BUSINESS ASSISTANCE OFFICER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2495 | SR EMPLOYEE BENEFITS ANLYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1387 | SR ENVIRON COMPLIANCE INSPECT | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 4142 | STAFF ATTORNEY RENT PROGRAM | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1367 | STATIONARY ENGINEER | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2530 | STATIONARY ENGINEER SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2557 | STREETS SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2540 | SYSTEMS ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2571 | TELECOMMUNICATIONS COORDINATOR | Mid-Management | 64 | \$ 9,529.30 | \$ 9,990.18 | \$ 10,487.02 | \$ 11,012.38 | \$ 11,560.74 | 07/01/2025 |
| 1369 | TELEPHONE RADIO SPECIALIST | General Employees | 137A | \$ 6,886.80 | \$ 7,230.70 | \$ 7,578.86 | \$ 7,958.18 | \$ 8,356.82 | 07/01/2025 |
| 1371 | TREE LEADWORKER | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1432 | TREE TRIMMER | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 08/26/2025 |
| 1373 | UTILITY LEADWORKER | General Employees | 135A | \$ 6,766.70 | \$ 7,078.88 | \$ 7,384.92 | | | 07/01/2025 |
| 1431 | VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1379 | VOL TUTOR / LEARNER COORDINATR | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 4159 | WATER RESOURCE DIVISION MANAGER | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 2548 | WEB COORDINATOR | Mid-Management | 068E | \$ 10,055.40 | \$ 10,558.18 | \$ 11,085.16 | \$ 11,640.34 | \$ 12,221.48 | 07/01/2025 |
| 2569 | WORKFORCE COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2558 | WORKFORCE PROGRAM MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2567 | WORKFORCE PROGRAM SPECIALIST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1399 | WORKFORCE SPECIALIST I | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1400 | WORKFORCE SPECIALIST II | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |

| 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 | \$ 20.23 | \$ 22.40 | \$ 24.50 | \$ 26.70 | \$ 28.74 | 07/01/2025 |
| 1876 | AQUATIC ASSISTANT/III | Part-Time & Intermittent | 524C | \$ 20.64 | | | | | 07/01/2025 |
| 1877 | AQUATIC INSTRUCTOR/III | Part-Time & Intermittent | 525D | \$ 20.64 | \$ 21.68 | | | | 07/01/2025 |
| 1805 | AUDITORIUM AIDE G/III | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |
| 1808 | COMMUNICATIONS DISPATCHER II PER DIEM | Part-Time & Intermittent | 041C | \$ 50.56 | \$ 53.09 | \$ 55.74 | \$ 58.53 | \$ 61.45 | 07/01/2025 |
| 1887 | COMMUNITY AMBASSADOR | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |
| 1878 | LEARNER COORDINATOR/III | Part-Time & Intermittent | 282A | \$ 31.47 | \$ 32.74 | \$ 34.18 | \$ 35.66 | \$ 37.35 | 07/01/2025 |
| 1815 | LIBRARY AIDE G/III | Part-Time & Intermittent | 650A | \$ 21.77 | \$ 22.85 | \$ 24.01 | | | 07/01/2025 |
| 1820 | LIBRARY PAGE I G/III | Part-Time & Intermittent | 652A | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.42 | \$ 24.58 | 07/01/2025 |
| 1825 | LIBRARY PAGE II G/III | Part-Time & Intermittent | 654A | \$ 20.64 | \$ 21.68 | \$ 22.78 | | | 07/01/2025 |
| 1830 | LIFEGUARD G/III | Part-Time & Intermittent | 546A | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | | 07/01/2025 |
| 1880 | MAINTENANCE AIDE I/II | Part-Time & Intermittent | 879 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1835 | OFFICE AIDE G/III | Part-Time & Intermittent | 622 | \$ 20.64 | | | | | 07/01/2025 |
| 1841 | OFFICE CLERK-CASHIER G/III | Part-Time & Intermittent | 627 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1881 | PARATRANSIT AIDE/III | Part-Time & Intermittent | 656A | \$ 20.64 | | | | | 07/01/2025 |
| 1882 | PARK STEWARD/III | Part-Time & Intermittent | 879 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1840 | POLICE CADET G/III | Part-Time & Intermittent | 503 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1845 | PUBLIC SER SUP LIBRARIAN G/III | Part-Time & Intermittent | 282 | \$ 33.43 | \$ 34.95 | \$ 36.49 | \$ 37.98 | \$ 39.80 | 07/01/2025 |
| 1850 | PUBSER SUP LIB AIDEIII | Part-Time & Intermittent | 534 | \$ 22.85 | | | | | 07/01/2025 |
| 1855 | RECREATN PGM AIDE G/III | Part-Time & Intermittent | 540 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1860 | RECREATN PGM LEADER G/III | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |
| 1865 | RECREATION PROGRAM SPECIALIST | Part-Time & Intermittent | 544A | \$ 23.90 | \$ 25.10 | \$ 26.33 | \$ 27.66 | \$ 29.03 | 07/01/2025 |
| 1870 | SCHOOL CROSSING GRD G/III | Part-Time & Intermittent | 860A | \$ 20.64 | | | | | 07/01/2025 |
| 1883 | SENIOR LIFEGUARD/III | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |

Notes:

Est. 1/1/26: 5% increase for City Manager per employment agreement

| 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 | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1005 | ACCOUNTANT II | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1394 | ACCOUNTING ASSISTANT | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2000 | ACCOUNTING MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2554 | ADMINISTRATIVE ANALYST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1395 | ADMINISTRATIVE ASSISTANT | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 4000 | ADMINISTRATIVE CHIEF | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 2553 | ADMINISTRATIVE SERVICES COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 4158 | ADMINISTRATIVE SERVICES DIRECTOR | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1025 | ADMINISTRATIVE TRAINEE | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1030 | AQUATIC SPECIALIST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2015 | ARTS AND CULTURE MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4005 | ASSISTANT CITY ATTORNEY | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 2021 | ASSISTANT CITY ENGINEER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 4160 | ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1402 | ASSISTANT ENGINEER | General Employees | G109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1416 | ASSISTANT PLANNER | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 4008 | ASSISTANT POLICE CHIEF | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 1428 | ASSISTANT TRANSPORTATION PLANNER | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2030 | ASSISTED HOUSING MANAGER | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2032 | ASSOCIATE ADMIN ANALYST | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2035 | ASSOCIATE CIVIL ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2561 | ASSOCIATE MANAGEMENT ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1417 | ASSOCIATE PLANNER | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1429 | ASSOCIATE TRANSPORTATION PLANNER | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1040 | ASST POLICE PROPERTY TECH | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1054 | AUDITORIUM LEADWORKER | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 3500 | BATTALION CHIEF | Richmond Fire Mgmt | 230D | \$ 13,967.38 | \$ 14,695.96 | \$ 15,438.24 | | | 01/01/2025 |
| 2060 | BLDG MAINTENANCE SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1055 | BOOKMOBILE DRIVER/LIBRARY ASST | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2040 | BUDGET ADMINISTRATOR | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2045 | BUDGET ANALYST I | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2050 | BUDGET ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1060 | BUILDING INSPECTOR | General Employees | 052B | \$ 7,521.94 | \$ 7,887.88 | \$ 8,284.64 | \$ 8,689.18 | \$ 9,110.96 | 07/01/2025 |
| 2055 | BUILDING INSPECTOR SUPERVISOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2065 | BUILDING OFFICIAL | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1064 | BUILDING TRADES WORKER I | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1065 | BUILDING TRADES WORKER II | General Employees | 138 | \$ 7,230.48 | \$ 7,579.74 | \$ 7,958.18 | | | 07/01/2025 |
| 1396 | BUILDING TRADES WORKER, SENIOR | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------------|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1069 | BUSINESS LICENSE FIELD INVEST. | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1070 | BUSINESS LICENSE SPECIALIST | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1411 | BUSINESS SERVICES SPECIALIST | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2555 | BUSINESS SYSTEMS ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2556 | BUSINESS SYSTEMS ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1075 | BUYER I | General Employees | 043H | \$ 6,383.96 | \$ 6,665.88 | \$ 6,962.16 | \$ 7,283.12 | \$ 7,620.54 | 07/01/2025 |
| 1076 | BUYER II | General Employees | 052D | \$ 7,666.30 | \$ 8,033.22 | \$ 8,438.20 | \$ 8,847.04 | \$ 9,280.32 | 07/01/2025 |
| 2096 | CABLE TELEVISION MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1079 | CABLE TV ENGINEERING SPPT ASST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2090 | CABLE TV ENGRG COORDINATOR | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 2095 | CABLE TV PGMMING COORDINATOR | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 1080 | CABLE TV PROD SUPPORT ASST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2100 | CAPITAL PROJECTS MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1085 | CARPENTER | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2101 | CCTV WIRELESS&SYS SPECIALIST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2105 | CHIEF ACCOUNTANT | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 4149 | CHIEF ASSISTANT CITY ATTORNEY | Unrepresented Exec Mgmt | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 2215 | CHIEF ELECTRICIAN | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 4161 | CHIEF INNOVATION OFFICER | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 4015 | CITY ATTORNEY | Unrepresented Exec Mgmt | E5 | \$ 20,780.42 | | | | \$ 25,975.26 | 03/25/2025 |
| 4020 | CITY CLERK | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1398 | CITY CLERK ADMINISTRATIVE SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 4030 | CITY MANAGER | Unrepresented Exec Mgmt | 7.1 | \$ 17,137.10 | | | | \$ 30,165.78 | 01/01/2025 |
| 2572 | CIRCULATION SUPERVISOR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2110 | CODE ENFORCEMENT MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1095 | CODE ENFORCEMENT OFFICER I | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1100 | CODE ENFORCEMENT OFFICER II | General Employees | 052B | \$ 7,521.94 | \$ 7,887.88 | \$ 8,284.64 | \$ 8,689.18 | \$ 9,110.96 | 07/01/2025 |
| 1110 | COMB. EQUIP MECHANIC LEAD WKR | General Employees | G207 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1105 | COMB. EQUIPMENT MECHANIC | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2140 | COMM SHIFT SUPERVISOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1083 | COMMUNICATIONS CALL TAKER | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2137 | COMMUNICATIONS CENTER MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1120 | COMMUNICATIONS DISPATCHER I | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1125 | COMMUNICATIONS DISPATCHER II | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1126 | COMMUNICATIONS DISPATCHER III | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 4147 | COMMUNITY ENGAGEMENT MANAGER | Executive Management | 2.1 | \$ 9,829.80 | | | | \$ 15,647.20 | 07/01/2025 |
| 1430 | COMMUNITY INTERVENTION SPECIALIST | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2155 | COMMUNITY SERVICES PGM MANAGER | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1397 | COMMUNITY SERVICES TECHNICIAN | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1423 | COMPLIANCE SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 4080 | CONFIDENTIAL INVESTIGATOR | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1137 | CONSTRUCTION INSPECTOR I | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1138 | CONSTRUCTION INSPECTOR II | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2577 | CONTRACT COMPLIANCE ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 6000 | COUNCILMEMBER | City Council | | \$ 2,524.50 | | | | \$ 2,524.50 | 02/20/2025 |
| 1140 | CRIME ANALYSIS TECHNICIAN | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2175 | CRIME ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2176 | CRIME PREVENTION MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1141 | CRIME PREVENTION SPECIALIST | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1142 | CRIME SCENE TECHNICIAN | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2177 | CUSTODIAL MAINTENANCE SUPERVIS | Mid-Management | 052F | \$ 7,297.98 | \$ 7,649.34 | \$ 8,033.06 | \$ 8,422.58 | \$ 8,835.76 | 07/01/2025 |
| 2179 | DEPUTY BUILDING OFFICIAL | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4151 | DEPUTY CITY ATTORNEY | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 1147 | DEPUTY CITY CLERK | General Employees | 052H | \$ 7,736.14 | \$ 8,111.90 | \$ 8,514.96 | \$ 8,929.18 | \$ 9,369.42 | 07/01/2025 |
| 4044 | DEPUTY CITY MANAGER | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 4150 | DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4046 | DEPUTY DIR COM SERVICES - LIBRARY | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4096 | DEPUTY DIR COM SERVICES - ONS | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4047 | DEPUTY DIR COM SERVICES - RECREATION | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4152 | DEPUTY DIRECTOR OF FINANCE | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4051 | DEPUTY DIR PW CITY ENGINEER | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4053 | DEPUTY DIR PW OPER/MTCE | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4042 | DEPUTY DIRECTOR RENT PROGRAM | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4043 | DEPUTY FIRE CHIEF | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 3000 | DEPUTY FIRE MARSHAL | IAFF Fire Fighters | 225 | \$ 15,097.86 | \$ 15,853.02 | \$ 16,645.74 | \$ - | \$ - | 01/01/2025 |
| 4045 | DEPUTY POLICE CHIEF | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 2200 | DEVELOPMENT PROJECT MANAGER I | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2205 | DEVELOPMENT PROJECT MANAGER II | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4157 | DEVELOPMENT SERV DIR/WRR CITY ENGINEER | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4033 | DIRECTOR OF COMMUNITY DEVELOPMENT | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 4037 | DIRECTOR OF COMMUNITY SERVICES | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4034 | DIRECTOR OF ECONOMIC DEVELOPMENT | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4010 | DIRECTOR OF FINANCE | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4071 | DIRECTOR OF HUMAN RESOURCES | Unrepresented Exec Mgmt | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4145 | DIRECTOR OF INFORMATION TECHNOLOGY | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4127 | DIRECTOR OF PUBLIC WORKS | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 1419 | DUPLICATING MAIL SPECIALIST | General Employees | 18 | \$ 4,928.22 | \$ 5,174.26 | \$ 5,432.82 | \$ 5,704.52 | \$ 5,989.18 | 07/01/2025 |
| 2210 | ECONOMIC DEV ADMINISTRATOR | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|------------------------------------|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2573 | ECONOMIC DEVELOPMENT COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1156 | ELECTRICIAN I | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1155 | ELECTRICIAN II | General Employees | 145 | \$ 7,557.56 | \$ 7,955.64 | \$ 8,374.82 | \$ 8,789.04 | \$ 9,193.32 | 07/01/2025 |
| 2216 | EMERGENCY SERVICES ANALYST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2220 | EMERGENCY SERVICES MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2225 | EMPLOYEE BENEFITS ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1167 | ENVIRONMENTAL COMPLIANCE INSP | General Employees | 052G | \$ 7,796.38 | \$ 8,170.44 | \$ 8,580.70 | \$ 8,998.30 | \$ 9,437.74 | 07/01/2025 |
| 2235 | ENVIRONMENTAL MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2574 | ENVIRONMENTAL SERVICES COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1170 | EQUIPMENT MECHANIC I | General Employees | G202 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1175 | EQUIPMENT MECHANIC II | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1403 | EQUIPMENT MECHANIC, SENIOR | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1185 | EQUIPMENT OPERATOR | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1190 | EQUIPMENT PARTS SPECIALIST | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1191 | EQUIPMENT PARTS STOREKEEPER | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2240 | EQUIPMENT SERV SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2245 | EQUIPMENT SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1404 | EXECUTIVE ASSISTANT I | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1405 | EXECUTIVE ASSISTANT II | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2250 | EXECUTIVE ASST TO THE CITY MGR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 4154 | EXECUTIVE DIR OF HOUSING AUTHORITY | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4057 | EXECUTIVE DIRECTOR RENT PRGRM | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1418 | FACILITIES MAINTENANCE WORKER I | General Employees | G201 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1422 | FACILITIES MAINTENANCE WORKER II | General Employees | 129 | \$ 5,929.18 | \$ 6,196.28 | \$ 6,468.32 | | | 07/01/2025 |
| 1205 | FAMILY LITERACY SPECIALIST | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2248 | FINANCE MANAGER I | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2249 | FINANCE MANAGER II | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 3005 | FIRE CAPTAIN | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 4060 | FIRE CHIEF | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 3010 | FIRE ENGINEER | IAFF Fire Fighters | 205 | \$ 11,098.42 | \$ 11,646.76 | \$ 12,240.04 | | | 01/01/2025 |
| 3015 | FIRE FIGHTER | IAFF Fire Fighters | 200 | \$ 9,489.02 | \$ 9,951.28 | \$ 10,436.44 | \$ 10,972.02 | \$ 11,497.24 | 01/01/2025 |
| 3020 | FIRE FIGHTER TRAINEE | IAFF Fire Fighters | 201A | \$ 6,085.66 | | | | | 01/01/2025 |
| 3025 | FIRE INSPECTOR I | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 3030 | FIRE INSPECTOR II | IAFF Fire Fighters | 220 | \$ 13,719.44 | \$ 14,398.18 | \$ 15,131.46 | | | 01/01/2025 |
| 3505 | FIRE MARSHAL | Richmond Fire Mgmt | 225D | \$ 15,364.02 | \$ 16,161.10 | \$ 16,981.04 | | | 01/01/2025 |
| 1210 | GARDENER | General Employees | 129 | \$ 5,929.18 | \$ 6,196.28 | \$ 6,468.32 | | | 07/01/2025 |
| 4155 | GENERAL COUNSEL RENT PROGRAM | Executive Management | 5.1 | \$ 13,039.96 | | | | \$ 20,758.42 | 07/01/2025 |
| 2260 | GIS ADMINISTRATOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1406 | GROUNDSKEEPER | General Employees | G201 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |

| 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 | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 4153 | HEARING EXAMINER RENT PROGRAM | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1410 | HOUSING ASSISTANCE REPRESENTATIVE | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1407 | HOUSING FINANCE REPRESENTATIVE | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2269 | HOUSING MANAGER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1408 | HOUSING PROGRAM SPECIALIST | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1409 | HOUSING PROGRAM SPEC, SENIOR | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2275 | HOUSING PROGRAMS ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1420 | HOUSING REPRESENTATIVE | General Employees | 48 | \$ 6,343.60 | \$ 6,646.68 | \$ 6,947.90 | \$ 7,283.02 | \$ 7,647.42 | 07/01/2025 |
| 2277 | HOUSING SERVICES SUPERVISOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2563 | HUMAN RESOURCES ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2564 | HUMAN RESOURCES ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2565 | HUMAN RESOURCES ANALYST PRINCIPAL | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2568 | HUMAN RESOURCES ANALYST SENIOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2283 | HUMAN RESOURCES MANAGER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1234 | HUMAN RESOURCES TECHNICIAN I | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1235 | HUMAN RESOURCES TECHNICIAN II | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1240 | HUMAN RESOURCES TECHNICIAN III | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2284 | INDUSTRIAL BUILDING INSPECTOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1246 | INFORMATION TECHNOLOGY ASST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2076 | INFORMATION TECHNOLOGY MGR | Mid-Management | 071D | \$ 12,426.42 | \$ 13,047.76 | \$ 13,702.56 | \$ 14,387.12 | \$ 15,108.90 | 07/01/2025 |
| 2562 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST I | Mid-Management | M105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2570 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST II | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 2559 | INFRASTRUCTURE ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1250 | JAILER | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1401 | JUNIOR ENGINEER | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2290 | LAW OFFICE SUPERVISOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1260 | LEAD POLICE RECORDS SPECIALIST | General Employees | 46 | \$ 6,089.66 | \$ 6,343.60 | \$ 6,646.68 | \$ 6,947.90 | \$ 7,283.02 | 07/01/2025 |
| 1412 | LEARNING CENTER COORDINATOR | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1427 | LENDING LIBRARY SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1270 | LIBRARIAN I | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1275 | LIBRARIAN II | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1280 | LIBRARY ASSISTANT I | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1285 | LIBRARY ASSISTANT II | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1286 | LIBRARY ASSOCIATE | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1290 | LIBRARY INFO SYSS SUP TECH | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2552 | LIBRARY SERVICES MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2305 | LITERACY PROGRAM MANAGER | Mid-Management | 58 | \$ 8,271.94 | \$ 8,673.62 | \$ 9,081.88 | \$ 9,529.30 | \$ 9,990.18 | 07/01/2025 |
| 1300 | MAINTENANCE LEAD WORKER | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1318 | MAINTENANCE MECHANIC I | General Employees | G202 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1320 | MAINTENANCE MECHANIC II | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1307 | MAINTENANCE WORKER I | General Employees | G201 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1309 | MAINTENANCE WORKER II | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2560 | MANAGEMENT ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 6005 | MAYOR | City Council | | \$ 6,975.00 | | | | \$ 6,975.00 | 02/20/2025 |
| 1311 | MIS TECHNICIAN | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1312 | NEIGHBORHOOD CHANGE AGENT | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2335 | NETWORK & SYSTEMS ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2321 | NETWORK & SYSTEMS SECURITY OFI | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 2325 | NETWORK & SYSTEMS SPEC I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2330 | NETWORK & SYSTEMS SPEC II | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1421 | OFFICE ASSISTANT | General Employees | 14 | \$ 4,920.32 | \$ 5,165.38 | \$ 5,423.04 | \$ 5,697.06 | \$ 5,981.06 | 07/01/2025 |
| 1319 | OFFICE SPECIALIST | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1393 | ONS FIELD COORDINATOR | General Employees | 052D | \$ 7,666.30 | \$ 8,033.22 | \$ 8,438.20 | \$ 8,847.04 | \$ 9,280.32 | 07/01/2025 |
| 2339 | ONS PROGRAM MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1321 | PAINTER | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1424 | PARALEGAL | General Employees | G107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2578 | PARATRANSIT COORDINATOR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1329 | PARKING ENF REPRESENTATIVE | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1331 | PARKS CONSTRUCTION & MAINT WKR | General Employees | G203 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2350 | PARKS SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2345 | PARKS&LANDSCAPE SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1333 | PAYROLL COORDINATOR | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2575 | PAYROLL MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1335 | PAYROLL SPECIALIST | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1337 | PERMIT TECHNICIAN I | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 1339 | PERMIT TECHNICIAN II | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2365 | PLAN CHECK ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 4102 | PLANNING MANAGER | Executive Management | 4.1 | \$ 12,088.20 | | | | \$ 19,241.46 | 07/01/2025 |
| 1340 | PLANNING TECHNICIAN I | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1341 | PLANNING TECHNICIAN II | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2368 | POLICE ADMINISTRATIVE MANAGER | Mid-Management | 070F | \$ 12,253.28 | \$ 12,865.68 | \$ 13,511.18 | \$ 14,210.18 | \$ 14,886.70 | 07/01/2025 |
| 1326 | POLICE ASSISTANT | General Employees | 34 | \$ 5,371.28 | \$ 5,570.58 | \$ 5,775.82 | \$ 5,991.70 | \$ 6,240.26 | 07/01/2025 |
| 5500 | POLICE CAPTAIN | Richmond Police Mgmt | 312 | \$ 17,224.98 | \$ 18,088.52 | \$ 19,025.58 | \$ 19,929.52 | | 01/01/2025 |
| 4105 | POLICE CHIEF | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 5505 | POLICE LIEUTENANT | Richmond Police Mgmt | 308 | \$ 14,766.06 | \$ 15,498.98 | \$ 16,274.94 | \$ 17,073.02 | | 01/01/2025 |
| 5000 | POLICE OFFICER | Richmond Police Officers | 300 | \$ 10,299.02 | \$ 10,769.82 | \$ 11,332.70 | \$ 11,879.86 | | 01/01/2025 |
| 1343 | POLICE OFFICER TRAINEE | Unrepresented | 299 | \$ 7,924.64 | | | | | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---------------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1345 | POLICE PROPERTY TECHNICIAN | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2371 | POLICE RECORDS & PROPERTY MGR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1347 | POLICE RECORDS SPECIALIST | General Employees | 034A | \$ 5,300.86 | \$ 5,564.66 | \$ 5,841.76 | \$ 6,134.64 | \$ 6,441.12 | 07/01/2025 |
| 5005 | POLICE SERGEANT | Richmond Police Officers | 304 | \$ 12,254.84 | \$ 12,830.32 | \$ 13,491.74 | \$ 14,155.18 | | 01/01/2025 |
| 4110 | PORT DIRECTOR | Executive Management | 5.1 | \$ 13,039.96 | | | | \$ 20,758.42 | 07/01/2025 |
| 2381 | PORT MARKETING/OPERATIONS MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2390 | PRINCIPAL PLANNER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2394 | PROGRAMMER ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2395 | PROGRAMMER ANALYST II | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2400 | PROJECT COORDINATOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2579 | PROJECT COORDINATOR - Y RATED | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4115 | PROJECT MANAGER I | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 4120 | PROJECT MANAGER II | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 4121 | PROJECT MANAGER III | Executive Management | ED | \$ 15,816.96 | | | | \$ 19,225.64 | 07/01/2025 |
| 1384 | PROP MAINT&HOUSING INSPECTOR | General Employees | 052B | \$ 7,521.94 | \$ 7,887.88 | \$ 8,284.64 | \$ 8,689.18 | \$ 9,110.96 | 07/01/2025 |
| 2402 | PUBLIC SAFETY TECHN LGY SUPRVSR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2566 | PUBLIC WORKS ABATEMENT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2408 | PUBLIC WORKS INSPECTOR SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1328 | PURCHASING ASSISTANT | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2404 | PW ADMINISTRATIVE MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2405 | PW FACILS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2410 | PW STRTS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1351 | RECREATION PROGRAM COORDINATOR | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2415 | RECREATION SUPERVISOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1425 | REGISTRATION SPECIALIST | General Employees | G103 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | \$ 6,962.18 | 07/01/2025 |
| 2445 | RENT PROGRAM SVCS ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2446 | RENT PROGRAM SVCS ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1353 | RESIDENT HOUSING MANAGER | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 2455 | RISK MANAGER | Executive Management | ED | \$ 15,816.96 | | | | \$ 19,225.64 | 07/01/2025 |
| 1414 | R-TRANSIT ASSISTANT | General Employees | G101 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | \$ 5,853.22 | 07/01/2025 |
| 1325 | R-TRANSIT DRIVER | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 1415 | R-TRANSIT DRIVER LEADWORKER | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 2465 | SENIOR ACCOUNTANT | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2466 | SENIOR ADMINISTRATIVE ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 4140 | SENIOR ASSISTANT CITY ATTORNEY | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 2470 | SENIOR BUDGET ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1359 | SENIOR BUILDING INSPECTOR | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2480 | SENIOR BUYER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1361 | SENIOR CABLE TV PROD ASSISTANT | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2485 | SENIOR CIVIL ENGINEER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2115 | SENIOR CODE ENFORCEMENT OFFICER | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2490 | SENIOR DEVELOPMENT PROJECT MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1158 | SENIOR ELECTRICIAN | General Employees | 147 | \$ 9,321.06 | \$ 9,761.32 | \$ 10,244.98 | \$ 10,738.56 | \$ 11,273.08 | 07/01/2025 |
| 1365 | SENIOR LIBRARY ASSISTANT | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1413 | SENIOR MAINTENANCE MECHANIC | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2503 | SENIOR MANAGEMENT ANALYST | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1426 | SENIOR PERMIT TECHNICIAN | General Employees | G106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2510 | SENIOR PLANNER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2515 | SENIOR PROGRAMMER ANALYST | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2520 | SENIOR PROPERTY MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1388 | SENIOR RESIDENT HOUSING MANAGER | General Employees | G102 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.18 | \$ 6,380.00 | 07/01/2025 |
| 2576 | SENIOR TRANSPORTATION PLANNER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2475 | SR BUSINESS ASSISTANCE OFFICER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2495 | SR EMPLOYEE BENEFITS ANLYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1387 | SR ENVIRON COMPLIANCE INSPECT | General Employees | G108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 4142 | STAFF ATTORNEY RENT PROGRAM | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1367 | STATIONARY ENGINEER | General Employees | G206 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2530 | STATIONARY ENGINEER SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2557 | STREETS SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2540 | SYSTEMS ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2571 | TELECOMMUNICATIONS COORDINATOR | Mid-Management | 64 | \$ 9,529.30 | \$ 9,990.18 | \$ 10,487.02 | \$ 11,012.38 | \$ 11,560.74 | 07/01/2025 |
| 1369 | TELEPHONE RADIO SPECIALIST | General Employees | 137A | \$ 6,886.80 | \$ 7,230.70 | \$ 7,578.86 | \$ 7,958.18 | \$ 8,356.82 | 07/01/2025 |
| 1371 | TREE LEADWORKER | General Employees | G205 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1432 | TREE TRIMMER | General Employees | G204 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 08/26/2025 |
| 1373 | UTILITY LEADWORKER | General Employees | 135A | \$ 6,766.70 | \$ 7,078.88 | \$ 7,384.92 | | | 07/01/2025 |
| 1431 | VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 1379 | VOL TUTOR / LEARNER COORDINATR | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 4159 | WATER RESOURCE DIVISION MANAGER | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 2548 | WEB COORDINATOR | Mid-Management | 068E | \$ 10,055.40 | \$ 10,558.18 | \$ 11,085.16 | \$ 11,640.34 | \$ 12,221.48 | 07/01/2025 |
| 2569 | WORKFORCE COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2558 | WORKFORCE PROGRAM MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2567 | WORKFORCE PROGRAM SPECIALIST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1399 | WORKFORCE SPECIALIST I | General Employees | G104 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.02 | \$ 7,243.98 | \$ 7,606.18 | 07/01/2025 |
| 1400 | WORKFORCE SPECIALIST II | General Employees | G105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |

| 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 | \$ 20.23 | \$ 22.40 | \$ 24.50 | \$ 26.70 | \$ 28.74 | 07/01/2025 |
| 1876 | AQUATIC ASSISTANT/III | Part-Time & Intermittent | 524C | \$ 20.64 | | | | | 07/01/2025 |
| 1877 | AQUATIC INSTRUCTOR/III | Part-Time & Intermittent | 525D | \$ 20.64 | \$ 21.68 | | | | 07/01/2025 |
| 1805 | AUDITORIUM AIDE G/III | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |
| 1808 | COMMUNICATIONS DISPATCHER II PER DIEM | Part-Time & Intermittent | 041C | \$ 50.56 | \$ 53.09 | \$ 55.74 | \$ 58.53 | \$ 61.45 | 07/01/2025 |
| 1887 | COMMUNITY AMBASSADOR | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |
| 1878 | LEARNER COORDINATOR/III | Part-Time & Intermittent | 282A | \$ 31.47 | \$ 32.74 | \$ 34.18 | \$ 35.66 | \$ 37.35 | 07/01/2025 |
| 1815 | LIBRARY AIDE G/III | Part-Time & Intermittent | 650A | \$ 21.77 | \$ 22.85 | \$ 24.01 | | | 07/01/2025 |
| 1820 | LIBRARY PAGE I G/III | Part-Time & Intermittent | 652A | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.42 | \$ 24.58 | 07/01/2025 |
| 1825 | LIBRARY PAGE II G/III | Part-Time & Intermittent | 654A | \$ 20.64 | \$ 21.68 | \$ 22.78 | | | 07/01/2025 |
| 1830 | LIFEGUARD G/III | Part-Time & Intermittent | 546A | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | | 07/01/2025 |
| 1880 | MAINTENANCE AIDE I/II | Part-Time & Intermittent | 879 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1835 | OFFICE AIDE G/III | Part-Time & Intermittent | 622 | \$ 20.64 | | | | | 07/01/2025 |
| 1841 | OFFICE CLERK-CASHIER G/III | Part-Time & Intermittent | 627 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1881 | PARATRANSIT AIDE/III | Part-Time & Intermittent | 656A | \$ 20.64 | | | | | 07/01/2025 |
| 1882 | PARK STEWARD/III | Part-Time & Intermittent | 879 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1840 | POLICE CADET G/III | Part-Time & Intermittent | 503 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1845 | PUBLIC SER SUP LIBRARIAN G/III | Part-Time & Intermittent | 282 | \$ 33.43 | \$ 34.95 | \$ 36.49 | \$ 37.98 | \$ 39.80 | 07/01/2025 |
| 1850 | PUBSER SUP LIB AIDEIII | Part-Time & Intermittent | 534 | \$ 22.85 | | | | | 07/01/2025 |
| 1855 | RECREATN PGM AIDE G/III | Part-Time & Intermittent | 540 | \$ 20.23 | \$ 21.24 | \$ 22.30 | \$ 23.40 | \$ 24.56 | 07/01/2025 |
| 1860 | RECREATN PGM LEADER G/III | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |
| 1865 | RECREATION PROGRAM SPECIALIST | Part-Time & Intermittent | 544A | \$ 23.90 | \$ 25.10 | \$ 26.33 | \$ 27.66 | \$ 29.03 | 07/01/2025 |
| 1870 | SCHOOL CROSSING GRD G/III | Part-Time & Intermittent | 860A | \$ 20.64 | | | | | 07/01/2025 |
| 1883 | SENIOR LIFEGUARD/III | Part-Time & Intermittent | 546B | \$ 20.64 | \$ 21.68 | \$ 22.78 | \$ 23.90 | \$ 25.11 | 07/01/2025 |

Notes:

Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25] Rev.

3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved

Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved

Rev. 8/16/25 Retroactive increase to Administrative Student Intern, Library Page I, Maintenance Aide, Office Clerk-Cashier, Park Steward, Police Cadet, and Recreation Program Aide made to comply with Richmond Minimum Wage Ordinance

Rev. 12/2/25: 5% increase for Mid-Management and Executive Management retroactive to 7/1/25

Rev. 12/16/25: 5% increase for General Employees and Part-Time & Intermittent retroactive to 7/1/25

| 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 | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1005 | ACCOUNTANT II | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1394 | ACCOUNTING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2000 | ACCOUNTING MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2554 | ADMINISTRATIVE ANALYST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1395 | ADMINISTRATIVE ASSISTANT | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 4000 | ADMINISTRATIVE CHIEF | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 2553 | ADMINISTRATIVE SERVICES COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 4158 | ADMINISTRATIVE SERVICES DIRECTOR | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1025 | ADMINISTRATIVE TRAINEE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1030 | AQUATIC SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2015 | ARTS AND CULTURE MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4005 | ASSISTANT CITY ATTORNEY | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 2021 | ASSISTANT CITY ENGINEER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 4160 | ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1402 | ASSISTANT ENGINEER | General Employees | G109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1416 | ASSISTANT PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 4008 | ASSISTANT POLICE CHIEF | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 1428 | ASSISTANT TRANSPORTATION PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2030 | ASSISTED HOUSING MANAGER | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2032 | ASSOCIATE ADMIN ANALYST | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2035 | ASSOCIATE CIVIL ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2561 | ASSOCIATE MANAGEMENT ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1417 | ASSOCIATE PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1429 | ASSOCIATE TRANSPORTATION PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1040 | ASST POLICE PROPERTY TECH | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1054 | AUDITORIUM LEADWORKER | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 3500 | BATTALION CHIEF | Richmond Fire Mgmt | 230D | \$ 13,967.38 | \$ 14,695.96 | \$ 15,438.24 | \$ - | \$ - | 01/01/2025 |
| 2060 | BLDG MAINTENANCE SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1055 | BOOKMOBILE DRIVER/LIBRARY ASST | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2040 | BUDGET ADMINISTRATOR | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2045 | BUDGET ANALYST I | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2050 | BUDGET ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1060 | BUILDING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2055 | BUILDING INSPECTOR SUPERVISOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2065 | BUILDING OFFICIAL | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1064 | BUILDING TRADES WORKER I | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1065 | BUILDING TRADES WORKER II | General Employees | 138 | \$ 6,886.16 | \$ 7,218.80 | \$ 7,579.22 | \$ - | \$ - | 01/01/2025 |
| 1396 | BUILDING TRADES WORKER, SENIOR | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------------|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1069 | BUSINESS LICENSE FIELD INVEST. | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1070 | BUSINESS LICENSE SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1411 | BUSINESS SERVICES SPECIALIST | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2555 | BUSINESS SYSTEMS ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2556 | BUSINESS SYSTEMS ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1075 | BUYER I | General Employees | 043H | \$ 6,079.96 | \$ 6,348.46 | \$ 6,630.64 | \$ 6,936.32 | \$ 7,257.66 | 01/01/2025 |
| 1076 | BUYER II | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2096 | CABLE TELEVISION MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1079 | CABLE TV ENGINEERING SPPT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2090 | CABLE TV ENGRG COORDINATOR | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 2095 | CABLE TV PGMING COORDINATOR | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 1080 | CABLE TV PROD SUPPORT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2100 | CAPITAL PROJECTS MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1085 | CARPENTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2101 | CCTV WIRELESS&SYS SPECIALIST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2105 | CHIEF ACCOUNTANT | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 4149 | CHIEF ASSISTANT CITY ATTORNEY | Unrepresented Exec Mgmt | E4 | \$ 19,790.84 | \$ - | \$ - | \$ - | \$ 24,738.52 | 01/01/2025 |
| 2215 | CHIEF ELECTRICIAN | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 4161 | CHIEF INNOVATION OFFICER | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 4015 | CITY ATTORNEY | Unrepresented Exec Mgmt | E5 | \$ 20,780.42 | \$ - | \$ - | \$ - | \$ 25,975.26 | 03/25/2025 |
| 4020 | CITY CLERK | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1398 | CITY CLERK ADMINISTRATIVE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4030 | CITY MANAGER | Unrepresented Exec Mgmt | 7.1 | \$ 17,137.10 | \$ - | \$ - | \$ - | \$ 30,165.78 | 01/01/2025 |
| 2572 | CIRCULATION SUPERVISOR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2110 | CODE ENFORCEMENT MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1095 | CODE ENFORCEMENT OFFICER I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1100 | CODE ENFORCEMENT OFFICER II | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 1110 | COMB. EQUIP MECHANIC LEAD WKR | General Employees | G207 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1105 | COMB. EQUIPMENT MECHANIC | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2140 | COMM SHIFT SUPERVISOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1083 | COMMUNICATIONS CALL TAKER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2137 | COMMUNICATIONS CENTER MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1120 | COMMUNICATIONS DISPATCHER I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1125 | COMMUNICATIONS DISPATCHER II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1126 | COMMUNICATIONS DISPATCHER III | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4147 | COMMUNITY ENGAGEMENT MANAGER | Executive Management | 2.1 | \$ 9,829.80 | | | | \$ 15,647.20 | 07/01/2025 |
| 1430 | COMMUNITY INTERVENTION SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 04/22/2025 |
| 2155 | COMMUNITY SERVICES PGM MANAGER | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1397 | COMMUNITY SERVICES TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1423 | COMPLIANCE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4080 | CONFIDENTIAL INVESTIGATOR | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1137 | CONSTRUCTION INSPECTOR I | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1138 | CONSTRUCTION INSPECTOR II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2577 | CONTRACT COMPLIANCE ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 6000 | COUNCILMEMBER | City Council | | \$ 2,524.50 | \$ - | \$ - | \$ - | \$ 2,524.50 | 02/20/2025 |
| 1140 | CRIME ANALYSIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2175 | CRIME ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2176 | CRIME PREVENTION MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1141 | CRIME PREVENTION SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1142 | CRIME SCENE TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2177 | CUSTODIAL MAINTENANCE SUPERVIS | Mid-Management | 052F | \$ 7,297.98 | \$ 7,649.34 | \$ 8,033.06 | \$ 8,422.58 | \$ 8,835.76 | 07/01/2025 |
| 2179 | DEPUTY BUILDING OFFICIAL | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4151 | DEPUTY CITY ATTORNEY | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 1147 | DEPUTY CITY CLERK | General Employees | 052H | \$ 7,367.74 | \$ 7,725.62 | \$ 8,109.48 | \$ 8,503.98 | \$ 8,923.26 | 01/01/2025 |
| 4044 | DEPUTY CITY MANAGER | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 4150 | DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4046 | DEPUTY DIR COM SERVICES - LIBRARY | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4096 | DEPUTY DIR COM SERVICES - ONS | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4047 | DEPUTY DIR COM SERVICES - RECREATION | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4152 | DEPUTY DIRECTOR OF FINANCE | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4051 | DEPUTY DIR PW CITY ENGINEER | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4053 | DEPUTY DIR PW OPER/MTCE | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4042 | DEPUTY DIRECTOR RENT PROGRAM | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4043 | DEPUTY FIRE CHIEF | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 3000 | DEPUTY FIRE MARSHAL | IAFF Fire Fighters | 225 | \$ 15,097.86 | \$ 15,853.02 | \$ 16,645.74 | \$ - | \$ - | 01/01/2025 |
| 4045 | DEPUTY POLICE CHIEF | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 2200 | DEVELOPMENT PROJECT MANAGER I | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2205 | DEVELOPMENT PROJECT MANAGER II | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4157 | DEVELOPMENT SERV DIR/WRR CITY ENGINEER | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4033 | DIRECTOR OF COMMUNITY DEVELOPMENT | Executive Management | E4 | \$ 20,780.38 | | | | \$ 25,975.44 | 07/01/2025 |
| 4037 | DIRECTOR OF COMMUNITY SERVICES | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4034 | DIRECTOR OF ECONOMIC DEVELOPMENT | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4010 | DIRECTOR OF FINANCE | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4071 | DIRECTOR OF HUMAN RESOURCES | Unrepresented Exec Mgmt | E3 | \$ 17,496.64 | \$ - | \$ - | \$ - | \$ 21,870.82 | 01/01/2025 |
| 4145 | DIRECTOR OF INFORMATION TECHNOLOGY | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 4127 | DIRECTOR OF PUBLIC WORKS | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 1419 | DUPLICATING MAIL SPECIALIST | General Employees | 18 | \$ 4,693.54 | \$ 4,927.86 | \$ 5,174.10 | \$ 5,432.88 | \$ 5,703.98 | 01/01/2025 |
| 2210 | ECONOMIC DEV ADMINISTRATOR | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|------------------------------------|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2573 | ECONOMIC DEVELOPMENT COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1156 | ELECTRICIAN I | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1155 | ELECTRICIAN II | General Employees | 145 | \$ 7,197.66 | \$ 7,576.80 | \$ 7,976.02 | \$ 8,370.50 | \$ 8,755.54 | 01/01/2025 |
| 2216 | EMERGENCY SERVICES ANALYST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 2220 | EMERGENCY SERVICES MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2225 | EMPLOYEE BENEFITS ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1167 | ENVIRONMENTAL COMPLIANCE INSP | General Employees | 052G | \$ 7,425.14 | \$ 7,781.38 | \$ 8,172.10 | \$ 8,569.82 | \$ 8,988.32 | 01/01/2025 |
| 2235 | ENVIRONMENTAL MANAGER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2574 | ENVIRONMENTAL SERVICES COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1170 | EQUIPMENT MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1175 | EQUIPMENT MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1403 | EQUIPMENT MECHANIC, SENIOR | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1185 | EQUIPMENT OPERATOR | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1190 | EQUIPMENT PARTS SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1191 | EQUIPMENT PARTS STOREKEEPER | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2240 | EQUIPMENT SERV SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2245 | EQUIPMENT SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1404 | EXECUTIVE ASSISTANT I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1405 | EXECUTIVE ASSISTANT II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2250 | EXECUTIVE ASST TO THE CITY MGR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 4154 | EXECUTIVE DIR OF HOUSING AUTHORITY | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 4057 | EXECUTIVE DIRECTOR RENT PRGRM | Executive Management | E2 | \$ 16,403.06 | | | | \$ 20,504.38 | 07/01/2025 |
| 1418 | FACILITIES MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1422 | FACILITIES MAINTENANCE WORKER II | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | \$ - | \$ - | 01/01/2025 |
| 1205 | FAMILY LITERACY SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2248 | FINANCE MANAGER I | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2249 | FINANCE MANAGER II | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 3005 | FIRE CAPTAIN | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | \$ - | \$ - | 01/01/2025 |
| 4060 | FIRE CHIEF | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 3010 | FIRE ENGINEER | IAFF Fire Fighters | 205 | \$ 11,098.42 | \$ 11,646.76 | \$ 12,240.04 | \$ - | \$ - | 01/01/2025 |
| 3015 | FIRE FIGHTER | IAFF Fire Fighters | 200 | \$ 9,489.02 | \$ 9,951.28 | \$ 10,436.44 | \$ 10,972.02 | \$ 11,497.24 | 01/01/2025 |
| 3020 | FIRE FIGHTER TRAINEE | IAFF Fire Fighters | 201A | \$ 6,085.66 | \$ - | \$ - | \$ - | \$ - | 01/01/2025 |
| 3025 | FIRE INSPECTOR I | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | \$ - | \$ - | 01/01/2025 |
| 3030 | FIRE INSPECTOR II | IAFF Fire Fighters | 220 | \$ 13,719.44 | \$ 14,398.18 | \$ 15,131.46 | \$ - | \$ - | 01/01/2025 |
| 3505 | FIRE MARSHAL | Richmond Fire Mgmt | 225D | \$ 15,364.02 | \$ 16,161.10 | \$ 16,981.04 | \$ - | \$ - | 01/01/2025 |
| 1210 | GARDENER | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | \$ - | \$ - | 01/01/2025 |
| 4155 | GENERAL COUNSEL RENT PROGRAM | Executive Management | 5.1 | \$ 13,039.96 | | | | \$ 20,758.42 | 07/01/2025 |
| 2260 | GIS ADMINISTRATOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1406 | GROUNDKEEPER | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |

| 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 | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 4153 | HEARING EXAMINER RENT PROGRAM | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1410 | HOUSING ASSISTANCE REPRESENTATIVE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1407 | HOUSING FINANCE REPRESENTATIVE | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2269 | HOUSING MANAGER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1408 | HOUSING PROGRAM SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1409 | HOUSING PROGRAM SPEC, SENIOR | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2275 | HOUSING PROGRAMS ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1420 | HOUSING REPRESENTATIVE | General Employees | 48 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | \$ 7,283.26 | 01/01/2025 |
| 2277 | HOUSING SERVICES SUPERVISOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2563 | HUMAN RESOURCES ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2564 | HUMAN RESOURCES ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2565 | HUMAN RESOURCES ANALYST PRINCIPAL | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2568 | HUMAN RESOURCES ANALYST SENIOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2283 | HUMAN RESOURCES MANAGER | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 1234 | HUMAN RESOURCES TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1235 | HUMAN RESOURCES TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1240 | HUMAN RESOURCES TECHNICIAN III | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2284 | INDUSTRIAL BUILDING INSPECTOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1246 | INFORMATION TECHNOLOGY ASST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2076 | INFORMATION TECHNOLOGY MGR | Mid-Management | 071D | \$ 12,426.42 | \$ 13,047.76 | \$ 13,702.56 | \$ 14,387.12 | \$ 15,108.90 | 07/01/2025 |
| 2562 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST I | Mid-Management | M105 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.12 | \$ 8,319.26 | 07/01/2025 |
| 2570 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST II | Mid-Management | 055D | \$ 7,884.18 | \$ 8,277.32 | \$ 8,652.24 | \$ 9,071.80 | \$ 9,529.30 | 07/01/2025 |
| 2559 | INFRASTRUCTURE ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1250 | JAILER | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1401 | JUNIOR ENGINEER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2290 | LAW OFFICE SUPERVISOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1260 | LEAD POLICE RECORDS SPECIALIST | General Employees | 46 | \$ 5,799.68 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | 01/01/2025 |
| 1412 | LEARNING CENTER COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1427 | LENDING LIBRARY SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1270 | LIBRARIAN I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1275 | LIBRARIAN II | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1280 | LIBRARY ASSISTANT I | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1285 | LIBRARY ASSISTANT II | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1286 | LIBRARY ASSOCIATE | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1290 | LIBRARY INFO SYSS SUP TECH | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2552 | LIBRARY SERVICES MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2305 | LITERACY PROGRAM MANAGER | Mid-Management | 58 | \$ 8,271.94 | \$ 8,673.62 | \$ 9,081.88 | \$ 9,529.30 | \$ 9,990.18 | 07/01/2025 |
| 1300 | MAINTENANCE LEAD WORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1318 | MAINTENANCE MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1320 | MAINTENANCE MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1307 | MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1309 | MAINTENANCE WORKER II | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2560 | MANAGEMENT ANALYST | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 6005 | MAYOR | City Council | | \$ 6,975.00 | \$ - | \$ - | \$ - | \$ 6,975.00 | 02/20/2025 |
| 1311 | MIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1312 | NEIGHBORHOOD CHANGE AGENT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2335 | NETWORK & SYSTEMS ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2321 | NETWORK & SYSTEMS SECURITY OFI | Mid-Management | M113 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.36 | \$ 17,751.70 | 07/01/2025 |
| 2325 | NETWORK & SYSTEMS SPEC I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2330 | NETWORK & SYSTEMS SPEC II | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1421 | OFFICE ASSISTANT | General Employees | 14 | \$ 4,686.02 | \$ 4,919.40 | \$ 5,164.80 | \$ 5,425.78 | \$ 5,696.24 | 01/01/2025 |
| 1319 | OFFICE SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1393 | ONS FIELD COORDINATOR | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2339 | ONS PROGRAM MANAGER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1321 | PAINTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1424 | PARALEGAL | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2578 | PARATRANSIT COORDINATOR | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1329 | PARKING ENF REPRESENTATIVE | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1331 | PARKS CONSTRUCTION & MAINT WKR | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2350 | PARKS SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2345 | PARKS&LANDSCAPE SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1333 | PAYROLL COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2575 | PAYROLL MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1335 | PAYROLL SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1337 | PERMIT TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1339 | PERMIT TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2365 | PLAN CHECK ENGINEER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 4102 | PLANNING MANAGER | Executive Management | 4.1 | \$ 12,088.20 | | | | \$ 19,241.46 | 07/01/2025 |
| 1340 | PLANNING TECHNICIAN I | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1341 | PLANNING TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2368 | POLICE ADMINISTRATIVE MANAGER | Mid-Management | 070F | \$ 12,253.28 | \$ 12,865.68 | \$ 13,511.18 | \$ 14,210.18 | \$ 14,886.70 | 07/01/2025 |
| 1326 | POLICE ASSISTANT | General Employees | 34 | \$ 5,115.50 | \$ 5,305.32 | \$ 5,500.78 | \$ 5,706.38 | \$ 5,943.12 | 01/01/2025 |
| 5500 | POLICE CAPTAIN | Richmond Police Mgmt | 312 | \$ 17,224.98 | \$ 18,088.52 | \$ 19,025.58 | \$ 19,929.52 | \$ - | 01/01/2025 |
| 4105 | POLICE CHIEF | Executive Management | E5 | \$ 21,819.44 | | | | \$ 27,274.24 | 07/01/2025 |
| 5505 | POLICE LIEUTENANT | Richmond Police Mgmt | 308 | \$ 14,766.06 | \$ 15,498.98 | \$ 16,274.94 | \$ 17,073.02 | \$ - | 01/01/2025 |
| 5000 | POLICE OFFICER | Richmond Police Officers | 300 | \$ 10,299.02 | \$ 10,769.82 | \$ 11,332.70 | \$ 11,879.86 | \$ - | 01/01/2025 |
| 1343 | POLICE OFFICER TRAINEE | Unrepresented | 299 | \$ 7,547.28 | \$ - | \$ - | \$ - | \$ - | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---------------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1345 | POLICE PROPERTY TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2371 | POLICE RECORDS & PROPERTY MGR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1347 | POLICE RECORDS SPECIALIST | General Employees | 034A | \$ 5,048.42 | \$ 5,299.68 | \$ 5,563.58 | \$ 5,842.50 | \$ 6,134.40 | 01/01/2025 |
| 5005 | POLICE SERGEANT | Richmond Police Officers | 304 | \$ 12,254.84 | \$ 12,830.32 | \$ 13,491.74 | \$ 14,155.18 | \$ - | 01/01/2025 |
| 4110 | PORT DIRECTOR | Executive Management | 5.1 | \$ 13,039.96 | | | | \$ 20,758.42 | 07/01/2025 |
| 2381 | PORT MARKETING/OPERATIONS MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2390 | PRINCIPAL PLANNER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2394 | PROGRAMMER ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2395 | PROGRAMMER ANALYST II | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2400 | PROJECT COORDINATOR | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2579 | PROJECT COORDINATOR - Y RATED | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 4115 | PROJECT MANAGER I | Executive Management | EB | \$ 12,968.52 | | | | \$ 15,763.30 | 07/01/2025 |
| 4120 | PROJECT MANAGER II | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 4121 | PROJECT MANAGER III | Executive Management | ED | \$ 15,816.96 | | | | \$ 19,225.64 | 07/01/2025 |
| 1384 | PROP MAINT&HOUSING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2402 | PUBLIC SAFETY TECHNLOGY SUPRVSR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2566 | PUBLIC WORKS ABATEMENT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2408 | PUBLIC WORKS INSPECTOR SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1328 | PURCHASING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2404 | PW ADMINISTRATIVE MANAGER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2405 | PW FACILS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2410 | PW STRTS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 1351 | RECREATION PROGRAM COORDINATOR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2415 | RECREATION SUPERVISOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 1425 | REGISTRATION SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2445 | RENT PROGRAM SVCS ANALYST I | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2446 | RENT PROGRAM SVCS ANALYST II | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 1353 | RESIDENT HOUSING MANAGER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2455 | RISK MANAGER | Executive Management | ED | \$ 15,816.96 | | | | \$ 19,225.64 | 07/01/2025 |
| 1414 | R-TRANSIT ASSISTANT | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1325 | R-TRANSIT DRIVER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1415 | R-TRANSIT DRIVER LEADWORKER | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2465 | SENIOR ACCOUNTANT | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2466 | SENIOR ADMINISTRATIVE ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 4140 | SENIOR ASSISTANT CITY ATTORNEY | Executive Management | E3 | \$ 18,371.48 | | | | \$ 22,964.36 | 07/01/2025 |
| 2470 | SENIOR BUDGET ANALYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1359 | SENIOR BUILDING INSPECTOR | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2480 | SENIOR BUYER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1361 | SENIOR CABLE TV PROD ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2485 | SENIOR CIVIL ENGINEER | Mid-Management | M112 | \$ 13,231.30 | \$ 13,893.54 | \$ 14,588.04 | \$ 15,317.24 | \$ 16,083.66 | 07/01/2025 |
| 2115 | SENIOR CODE ENFORCEMENT OFFICER | Mid-Management | M108 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2490 | SENIOR DEVELOPMENT PROJECT MGR | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 1158 | SENIOR ELECTRICIAN | General Employees | 147 | \$ 8,877.20 | \$ 9,296.50 | \$ 9,757.12 | \$ 10,227.20 | \$ 10,736.26 | 01/01/2025 |
| 1365 | SENIOR LIBRARY ASSISTANT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1413 | SENIOR MAINTENANCE MECHANIC | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2503 | SENIOR MANAGEMENT ANALYST | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 1426 | SENIOR PERMIT TECHNICIAN | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2510 | SENIOR PLANNER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2515 | SENIOR PROGRAMMER ANALYST | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2520 | SENIOR PROPERTY MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1388 | SENIOR RESIDENT HOUSING MANAGER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2576 | SENIOR TRANSPORTATION PLANNER | Mid-Management | M110 | \$ 10,898.02 | \$ 11,442.92 | \$ 12,015.06 | \$ 12,615.82 | \$ 13,246.60 | 07/01/2025 |
| 2475 | SR BUSINESS ASSISTANCE OFFICER | Mid-Management | M111 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | \$ 14,587.84 | 07/01/2025 |
| 2495 | SR EMPLOYEE BENEFITS ANLYST | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 1387 | SR ENVIRON COMPLIANCE INSPECT | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4142 | STAFF ATTORNEY RENT PROGRAM | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 1367 | STATIONARY ENGINEER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2530 | STATIONARY ENGINEER SUPERVISOR | Mid-Management | M208 | \$ 9,016.88 | \$ 9,467.72 | \$ 9,941.10 | \$ 10,438.16 | \$ 10,960.06 | 07/01/2025 |
| 2557 | STREETS SUPERVISOR | Mid-Management | M209 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2540 | SYSTEMS ADMINISTRATOR | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2571 | TELECOMMUNICATIONS COORDINATOR | Mid-Management | 64 | \$ 9,529.30 | \$ 9,990.18 | \$ 10,487.02 | \$ 11,012.38 | \$ 11,560.74 | 07/01/2025 |
| 1369 | TELEPHONE RADIO SPECIALIST | General Employees | 137A | \$ 6,558.86 | \$ 6,886.38 | \$ 7,217.96 | \$ 7,579.22 | \$ 7,958.88 | 01/01/2025 |
| 1371 | TREE LEADWORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1432 | TREE TRIMMER | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 08/26/2025 |
| 1373 | UTILITY LEADWORKER | General Employees | 135A | \$ 6,444.46 | \$ 6,741.80 | \$ 7,033.26 | \$ - | \$ - | 01/01/2025 |
| 1431 | VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 05/06/2025 |
| 1379 | VOL TUTOR / LEARNER COORDINATR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4159 | WATER RESOURCE DIVISION MANAGER | Executive Management | EC | \$ 14,314.00 | | | | \$ 17,459.54 | 07/01/2025 |
| 2548 | WEB COORDINATOR | Mid-Management | 068E | \$ 10,055.40 | \$ 10,558.18 | \$ 11,085.16 | \$ 11,640.34 | \$ 12,221.48 | 07/01/2025 |
| 2569 | WORKFORCE COORDINATOR | Mid-Management | M107 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | \$ 9,986.38 | 07/01/2025 |
| 2558 | WORKFORCE PROGRAM MANAGER | Mid-Management | M109 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | \$ 12,042.36 | 07/01/2025 |
| 2567 | WORKFORCE PROGRAM SPECIALIST | Mid-Management | M106 | \$ 7,494.48 | \$ 7,869.20 | \$ 8,262.68 | \$ 8,675.80 | \$ 9,109.60 | 07/01/2025 |
| 1399 | WORKFORCE SPECIALIST I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1400 | WORKFORCE SPECIALIST II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

| 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 | \$ 19.27 | \$ 21.33 | \$ 23.33 | \$ 25.43 | \$ 27.37 | 01/01/2025 |
| 1876 | AQUATIC ASSISTANT/III | Part-Time & Intermittent | 524C | \$ 19.66 | | | | | 01/01/2025 |
| 1877 | AQUATIC INSTRUCTOR/III | Part-Time & Intermittent | 525D | \$ 19.66 | \$ 20.64 | | | | 01/01/2025 |
| 1805 | AUDITORIUM AIDE G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1808 | COMMUNICATIONS DISPATCHER II PER DIEM | Part-Time & Intermittent | 041C | \$ 48.15 | \$ 50.56 | \$ 53.09 | \$ 55.74 | \$ 58.53 | 01/01/2025 |
| 1887 | COMMUNITY AMBASSADOR | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 07/01/2025 |
| 1878 | LEARNER COORDINATOR/III | Part-Time & Intermittent | 282A | \$ 29.98 | \$ 31.18 | \$ 32.55 | \$ 33.97 | \$ 35.57 | 01/01/2025 |
| 1815 | LIBRARY AIDE G/III | Part-Time & Intermittent | 650A | \$ 20.73 | \$ 21.76 | \$ 22.87 | | | 01/01/2025 |
| 1820 | LIBRARY PAGE I G/III | Part-Time & Intermittent | 652A | \$ 19.27 | \$ 20.23 | \$ 21.24 | | | 01/01/2025 |
| 1825 | LIBRARY PAGE II G/III | Part-Time & Intermittent | 654A | \$ 19.66 | \$ 20.64 | \$ 21.69 | | | 01/01/2025 |
| 1830 | LIFEGUARD G/III | Part-Time & Intermittent | 546A | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | | 01/01/2025 |
| 1880 | MAINTENANCE AIDE I/II | Part-Time & Intermittent | 879 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1835 | OFFICE AIDE G/III | Part-Time & Intermittent | 622 | \$ 19.66 | | | | | 01/01/2025 |
| 1841 | OFFICE CLERK-CASHIER G/III | Part-Time & Intermittent | 627 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1881 | PARATRANSIT AIDE/III | Part-Time & Intermittent | 656A | \$ 19.66 | | | | | 01/01/2025 |
| 1882 | PARK STEWARD/III | Part-Time & Intermittent | 879 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1840 | POLICE CADET G/III | Part-Time & Intermittent | 503 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1845 | PUBLIC SER SUP LIBRARIAN G/III | Part-Time & Intermittent | 282 | \$ 31.84 | \$ 33.28 | \$ 34.76 | \$ 36.17 | \$ 37.91 | 01/01/2025 |
| 1850 | PUBSER SUP LIB AIDEIII | Part-Time & Intermittent | 534 | \$ 21.76 | | | | | 01/01/2025 |
| 1855 | RECREATN PGM AIDE G/III | Part-Time & Intermittent | 540 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1860 | RECREATN PGM LEADER G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1865 | RECREATION PROGRAM SPECIALIST | Part-Time & Intermittent | 544A | \$ 22.76 | \$ 23.91 | \$ 25.07 | \$ 26.34 | \$ 27.65 | 01/01/2025 |
| 1870 | SCHOOL CROSSING GRD G/III | Part-Time & Intermittent | 860A | \$ 19.66 | | | | | 01/01/2025 |
| 1883 | SENIOR LIFEGUARD/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |

Notes:

- Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent
- Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]
- Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer
- Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved
- Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved
- Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved
- Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved
- Rev. 8/16/25 Retroactive increase to Administrative Student Intern, Library Page I, Maintenance Aide, Office Clerk-Cashier, Park Steward, Police Cadet, and Recreation Program Aide made to comply with Richmond Minimum Wage Ordinance
- Rev. 12/2/25: 5% increase for Mid-Management and Executive Management retroactive to 7/1/25

| 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 | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1005 | ACCOUNTANT II | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1394 | ACCOUNTING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2000 | ACCOUNTING MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2554 | ADMINISTRATIVE ANALYST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1395 | ADMINISTRATIVE ASSISTANT | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 4000 | ADMINISTRATIVE CHIEF | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 2553 | ADMINISTRATIVE SERVICES COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 4158 | ADMINISTRATIVE SERVICES DIRECTOR | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1025 | ADMINISTRATIVE TRAINEE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1030 | AQUATIC SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2015 | ARTS AND CULTURE MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4005 | ASSISTANT CITY ATTORNEY | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 2021 | ASSISTANT CITY ENGINEER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 4160 | ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1402 | ASSISTANT ENGINEER | General Employees | G109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1416 | ASSISTANT PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 4008 | ASSISTANT POLICE CHIEF | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 1428 | ASSISTANT TRANSPORTATION PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2030 | ASSISTED HOUSING MANAGER | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2032 | ASSOCIATE ADMIN ANALYST | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2035 | ASSOCIATE CIVIL ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2561 | ASSOCIATE MANAGEMENT ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1417 | ASSOCIATE PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1429 | ASSOCIATE TRANSPORTATION PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1040 | ASST POLICE PROPERTY TECH | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1054 | AUDITORIUM LEADWORKER | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 3500 | BATTALION CHIEF | Richmond Fire Mgmt | 230D | \$ 13,967.38 | \$ 14,695.96 | \$ 15,438.24 | | | 01/01/2025 |
| 2060 | BLDG MAINTENANCE SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1055 | BOOKMOBILE DRIVER/LIBRARY ASST | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2040 | BUDGET ADMINISTRATOR | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2045 | BUDGET ANALYST I | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2050 | BUDGET ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1060 | BUILDING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2055 | BUILDING INSPECTOR SUPERVISOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2065 | BUILDING OFFICIAL | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1064 | BUILDING TRADES WORKER I | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1065 | BUILDING TRADES WORKER II | General Employees | 138 | \$ 6,886.16 | \$ 7,218.80 | \$ 7,579.22 | | | 01/01/2025 |
| 1396 | BUILDING TRADES WORKER, SENIOR | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------------|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1069 | BUSINESS LICENSE FIELD INVEST. | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1070 | BUSINESS LICENSE SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1411 | BUSINESS SERVICES SPECIALIST | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2555 | BUSINESS SYSTEMS ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2556 | BUSINESS SYSTEMS ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1075 | BUYER I | General Employees | 043H | \$ 6,079.96 | \$ 6,348.46 | \$ 6,630.64 | \$ 6,936.32 | \$ 7,257.66 | 01/01/2025 |
| 1076 | BUYER II | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2096 | CABLE TELEVISION MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1079 | CABLE TV ENGINEERING SPPT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2090 | CABLE TV ENGRG COORDINATOR | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 2095 | CABLE TV PGMMING COORDINATOR | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 1080 | CABLE TV PROD SUPPORT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2100 | CAPITAL PROJECTS MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1085 | CARPENTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2101 | CCTV WIRELESS&SYS SPECIALIST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2105 | CHIEF ACCOUNTANT | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 4149 | CHIEF ASSISTANT CITY ATTORNEY | Unrepresented Exec Mgmt | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 2215 | CHIEF ELECTRICIAN | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 4161 | CHIEF INNOVATION OFFICER | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 07/01/2025 |
| 4015 | CITY ATTORNEY | Unrepresented Exec Mgmt | E5 | \$ 20,780.42 | | | | \$ 25,975.26 | 03/25/2025 |
| 4020 | CITY CLERK | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1398 | CITY CLERK ADMINISTRATIVE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4030 | CITY MANAGER | Unrepresented Exec Mgmt | 7.1 | \$ 17,137.10 | | | | \$ 30,165.78 | 01/01/2025 |
| 2572 | CIRCULATION SUPERVISOR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2110 | CODE ENFORCEMENT MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1095 | CODE ENFORCEMENT OFFICER I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1100 | CODE ENFORCEMENT OFFICER II | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 1110 | COMB. EQUIP MECHANIC LEAD WKR | General Employees | G207 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1105 | COMB. EQUIPMENT MECHANIC | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2140 | COMM SHIFT SUPERVISOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1083 | COMMUNICATIONS CALL TAKER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2137 | COMMUNICATIONS CENTER MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1120 | COMMUNICATIONS DISPATCHER I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1125 | COMMUNICATIONS DISPATCHER II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1126 | COMMUNICATIONS DISPATCHER III | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4147 | COMMUNITY ENGAGEMENT MANAGER | Executive Management | 2.1 | \$ 9,361.72 | | | | \$ 14,902.10 | 01/01/2025 |
| 1430 | COMMUNITY INTERVENTION SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 04/22/2025 |
| 2155 | COMMUNITY SERVICES PGM MANAGER | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1397 | COMMUNITY SERVICES TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1423 | COMPLIANCE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4080 | CONFIDENTIAL INVESTIGATOR | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1137 | CONSTRUCTION INSPECTOR I | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1138 | CONSTRUCTION INSPECTOR II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2577 | CONTRACT COMPLIANCE ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 6000 | COUNCILMEMBER | City Council | | \$ 2,524.50 | | | | \$ 2,524.50 | 02/20/2025 |
| 1140 | CRIME ANALYSIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2175 | CRIME ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2176 | CRIME PREVENTION MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1141 | CRIME PREVENTION SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1142 | CRIME SCENE TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2177 | CUSTODIAL MAINTENANCE SUPERVIS | Mid-Management | 052F | \$ 6,950.46 | \$ 7,285.10 | \$ 7,650.52 | \$ 8,021.50 | \$ 8,415.02 | 01/01/2025 |
| 2179 | DEPUTY BUILDING OFFICIAL | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4151 | DEPUTY CITY ATTORNEY | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 01/01/2025 |
| 1147 | DEPUTY CITY CLERK | General Employees | 052H | \$ 7,367.74 | \$ 7,725.62 | \$ 8,109.48 | \$ 8,503.98 | \$ 8,923.26 | 01/01/2025 |
| 4044 | DEPUTY CITY MANAGER | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 4150 | DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4046 | DEPUTY DIR COM SERVICES - LIBRARY | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4096 | DEPUTY DIR COM SERVICES - ONS | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4047 | DEPUTY DIR COM SERVICES - RECREATION | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4152 | DEPUTY DIRECTOR OF FINANCE | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4051 | DEPUTY DIR PW CITY ENGINEER | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4053 | DEPUTY DIR PW OPER/MTCE | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4042 | DEPUTY DIRECTOR RENT PROGRAM | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4043 | DEPUTY FIRE CHIEF | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 3000 | DEPUTY FIRE MARSHAL | IAFF Fire Fighters | 225 | \$ 15,097.86 | \$ 15,853.02 | \$ 16,645.74 | | | 01/01/2025 |
| 4045 | DEPUTY POLICE CHIEF | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 2200 | DEVELOPMENT PROJECT MANAGER I | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2205 | DEVELOPMENT PROJECT MANAGER II | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4157 | DEVELOPMENT SERV DIR/WRR CITY ENGINEER | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4033 | DIRECTOR OF COMMUNITY DEVELOPMENT | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 4037 | DIRECTOR OF COMMUNITY SERVICES | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4034 | DIRECTOR OF ECONOMIC DEVELOPMENT | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4010 | DIRECTOR OF FINANCE | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4071 | DIRECTOR OF HUMAN RESOURCES | Unrepresented Exec Mgmt | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4145 | DIRECTOR OF INFORMATION TECHNOLOGY | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4127 | DIRECTOR OF PUBLIC WORKS | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 1419 | DUPLICATING MAIL SPECIALIST | General Employees | 18 | \$ 4,693.54 | \$ 4,927.86 | \$ 5,174.10 | \$ 5,432.88 | \$ 5,703.98 | 01/01/2025 |
| 2210 | ECONOMIC DEV ADMINISTRATOR | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|------------------------------------|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2573 | ECONOMIC DEVELOPMENT COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1156 | ELECTRICIAN I | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1155 | ELECTRICIAN II | General Employees | 145 | \$ 7,197.66 | \$ 7,576.80 | \$ 7,976.02 | \$ 8,370.50 | \$ 8,755.54 | 01/01/2025 |
| 2216 | EMERGENCY SERVICES ANALYST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2220 | EMERGENCY SERVICES MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2225 | EMPLOYEE BENEFITS ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1167 | ENVIRONMENTAL COMPLIANCE INSP | General Employees | 052G | \$ 7,425.14 | \$ 7,781.38 | \$ 8,172.10 | \$ 8,569.82 | \$ 8,988.32 | 01/01/2025 |
| 2235 | ENVIRONMENTAL MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2574 | ENVIRONMENTAL SERVICES COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1170 | EQUIPMENT MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1175 | EQUIPMENT MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1403 | EQUIPMENT MECHANIC, SENIOR | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1185 | EQUIPMENT OPERATOR | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1190 | EQUIPMENT PARTS SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1191 | EQUIPMENT PARTS STOREKEEPER | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2240 | EQUIPMENT SERV SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2245 | EQUIPMENT SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1404 | EXECUTIVE ASSISTANT I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1405 | EXECUTIVE ASSISTANT II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2250 | EXECUTIVE ASST TO THE CITY MGR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4154 | EXECUTIVE DIR OF HOUSING AUTHORITY | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4057 | EXECUTIVE DIRECTOR RENT PRGRM | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1418 | FACILITIES MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1422 | FACILITIES MAINTENANCE WORKER II | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | | | 01/01/2025 |
| 1205 | FAMILY LITERACY SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2248 | FINANCE MANAGER I | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2249 | FINANCE MANAGER II | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 3005 | FIRE CAPTAIN | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 4060 | FIRE CHIEF | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 3010 | FIRE ENGINEER | IAFF Fire Fighters | 205 | \$ 11,098.42 | \$ 11,646.76 | \$ 12,240.04 | | | 01/01/2025 |
| 3015 | FIRE FIGHTER | IAFF Fire Fighters | 200 | \$ 9,489.02 | \$ 9,951.28 | \$ 10,436.44 | \$ 10,972.02 | \$ 11,497.24 | 01/01/2025 |
| 3020 | FIRE FIGHTER TRAINEE | IAFF Fire Fighters | 201A | \$ 6,085.66 | | | | | 01/01/2025 |
| 3025 | FIRE INSPECTOR I | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 3030 | FIRE INSPECTOR II | IAFF Fire Fighters | 220 | \$ 13,719.44 | \$ 14,398.18 | \$ 15,131.46 | | | 01/01/2025 |
| 3505 | FIRE MARSHAL | Richmond Fire Mgmt | 225D | \$ 15,364.02 | \$ 16,161.10 | \$ 16,981.04 | | | 01/01/2025 |
| 1210 | GARDENER | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | | | 01/01/2025 |
| 4155 | GENERAL COUNSEL RENT PROGRAM | Executive Management | 5.1 | \$ 12,419.00 | | | | \$ 19,769.92 | 01/01/2025 |
| 2260 | GIS ADMINISTRATOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1406 | GRUNDSKEEPER | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |

| 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 | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 4153 | HEARING EXAMINER RENT PROGRAM | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1410 | HOUSING ASSISTANCE REPRESENTATIVE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1407 | HOUSING FINANCE REPRESENTATIVE | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2269 | HOUSING MANAGER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1408 | HOUSING PROGRAM SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1409 | HOUSING PROGRAM SPEC, SENIOR | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2275 | HOUSING PROGRAMS ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1420 | HOUSING REPRESENTATIVE | General Employees | 48 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | \$ 7,283.26 | 01/01/2025 |
| 2277 | HOUSING SERVICES SUPERVISOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2563 | HUMAN RESOURCES ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2564 | HUMAN RESOURCES ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2565 | HUMAN RESOURCES ANALYST PRINCIPAL | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2568 | HUMAN RESOURCES ANALYST SENIOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2283 | HUMAN RESOURCES MANAGER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1234 | HUMAN RESOURCES TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1235 | HUMAN RESOURCES TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1240 | HUMAN RESOURCES TECHNICIAN III | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2284 | INDUSTRIAL BUILDING INSPECTOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1246 | INFORMATION TECHNOLOGY ASST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2076 | INFORMATION TECHNOLOGY MGR | Mid-Management | 071D | \$ 11,834.70 | \$ 12,426.42 | \$ 13,050.06 | \$ 13,702.02 | \$ 14,389.42 | 01/01/2025 |
| 2562 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST I | Mid-Management | M105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2570 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST II | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 2559 | INFRASTRUCTURE ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1250 | JAILER | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1401 | JUNIOR ENGINEER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2290 | LAW OFFICE SUPERVISOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1260 | LEAD POLICE RECORDS SPECIALIST | General Employees | 46 | \$ 5,799.68 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | 01/01/2025 |
| 1412 | LEARNING CENTER COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1427 | LENDING LIBRARY SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1270 | LIBRARIAN I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1275 | LIBRARIAN II | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1280 | LIBRARY ASSISTANT I | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1285 | LIBRARY ASSISTANT II | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1286 | LIBRARY ASSOCIATE | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1290 | LIBRARY INFO SYSS SUP TECH | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2552 | LIBRARY SERVICES MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2305 | LITERACY PROGRAM MANAGER | Mid-Management | 58 | \$ 7,878.04 | \$ 8,260.60 | \$ 8,649.42 | \$ 9,075.52 | \$ 9,514.46 | 01/01/2025 |
| 1300 | MAINTENANCE LEAD WORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1318 | MAINTENANCE MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1320 | MAINTENANCE MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1307 | MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1309 | MAINTENANCE WORKER II | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2560 | MANAGEMENT ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 6005 | MAYOR | City Council | | \$ 6,975.00 | | | | \$ 6,975.00 | 02/20/2025 |
| 1311 | MIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1312 | NEIGHBORHOOD CHANGE AGENT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2335 | NETWORK & SYSTEMS ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2321 | NETWORK & SYSTEMS SECURITY OFI | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 2325 | NETWORK & SYSTEMS SPEC I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2330 | NETWORK & SYSTEMS SPEC II | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1421 | OFFICE ASSISTANT | General Employees | 14 | \$ 4,686.02 | \$ 4,919.40 | \$ 5,164.80 | \$ 5,425.78 | \$ 5,696.24 | 01/01/2025 |
| 1319 | OFFICE SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1393 | ONS FIELD COORDINATOR | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2339 | ONS PROGRAM MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1321 | PAINTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1424 | PARALEGAL | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2578 | PARATRANSIT COORDINATOR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 05/06/2025 |
| 1329 | PARKING ENF REPRESENTATIVE | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1331 | PARKS CONSTRUCTION & MAINT WKR | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2350 | PARKS SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2345 | PARKS&LANDSCAPE SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1333 | PAYROLL COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2575 | PAYROLL MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1335 | PAYROLL SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1337 | PERMIT TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1339 | PERMIT TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2365 | PLAN CHECK ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 4102 | PLANNING MANAGER | Executive Management | 4.1 | \$ 11,512.58 | | | | \$ 18,325.20 | 01/01/2025 |
| 1340 | PLANNING TECHNICIAN I | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1341 | PLANNING TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2368 | POLICE ADMINISTRATIVE MANAGER | Mid-Management | 070F | \$ 11,669.78 | \$ 12,253.02 | \$ 12,867.78 | \$ 13,533.50 | \$ 14,177.82 | 01/01/2025 |
| 1326 | POLICE ASSISTANT | General Employees | 34 | \$ 5,115.50 | \$ 5,305.32 | \$ 5,500.78 | \$ 5,706.38 | \$ 5,943.12 | 01/01/2025 |
| 5500 | POLICE CAPTAIN | Richmond Police Mgmt | 312 | \$ 17,224.98 | \$ 18,088.52 | \$ 19,025.58 | \$ 19,929.52 | | 01/01/2025 |
| 4105 | POLICE CHIEF | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 5505 | POLICE LIEUTENANT | Richmond Police Mgmt | 308 | \$ 14,766.06 | \$ 15,498.98 | \$ 16,274.94 | \$ 17,073.02 | | 01/01/2025 |
| 5000 | POLICE OFFICER | Richmond Police Officers | 300 | \$ 10,299.02 | \$ 10,769.82 | \$ 11,332.70 | \$ 11,879.86 | | 01/01/2025 |
| 1343 | POLICE OFFICER TRAINEE | Unrepresented | 299 | \$ 7,547.28 | | | | | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---------------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1345 | POLICE PROPERTY TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2371 | POLICE RECORDS & PROPERTY MGR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1347 | POLICE RECORDS SPECIALIST | General Employees | 034A | \$ 5,048.42 | \$ 5,299.68 | \$ 5,563.58 | \$ 5,842.50 | \$ 6,134.40 | 01/01/2025 |
| 5005 | POLICE SERGEANT | Richmond Police Officers | 304 | \$ 12,254.84 | \$ 12,830.32 | \$ 13,491.74 | \$ 14,155.18 | | 01/01/2025 |
| 4110 | PORT DIRECTOR | Executive Management | 5.1 | \$ 12,419.00 | | | | \$ 19,769.92 | 01/01/2025 |
| 2381 | PORT MARKETING/OPERATIONS MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2390 | PRINCIPAL PLANNER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2394 | PROGRAMMER ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2395 | PROGRAMMER ANALYST II | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2400 | PROJECT COORDINATOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2579 | PROJECT COORDINATOR - Y RATED | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 07/01/2025 |
| 4115 | PROJECT MANAGER I | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 01/01/2025 |
| 4120 | PROJECT MANAGER II | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 4121 | PROJECT MANAGER III | Executive Management | ED | \$ 15,063.78 | | | | \$ 18,310.14 | 01/01/2025 |
| 1384 | PROP MAINT&HOUSING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2402 | PUBLIC SAFETY TECHN LGY SUPRVSR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2566 | PUBLIC WORKS ABATEMENT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2408 | PUBLIC WORKS INSPECTOR SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1328 | PURCHASING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2404 | PW ADMINISTRATIVE MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2405 | PW FACILS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2410 | PW STRTS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1351 | RECREATION PROGRAM COORDINATOR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2415 | RECREATION SUPERVISOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1425 | REGISTRATION SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2445 | RENT PROGRAM SVCS ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2446 | RENT PROGRAM SVCS ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1353 | RESIDENT HOUSING MANAGER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2455 | RISK MANAGER | Executive Management | ED | \$ 15,063.78 | | | | \$ 18,310.14 | 01/01/2025 |
| 1414 | R-TRANSIT ASSISTANT | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1325 | R-TRANSIT DRIVER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1415 | R-TRANSIT DRIVER LEADWORKER | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2465 | SENIOR ACCOUNTANT | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2466 | SENIOR ADMINISTRATIVE ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 4140 | SENIOR ASSISTANT CITY ATTORNEY | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 2470 | SENIOR BUDGET ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1359 | SENIOR BUILDING INSPECTOR | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2480 | SENIOR BUYER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1361 | SENIOR CABLE TV PROD ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2485 | SENIOR CIVIL ENGINEER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2115 | SENIOR CODE ENFORCEMENT OFFICER | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 03/25/2025 |
| 2490 | SENIOR DEVELOPMENT PROJECT MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1158 | SENIOR ELECTRICIAN | General Employees | 147 | \$ 8,877.20 | \$ 9,296.50 | \$ 9,757.12 | \$ 10,227.20 | \$ 10,736.26 | 01/01/2025 |
| 1365 | SENIOR LIBRARY ASSISTANT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1413 | SENIOR MAINTENANCE MECHANIC | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2503 | SENIOR MANAGEMENT ANALYST | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1426 | SENIOR PERMIT TECHNICIAN | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2510 | SENIOR PLANNER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2515 | SENIOR PROGRAMMER ANALYST | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2520 | SENIOR PROPERTY MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1388 | SENIOR RESIDENT HOUSING MANAGER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2576 | SENIOR TRANSPORTATION PLANNER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2475 | SR BUSINESS ASSISTANCE OFFICER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2495 | SR EMPLOYEE BENEFITS ANLYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1387 | SR ENVIRON COMPLIANCE INSPECT | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4142 | STAFF ATTORNEY RENT PROGRAM | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1367 | STATIONARY ENGINEER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2530 | STATIONARY ENGINEER SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2557 | STREETS SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2540 | SYSTEMS ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2571 | TELECOMMUNICATIONS COORDINATOR | Mid-Management | 64 | \$ 9,075.52 | \$ 9,514.46 | \$ 9,987.64 | \$ 10,487.98 | \$ 11,010.24 | 01/01/2025 |
| 1369 | TELEPHONE RADIO SPECIALIST | General Employees | 137A | \$ 6,558.86 | \$ 6,886.38 | \$ 7,217.96 | \$ 7,579.22 | \$ 7,958.88 | 01/01/2025 |
| 1371 | TREE LEADWORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1432 | TREE TRIMMER | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 08/26/2025 |
| 1373 | UTILITY LEADWORKER | General Employees | 135A | \$ 6,444.46 | \$ 6,741.80 | \$ 7,033.26 | | | 01/01/2025 |
| 1431 | VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 05/06/2025 |
| 1379 | VOL TUTOR / LEARNER COORDINATR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4159 | WATER RESOURCE DIVISION MANAGER | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 2548 | WEB COORDINATOR | Mid-Management | 068E | \$ 9,576.58 | \$ 10,055.40 | \$ 10,557.30 | \$ 11,086.04 | \$ 11,639.50 | 01/01/2025 |
| 2569 | WORKFORCE COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2558 | WORKFORCE PROGRAM MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2567 | WORKFORCE PROGRAM SPECIALIST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1399 | WORKFORCE SPECIALIST I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1400 | WORKFORCE SPECIALIST II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

| 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 | \$ 19.27 | \$ 21.33 | \$ 23.33 | \$ 25.43 | \$ 27.37 | 01/01/2025 |
| 1876 | AQUATIC ASSISTANT/III | Part-Time & Intermittent | 524C | \$ 19.66 | | | | | 01/01/2025 |
| 1877 | AQUATIC INSTRUCTOR/III | Part-Time & Intermittent | 525D | \$ 19.66 | \$ 20.64 | | | | 01/01/2025 |
| 1805 | AUDITORIUM AIDE G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1808 | COMMUNICATIONS DISPATCHER II PER DIEM | Part-Time & Intermittent | 041C | \$ 48.15 | \$ 50.56 | \$ 53.09 | \$ 55.74 | \$ 58.53 | 01/01/2025 |
| 1887 | COMMUNITY AMBASSADOR | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 07/01/2025 |
| 1878 | LEARNER COORDINATOR/III | Part-Time & Intermittent | 282A | \$ 29.98 | \$ 31.18 | \$ 32.55 | \$ 33.97 | \$ 35.57 | 01/01/2025 |
| 1815 | LIBRARY AIDE G/III | Part-Time & Intermittent | 650A | \$ 20.73 | \$ 21.76 | \$ 22.87 | | | 01/01/2025 |
| 1820 | LIBRARY PAGE I G/III | Part-Time & Intermittent | 652A | \$ 19.27 | \$ 20.23 | \$ 21.24 | | | 01/01/2025 |
| 1825 | LIBRARY PAGE II G/III | Part-Time & Intermittent | 654A | \$ 19.66 | \$ 20.64 | \$ 21.69 | | | 01/01/2025 |
| 1830 | LIFEGUARD G/III | Part-Time & Intermittent | 546A | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | | 01/01/2025 |
| 1880 | MAINTENANCE AIDE I/II | Part-Time & Intermittent | 879 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1835 | OFFICE AIDE G/III | Part-Time & Intermittent | 622 | \$ 19.66 | | | | | 01/01/2025 |
| 1841 | OFFICE CLERK-CASHIER G/III | Part-Time & Intermittent | 627 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1881 | PARATRANSIT AIDE/III | Part-Time & Intermittent | 656A | \$ 19.66 | | | | | 01/01/2025 |
| 1882 | PARK STEWARD/III | Part-Time & Intermittent | 879 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1840 | POLICE CADET G/III | Part-Time & Intermittent | 503 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1845 | PUBLIC SER SUP LIBRARIAN G/III | Part-Time & Intermittent | 282 | \$ 31.84 | \$ 33.28 | \$ 34.76 | \$ 36.17 | \$ 37.91 | 01/01/2025 |
| 1850 | PUBSER SUP LIB AIDEIII | Part-Time & Intermittent | 534 | \$ 21.76 | | | | | 01/01/2025 |
| 1855 | RECREATN PGM AIDE G/III | Part-Time & Intermittent | 540 | \$ 19.27 | \$ 20.23 | \$ 21.24 | \$ 22.29 | \$ 23.39 | 01/01/2025 |
| 1860 | RECREATN PGM LEADER G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1865 | RECREATION PROGRAM SPECIALIST | Part-Time & Intermittent | 544A | \$ 22.76 | \$ 23.91 | \$ 25.07 | \$ 26.34 | \$ 27.65 | 01/01/2025 |
| 1870 | SCHOOL CROSSING GRD G/III | Part-Time & Intermittent | 860A | \$ 19.66 | | | | | 01/01/2025 |
| 1883 | SENIOR LIFEGUARD/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |

Notes:

Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police

Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]

Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative

and Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved

Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved

Rev. 8/16/25 Retroactive increase to Administrative Student Intern, Library Page I, Maintenance Aide, Office Clerk-Cashier, Park Steward, Police Cadet, and Recreation Program Aide

made to comply with Richmond Minimum Wage Ordinance

| 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 | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1005 | ACCOUNTANT II | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1394 | ACCOUNTING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2000 | ACCOUNTING MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2554 | ADMINISTRATIVE ANALYST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1395 | ADMINISTRATIVE ASSISTANT | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 4000 | ADMINISTRATIVE CHIEF | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 2553 | ADMINISTRATIVE SERVICES COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 4158 | ADMINISTRATIVE SERVICES DIRECTOR | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1025 | ADMINISTRATIVE TRAINEE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1030 | AQUATIC SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2015 | ARTS AND CULTURE MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4005 | ASSISTANT CITY ATTORNEY | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 2021 | ASSISTANT CITY ENGINEER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 4160 | ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1402 | ASSISTANT ENGINEER | General Employees | G109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1416 | ASSISTANT PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 4008 | ASSISTANT POLICE CHIEF | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 1428 | ASSISTANT TRANSPORTATION PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2030 | ASSISTED HOUSING MANAGER | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2032 | ASSOCIATE ADMIN ANALYST | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2035 | ASSOCIATE CIVIL ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2561 | ASSOCIATE MANAGEMENT ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1417 | ASSOCIATE PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1429 | ASSOCIATE TRANSPORTATION PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1040 | ASST POLICE PROPERTY TECH | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1054 | AUDITORIUM LEADWORKER | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 3500 | BATTALION CHIEF | Richmond Fire Mgmt | 230D | \$ 13,967.38 | \$ 14,695.96 | \$ 15,438.24 | | | 01/01/2025 |
| 2060 | BLDG MAINTENANCE SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1055 | BOOKMOBILE DRIVER/LIBRARY ASST | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2040 | BUDGET ADMINISTRATOR | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2045 | BUDGET ANALYST I | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2050 | BUDGET ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1060 | BUILDING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2055 | BUILDING INSPECTOR SUPERVISOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2065 | BUILDING OFFICIAL | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1064 | BUILDING TRADES WORKER I | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1065 | BUILDING TRADES WORKER II | General Employees | 138 | \$ 6,886.16 | \$ 7,218.80 | \$ 7,579.22 | | | 01/01/2025 |
| 1396 | BUILDING TRADES WORKER, SENIOR | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------------|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1069 | BUSINESS LICENSE FIELD INVEST. | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1070 | BUSINESS LICENSE SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1411 | BUSINESS SERVICES SPECIALIST | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2555 | BUSINESS SYSTEMS ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2556 | BUSINESS SYSTEMS ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1075 | BUYER I | General Employees | 043H | \$ 6,079.96 | \$ 6,348.46 | \$ 6,630.64 | \$ 6,936.32 | \$ 7,257.66 | 01/01/2025 |
| 1076 | BUYER II | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2096 | CABLE TELEVISION MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1079 | CABLE TV ENGINEERING SPPT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2090 | CABLE TV ENGRG COORDINATOR | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 2095 | CABLE TV PGMMING COORDINATOR | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 1080 | CABLE TV PROD SUPPORT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2100 | CAPITAL PROJECTS MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1085 | CARPENTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2101 | CCTV WIRELESS&SYS SPECIALIST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2105 | CHIEF ACCOUNTANT | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 4149 | CHIEF ASSISTANT CITY ATTORNEY | Unrepresented Exec Mgmt | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 2215 | CHIEF ELECTRICIAN | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 4161 | CHIEF INNOVATION OFFICER | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 07/01/2025 |
| 4015 | CITY ATTORNEY | Unrepresented Exec Mgmt | E5 | \$ 20,780.42 | | | | \$ 25,975.26 | 03/25/2025 |
| 4020 | CITY CLERK | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1398 | CITY CLERK ADMINISTRATIVE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4030 | CITY MANAGER | Unrepresented Exec Mgmt | 7.1 | \$ 17,137.10 | | | | \$ 30,165.78 | 01/01/2025 |
| 2572 | CIRCULATION SUPERVISOR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2110 | CODE ENFORCEMENT MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1095 | CODE ENFORCEMENT OFFICER I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1100 | CODE ENFORCEMENT OFFICER II | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 1110 | COMB. EQUIP MECHANIC LEAD WKR | General Employees | G207 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1105 | COMB. EQUIPMENT MECHANIC | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2140 | COMM SHIFT SUPERVISOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1083 | COMMUNICATIONS CALL TAKER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2137 | COMMUNICATIONS CENTER MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1120 | COMMUNICATIONS DISPATCHER I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1125 | COMMUNICATIONS DISPATCHER II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1126 | COMMUNICATIONS DISPATCHER III | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4147 | COMMUNITY ENGAGEMENT MANAGER | Executive Management | 2.1 | \$ 9,361.72 | | | | \$ 14,902.10 | 01/01/2025 |
| 1430 | COMMUNITY INTERVENTION SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 04/22/2025 |
| 2155 | COMMUNITY SERVICES PGM MANAGER | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1397 | COMMUNITY SERVICES TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1423 | COMPLIANCE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4080 | CONFIDENTIAL INVESTIGATOR | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1137 | CONSTRUCTION INSPECTOR I | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1138 | CONSTRUCTION INSPECTOR II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2577 | CONTRACT COMPLIANCE ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 6000 | COUNCILMEMBER | City Council | | \$ 2,524.50 | | | | \$ 2,524.50 | 02/20/2025 |
| 1140 | CRIME ANALYSIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2175 | CRIME ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2176 | CRIME PREVENTION MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1141 | CRIME PREVENTION SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1142 | CRIME SCENE TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2177 | CUSTODIAL MAINTENANCE SUPERVIS | Mid-Management | 052F | \$ 6,950.46 | \$ 7,285.10 | \$ 7,650.52 | \$ 8,021.50 | \$ 8,415.02 | 01/01/2025 |
| 2179 | DEPUTY BUILDING OFFICIAL | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4151 | DEPUTY CITY ATTORNEY | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 01/01/2025 |
| 1147 | DEPUTY CITY CLERK | General Employees | 052H | \$ 7,367.74 | \$ 7,725.62 | \$ 8,109.48 | \$ 8,503.98 | \$ 8,923.26 | 01/01/2025 |
| 4044 | DEPUTY CITY MANAGER | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 4150 | DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4046 | DEPUTY DIR COM SERVICES - LIBRARY | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4096 | DEPUTY DIR COM SERVICES - ONS | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4047 | DEPUTY DIR COM SERVICES - RECREATION | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4152 | DEPUTY DIRECTOR OF FINANCE | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4051 | DEPUTY DIR PW CITY ENGINEER | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4053 | DEPUTY DIR PW OPER/MTCE | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4042 | DEPUTY DIRECTOR RENT PROGRAM | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4043 | DEPUTY FIRE CHIEF | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 3000 | DEPUTY FIRE MARSHAL | IAFF Fire Fighters | 225 | \$ 15,097.86 | \$ 15,853.02 | \$ 16,645.74 | | | 01/01/2025 |
| 4045 | DEPUTY POLICE CHIEF | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 2200 | DEVELOPMENT PROJECT MANAGER I | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2205 | DEVELOPMENT PROJECT MANAGER II | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4157 | DEVELOPMENT SERV DIR/WRR CITY ENGINEER | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4033 | DIRECTOR OF COMMUNITY DEVELOPMENT | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 4037 | DIRECTOR OF COMMUNITY SERVICES | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4034 | DIRECTOR OF ECONOMIC DEVELOPMENT | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4010 | DIRECTOR OF FINANCE | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4071 | DIRECTOR OF HUMAN RESOURCES | Unrepresented Exec Mgmt | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4145 | DIRECTOR OF INFORMATION TECHNOLOGY | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4127 | DIRECTOR OF PUBLIC WORKS | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 1419 | DUPLICATING MAIL SPECIALIST | General Employees | 18 | \$ 4,693.54 | \$ 4,927.86 | \$ 5,174.10 | \$ 5,432.88 | \$ 5,703.98 | 01/01/2025 |
| 2210 | ECONOMIC DEV ADMINISTRATOR | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|------------------------------------|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2573 | ECONOMIC DEVELOPMENT COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1156 | ELECTRICIAN I | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1155 | ELECTRICIAN II | General Employees | 145 | \$ 7,197.66 | \$ 7,576.80 | \$ 7,976.02 | \$ 8,370.50 | \$ 8,755.54 | 01/01/2025 |
| 2216 | EMERGENCY SERVICES ANALYST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2220 | EMERGENCY SERVICES MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2225 | EMPLOYEE BENEFITS ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1167 | ENVIRONMENTAL COMPLIANCE INSP | General Employees | 052G | \$ 7,425.14 | \$ 7,781.38 | \$ 8,172.10 | \$ 8,569.82 | \$ 8,988.32 | 01/01/2025 |
| 2235 | ENVIRONMENTAL MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2574 | ENVIRONMENTAL SERVICES COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1170 | EQUIPMENT MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1175 | EQUIPMENT MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1403 | EQUIPMENT MECHANIC, SENIOR | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1185 | EQUIPMENT OPERATOR | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1190 | EQUIPMENT PARTS SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1191 | EQUIPMENT PARTS STOREKEEPER | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2240 | EQUIPMENT SERV SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2245 | EQUIPMENT SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1404 | EXECUTIVE ASSISTANT I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1405 | EXECUTIVE ASSISTANT II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2250 | EXECUTIVE ASST TO THE CITY MGR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4154 | EXECUTIVE DIR OF HOUSING AUTHORITY | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4057 | EXECUTIVE DIRECTOR RENT PRGRM | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1418 | FACILITIES MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1422 | FACILITIES MAINTENANCE WORKER II | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | | | 01/01/2025 |
| 1205 | FAMILY LITERACY SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2248 | FINANCE MANAGER I | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2249 | FINANCE MANAGER II | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 3005 | FIRE CAPTAIN | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 4060 | FIRE CHIEF | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 3010 | FIRE ENGINEER | IAFF Fire Fighters | 205 | \$ 11,098.42 | \$ 11,646.76 | \$ 12,240.04 | | | 01/01/2025 |
| 3015 | FIRE FIGHTER | IAFF Fire Fighters | 200 | \$ 9,489.02 | \$ 9,951.28 | \$ 10,436.44 | \$ 10,972.02 | \$ 11,497.24 | 01/01/2025 |
| 3020 | FIRE FIGHTER TRAINEE | IAFF Fire Fighters | 201A | \$ 6,085.66 | | | | | 01/01/2025 |
| 3025 | FIRE INSPECTOR I | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 3030 | FIRE INSPECTOR II | IAFF Fire Fighters | 220 | \$ 13,719.44 | \$ 14,398.18 | \$ 15,131.46 | | | 01/01/2025 |
| 3505 | FIRE MARSHAL | Richmond Fire Mgmt | 225D | \$ 15,364.02 | \$ 16,161.10 | \$ 16,981.04 | | | 01/01/2025 |
| 1210 | GARDENER | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | | | 01/01/2025 |
| 4155 | GENERAL COUNSEL RENT PROGRAM | Executive Management | 5.1 | \$ 12,419.00 | | | | \$ 19,769.92 | 01/01/2025 |
| 2260 | GIS ADMINISTRATOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1406 | GRUNDSKEEPER | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |

| 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 | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 4153 | HEARING EXAMINER RENT PROGRAM | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1410 | HOUSING ASSISTANCE REPRESENTATIVE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1407 | HOUSING FINANCE REPRESENTATIVE | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2269 | HOUSING MANAGER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1408 | HOUSING PROGRAM SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1409 | HOUSING PROGRAM SPEC, SENIOR | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2275 | HOUSING PROGRAMS ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1420 | HOUSING REPRESENTATIVE | General Employees | 48 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | \$ 7,283.26 | 01/01/2025 |
| 2277 | HOUSING SERVICES SUPERVISOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2563 | HUMAN RESOURCES ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2564 | HUMAN RESOURCES ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2565 | HUMAN RESOURCES ANALYST PRINCIPAL | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2568 | HUMAN RESOURCES ANALYST SENIOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2283 | HUMAN RESOURCES MANAGER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1234 | HUMAN RESOURCES TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1235 | HUMAN RESOURCES TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1240 | HUMAN RESOURCES TECHNICIAN III | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2284 | INDUSTRIAL BUILDING INSPECTOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1246 | INFORMATION TECHNOLOGY ASST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2076 | INFORMATION TECHNOLOGY MGR | Mid-Management | 071D | \$ 11,834.70 | \$ 12,426.42 | \$ 13,050.06 | \$ 13,702.02 | \$ 14,389.42 | 01/01/2025 |
| 2562 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST I | Mid-Management | M105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2570 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST II | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 2559 | INFRASTRUCTURE ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1250 | JAILER | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1401 | JUNIOR ENGINEER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2290 | LAW OFFICE SUPERVISOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1260 | LEAD POLICE RECORDS SPECIALIST | General Employees | 46 | \$ 5,799.68 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | 01/01/2025 |
| 1412 | LEARNING CENTER COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1427 | LENDING LIBRARY SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1270 | LIBRARIAN I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1275 | LIBRARIAN II | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1280 | LIBRARY ASSISTANT I | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1285 | LIBRARY ASSISTANT II | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1286 | LIBRARY ASSOCIATE | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1290 | LIBRARY INFO SYSS SUP TECH | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2552 | LIBRARY SERVICES MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2305 | LITERACY PROGRAM MANAGER | Mid-Management | 58 | \$ 7,878.04 | \$ 8,260.60 | \$ 8,649.42 | \$ 9,075.52 | \$ 9,514.46 | 01/01/2025 |
| 1300 | MAINTENANCE LEAD WORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1318 | MAINTENANCE MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1320 | MAINTENANCE MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1307 | MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1309 | MAINTENANCE WORKER II | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2560 | MANAGEMENT ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 6005 | MAYOR | City Council | | \$ 6,975.00 | | | | \$ 6,975.00 | 02/20/2025 |
| 1311 | MIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1312 | NEIGHBORHOOD CHANGE AGENT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2335 | NETWORK & SYSTEMS ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2321 | NETWORK & SYSTEMS SECURITY OFI | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 2325 | NETWORK & SYSTEMS SPEC I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2330 | NETWORK & SYSTEMS SPEC II | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1421 | OFFICE ASSISTANT | General Employees | 14 | \$ 4,686.02 | \$ 4,919.40 | \$ 5,164.80 | \$ 5,425.78 | \$ 5,696.24 | 01/01/2025 |
| 1319 | OFFICE SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1393 | ONS FIELD COORDINATOR | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2339 | ONS PROGRAM MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1321 | PAINTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1424 | PARALEGAL | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2578 | PARATRANSIT COORDINATOR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 05/06/2025 |
| 1329 | PARKING ENF REPRESENTATIVE | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1331 | PARKS CONSTRUCTION & MAINT WKR | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2350 | PARKS SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2345 | PARKS&LANDSCAPE SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1333 | PAYROLL COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2575 | PAYROLL MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1335 | PAYROLL SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1337 | PERMIT TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1339 | PERMIT TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2365 | PLAN CHECK ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 4102 | PLANNING MANAGER | Executive Management | 4.1 | \$ 11,512.58 | | | | \$ 18,325.20 | 01/01/2025 |
| 1340 | PLANNING TECHNICIAN I | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1341 | PLANNING TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2368 | POLICE ADMINISTRATIVE MANAGER | Mid-Management | 070F | \$ 11,669.78 | \$ 12,253.02 | \$ 12,867.78 | \$ 13,533.50 | \$ 14,177.82 | 01/01/2025 |
| 1326 | POLICE ASSISTANT | General Employees | 34 | \$ 5,115.50 | \$ 5,305.32 | \$ 5,500.78 | \$ 5,706.38 | \$ 5,943.12 | 01/01/2025 |
| 5500 | POLICE CAPTAIN | Richmond Police Mgmt | 312 | \$ 17,224.98 | \$ 18,088.52 | \$ 19,025.58 | \$ 19,929.52 | | 01/01/2025 |
| 4105 | POLICE CHIEF | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 5505 | POLICE LIEUTENANT | Richmond Police Mgmt | 308 | \$ 14,766.06 | \$ 15,498.98 | \$ 16,274.94 | \$ 17,073.02 | | 01/01/2025 |
| 5000 | POLICE OFFICER | Richmond Police Officers | 300 | \$ 10,299.02 | \$ 10,769.82 | \$ 11,332.70 | \$ 11,879.86 | | 01/01/2025 |
| 1343 | POLICE OFFICER TRAINEE | Unrepresented | 299 | \$ 7,547.28 | | | | | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---------------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1345 | POLICE PROPERTY TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2371 | POLICE RECORDS & PROPERTY MGR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1347 | POLICE RECORDS SPECIALIST | General Employees | 034A | \$ 5,048.42 | \$ 5,299.68 | \$ 5,563.58 | \$ 5,842.50 | \$ 6,134.40 | 01/01/2025 |
| 5005 | POLICE SERGEANT | Richmond Police Officers | 304 | \$ 12,254.84 | \$ 12,830.32 | \$ 13,491.74 | \$ 14,155.18 | | 01/01/2025 |
| 4110 | PORT DIRECTOR | Executive Management | 5.1 | \$ 12,419.00 | | | | \$ 19,769.92 | 01/01/2025 |
| 2381 | PORT MARKETING/OPERATIONS MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2390 | PRINCIPAL PLANNER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2394 | PROGRAMMER ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2395 | PROGRAMMER ANALYST II | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2400 | PROJECT COORDINATOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2579 | PROJECT COORDINATOR - Y RATED | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 07/01/2025 |
| 4115 | PROJECT MANAGER I | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 01/01/2025 |
| 4120 | PROJECT MANAGER II | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 4121 | PROJECT MANAGER III | Executive Management | ED | \$ 15,063.78 | | | | \$ 18,310.14 | 01/01/2025 |
| 1384 | PROP MAINT&HOUSING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2402 | PUBLIC SAFETY TECHN LGY SUPRVSR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2566 | PUBLIC WORKS ABATEMENT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2408 | PUBLIC WORKS INSPECTOR SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1328 | PURCHASING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2404 | PW ADMINISTRATIVE MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2405 | PW FACILS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2410 | PW STRTS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1351 | RECREATION PROGRAM COORDINATOR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2415 | RECREATION SUPERVISOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1425 | REGISTRATION SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2445 | RENT PROGRAM SVCS ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2446 | RENT PROGRAM SVCS ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1353 | RESIDENT HOUSING MANAGER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2455 | RISK MANAGER | Executive Management | ED | \$ 15,063.78 | | | | \$ 18,310.14 | 01/01/2025 |
| 1414 | R-TRANSIT ASSISTANT | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1325 | R-TRANSIT DRIVER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1415 | R-TRANSIT DRIVER LEADWORKER | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2465 | SENIOR ACCOUNTANT | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2466 | SENIOR ADMINISTRATIVE ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 4140 | SENIOR ASSISTANT CITY ATTORNEY | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 2470 | SENIOR BUDGET ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1359 | SENIOR BUILDING INSPECTOR | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2480 | SENIOR BUYER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1361 | SENIOR CABLE TV PROD ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2485 | SENIOR CIVIL ENGINEER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2115 | SENIOR CODE ENFORCEMENT OFFICER | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 03/25/2025 |
| 2490 | SENIOR DEVELOPMENT PROJECT MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1158 | SENIOR ELECTRICIAN | General Employees | 147 | \$ 8,877.20 | \$ 9,296.50 | \$ 9,757.12 | \$ 10,227.20 | \$ 10,736.26 | 01/01/2025 |
| 1365 | SENIOR LIBRARY ASSISTANT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1413 | SENIOR MAINTENANCE MECHANIC | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2503 | SENIOR MANAGEMENT ANALYST | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1426 | SENIOR PERMIT TECHNICIAN | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2510 | SENIOR PLANNER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2515 | SENIOR PROGRAMMER ANALYST | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2520 | SENIOR PROPERTY MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1388 | SENIOR RESIDENT HOUSING MANAGER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2576 | SENIOR TRANSPORTATION PLANNER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2475 | SR BUSINESS ASSISTANCE OFFICER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2495 | SR EMPLOYEE BENEFITS ANLYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1387 | SR ENVIRON COMPLIANCE INSPECT | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4142 | STAFF ATTORNEY RENT PROGRAM | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1367 | STATIONARY ENGINEER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2530 | STATIONARY ENGINEER SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2557 | STREETS SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2540 | SYSTEMS ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2571 | TELECOMMUNICATIONS COORDINATOR | Mid-Management | 64 | \$ 9,075.52 | \$ 9,514.46 | \$ 9,987.64 | \$ 10,487.98 | \$ 11,010.24 | 01/01/2025 |
| 1369 | TELEPHONE RADIO SPECIALIST | General Employees | 137A | \$ 6,558.86 | \$ 6,886.38 | \$ 7,217.96 | \$ 7,579.22 | \$ 7,958.88 | 01/01/2025 |
| 1371 | TREE LEADWORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1432 | TREE TRIMMER | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 08/26/2025 |
| 1373 | UTILITY LEADWORKER | General Employees | 135A | \$ 6,444.46 | \$ 6,741.80 | \$ 7,033.26 | | | 01/01/2025 |
| 1431 | VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOF | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 05/06/2025 |
| 1379 | VOL TUTOR / LEARNER COORDINATR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4159 | WATER RESOURCE DIVISION MANAGER | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 2548 | WEB COORDINATOR | Mid-Management | 068E | \$ 9,576.58 | \$ 10,055.40 | \$ 10,557.30 | \$ 11,086.04 | \$ 11,639.50 | 01/01/2025 |
| 2569 | WORKFORCE COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2558 | WORKFORCE PROGRAM MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2567 | WORKFORCE PROGRAM SPECIALIST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1399 | WORKFORCE SPECIALIST I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1400 | WORKFORCE SPECIALIST II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

| 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 | \$ 18.36 | \$ 20.32 | \$ 22.21 | \$ 24.22 | \$ 26.07 | 01/01/2025 |
| 1876 | AQUATIC ASSISTANT/III | Part-Time & Intermittent | 524C | \$ 19.66 | | | | | 01/01/2025 |
| 1877 | AQUATIC INSTRUCTOR/III | Part-Time & Intermittent | 525D | \$ 19.66 | \$ 20.64 | | | | 01/01/2025 |
| 1805 | AUDITORIUM AIDE G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1808 | COMMUNICATIONS DISPATCHER II PER DIEM | Part-Time & Intermittent | 041C | \$ 48.15 | \$ 50.56 | \$ 53.09 | \$ 55.74 | \$ 58.53 | 01/01/2025 |
| 1887 | COMMUNITY AMBASSADOR | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 07/01/2025 |
| 1878 | LEARNER COORDINATOR/III | Part-Time & Intermittent | 282A | \$ 29.98 | \$ 31.18 | \$ 32.55 | \$ 33.97 | \$ 35.57 | 01/01/2025 |
| 1815 | LIBRARY AIDE G/III | Part-Time & Intermittent | 650A | \$ 20.73 | \$ 21.76 | \$ 22.87 | | | 01/01/2025 |
| 1820 | LIBRARY PAGE I G/III | Part-Time & Intermittent | 652A | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1825 | LIBRARY PAGE II G/III | Part-Time & Intermittent | 654A | \$ 19.66 | \$ 20.64 | \$ 21.69 | | | 01/01/2025 |
| 1830 | LIFEGUARD G/III | Part-Time & Intermittent | 546A | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | | 01/01/2025 |
| 1880 | MAINTENANCE AIDE I/II | Part-Time & Intermittent | 879 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1835 | OFFICE AIDE G/III | Part-Time & Intermittent | 622 | \$ 19.66 | | | | | 01/01/2025 |
| 1841 | OFFICE CLERK-CASHIER G/III | Part-Time & Intermittent | 627 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1881 | PARATRANSIT AIDE/III | Part-Time & Intermittent | 656A | \$ 19.66 | | | | | 01/01/2025 |
| 1882 | PARK STEWARD/III | Part-Time & Intermittent | 879 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1840 | POLICE CADET G/III | Part-Time & Intermittent | 503 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1845 | PUBLIC SER SUP LIBRARIAN G/III | Part-Time & Intermittent | 282 | \$ 31.84 | \$ 33.28 | \$ 34.76 | \$ 36.17 | \$ 37.91 | 01/01/2025 |
| 1850 | PUBSER SUP LIB AIDEIII | Part-Time & Intermittent | 534 | \$ 21.76 | | | | | 01/01/2025 |
| 1855 | RECREATN PGM AIDE G/III | Part-Time & Intermittent | 540 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1860 | RECREATN PGM LEADER G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1865 | RECREATION PROGRAM SPECIALIST | Part-Time & Intermittent | 544A | \$ 22.76 | \$ 23.91 | \$ 25.07 | \$ 26.34 | \$ 27.65 | 01/01/2025 |
| 1870 | SCHOOL CROSSING GRD G/III | Part-Time & Intermittent | 860A | \$ 19.66 | | | | | 01/01/2025 |
| 1883 | SENIOR LIFEGUARD/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |

Notes:

Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police

Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager, 4% increase for Part-Time & Intermittent

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]

Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and

Appeals Officer retitled to Confidential Investigator; Classification and salary for Community Ambassador established and approved

Rev. 8/26/25: Classification and salary for Tree Trimmer established and approved

| 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 | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1005 | ACCOUNTANT II | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1394 | ACCOUNTING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2000 | ACCOUNTING MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2554 | ADMINISTRATIVE ANALYST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1395 | ADMINISTRATIVE ASSISTANT | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 4000 | ADMINISTRATIVE CHIEF | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 2553 | ADMINISTRATIVE SERVICES COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 4158 | ADMINISTRATIVE SERVICES DIRECTOR | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1025 | ADMINISTRATIVE TRAINEE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1030 | AQUATIC SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2015 | ARTS AND CULTURE MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4005 | ASSISTANT CITY ATTORNEY | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 2021 | ASSISTANT CITY ENGINEER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 4160 | ASSISTANT DEPUTY DIRECTOR OF PUBLIC WORKS | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1402 | ASSISTANT ENGINEER | General Employees | G109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1416 | ASSISTANT PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 4008 | ASSISTANT POLICE CHIEF | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 1428 | ASSISTANT TRANSPORTATION PLANNER | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2030 | ASSISTED HOUSING MANAGER | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2032 | ASSOCIATE ADMIN ANALYST | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2035 | ASSOCIATE CIVIL ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2561 | ASSOCIATE MANAGEMENT ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1417 | ASSOCIATE PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1429 | ASSOCIATE TRANSPORTATION PLANNER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1040 | ASST POLICE PROPERTY TECH | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1054 | AUDITORIUM LEADWORKER | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 3500 | BATTALION CHIEF | Richmond Fire Mgmt | 230D | \$ 13,967.38 | \$ 14,695.96 | \$ 15,438.24 | | | 01/01/2025 |
| 2060 | BLDG MAINTENANCE SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1055 | BOOKMOBILE DRIVER/LIBRARY ASST | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2040 | BUDGET ADMINISTRATOR | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2045 | BUDGET ANALYST I | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2050 | BUDGET ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1060 | BUILDING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2055 | BUILDING INSPECTOR SUPERVISOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2065 | BUILDING OFFICIAL | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1064 | BUILDING TRADES WORKER I | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1065 | BUILDING TRADES WORKER II | General Employees | 138 | \$ 6,886.16 | \$ 7,218.80 | \$ 7,579.22 | | | 01/01/2025 |
| 1396 | BUILDING TRADES WORKER, SENIOR | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------------|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1069 | BUSINESS LICENSE FIELD INVEST. | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1070 | BUSINESS LICENSE SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1411 | BUSINESS SERVICES SPECIALIST | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2555 | BUSINESS SYSTEMS ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2556 | BUSINESS SYSTEMS ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1075 | BUYER I | General Employees | 043H | \$ 6,079.96 | \$ 6,348.46 | \$ 6,630.64 | \$ 6,936.32 | \$ 7,257.66 | 01/01/2025 |
| 1076 | BUYER II | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2096 | CABLE TELEVISION MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1079 | CABLE TV ENGINEERING SPPT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2090 | CABLE TV ENGRG COORDINATOR | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 2095 | CABLE TV PGMMING COORDINATOR | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 1080 | CABLE TV PROD SUPPORT ASST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2100 | CAPITAL PROJECTS MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1085 | CARPENTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2101 | CCTV WIRELESS&SYS SPECIALIST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2105 | CHIEF ACCOUNTANT | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 4149 | CHIEF ASSISTANT CITY ATTORNEY | Unrepresented Exec Mgmt | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 2215 | CHIEF ELECTRICIAN | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 4161 | CHIEF INNOVATION OFFICER | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 07/01/2025 |
| 4015 | CITY ATTORNEY | Unrepresented Exec Mgmt | E5 | \$ 20,780.42 | | | | \$ 25,975.26 | 03/25/2025 |
| 4020 | CITY CLERK | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1398 | CITY CLERK ADMINISTRATIVE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4030 | CITY MANAGER | Unrepresented Exec Mgmt | 7.1 | \$ 17,137.10 | | | | \$ 30,165.78 | 01/01/2025 |
| 2572 | CIRCULATION SUPERVISOR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2110 | CODE ENFORCEMENT MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1095 | CODE ENFORCEMENT OFFICER I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1100 | CODE ENFORCEMENT OFFICER II | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 1110 | COMB. EQUIP MECHANIC LEAD WKR | General Employees | G207 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1105 | COMB. EQUIPMENT MECHANIC | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2140 | COMM SHIFT SUPERVISOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1083 | COMMUNICATIONS CALL TAKER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2137 | COMMUNICATIONS CENTER MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1120 | COMMUNICATIONS DISPATCHER I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1125 | COMMUNICATIONS DISPATCHER II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1126 | COMMUNICATIONS DISPATCHER III | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4147 | COMMUNITY ENGAGEMENT MANAGER | Executive Management | 2.1 | \$ 9,361.72 | | | | \$ 14,902.10 | 01/01/2025 |
| 1430 | COMMUNITY INTERVENTION SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 04/22/2025 |
| 2155 | COMMUNITY SERVICES PGM MANAGER | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1397 | COMMUNITY SERVICES TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--|-------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1423 | COMPLIANCE SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4080 | CONFIDENTIAL INVESTIGATOR | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1137 | CONSTRUCTION INSPECTOR I | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1138 | CONSTRUCTION INSPECTOR II | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2577 | CONTRACT COMPLIANCE ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 6000 | COUNCILMEMBER | City Council | | \$ 2,524.50 | | | | \$ 2,524.50 | 02/20/2025 |
| 1140 | CRIME ANALYSIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2175 | CRIME ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2176 | CRIME PREVENTION MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1141 | CRIME PREVENTION SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1142 | CRIME SCENE TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2177 | CUSTODIAL MAINTENANCE SUPERVIS | Mid-Management | 052F | \$ 6,950.46 | \$ 7,285.10 | \$ 7,650.52 | \$ 8,021.50 | \$ 8,415.02 | 01/01/2025 |
| 2179 | DEPUTY BUILDING OFFICIAL | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4151 | DEPUTY CITY ATTORNEY | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 01/01/2025 |
| 1147 | DEPUTY CITY CLERK | General Employees | 052H | \$ 7,367.74 | \$ 7,725.62 | \$ 8,109.48 | \$ 8,503.98 | \$ 8,923.26 | 01/01/2025 |
| 4044 | DEPUTY CITY MANAGER | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 4150 | DEPUTY DIR COM SERVICES - EMPLOYMENT & TRAIN | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4046 | DEPUTY DIR COM SERVICES - LIBRARY | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4096 | DEPUTY DIR COM SERVICES - ONS | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4047 | DEPUTY DIR COM SERVICES - RECREATION | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4152 | DEPUTY DIRECTOR OF FINANCE | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4051 | DEPUTY DIR PW CITY ENGINEER | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4053 | DEPUTY DIR PW OPER/MTCE | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4042 | DEPUTY DIRECTOR RENT PROGRAM | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4043 | DEPUTY FIRE CHIEF | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 3000 | DEPUTY FIRE MARSHAL | IAFF Fire Fighters | 225 | \$ 15,097.86 | \$ 15,853.02 | \$ 16,645.74 | | | 01/01/2025 |
| 4045 | DEPUTY POLICE CHIEF | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 2200 | DEVELOPMENT PROJECT MANAGER I | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2205 | DEVELOPMENT PROJECT MANAGER II | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 4157 | DEVELOPMENT SERV DIR/WRR CITY ENGINEER | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4033 | DIRECTOR OF COMMUNITY DEVELOPMENT | Executive Management | E4 | \$ 19,790.84 | | | | \$ 24,738.52 | 01/01/2025 |
| 4037 | DIRECTOR OF COMMUNITY SERVICES | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4034 | DIRECTOR OF ECONOMIC DEVELOPMENT | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4010 | DIRECTOR OF FINANCE | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4071 | DIRECTOR OF HUMAN RESOURCES | Unrepresented Exec Mgmt | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4145 | DIRECTOR OF INFORMATION TECHNOLOGY | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 4127 | DIRECTOR OF PUBLIC WORKS | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 1419 | DUPLICATING MAIL SPECIALIST | General Employees | 18 | \$ 4,693.54 | \$ 4,927.86 | \$ 5,174.10 | \$ 5,432.88 | \$ 5,703.98 | 01/01/2025 |
| 2210 | ECONOMIC DEV ADMINISTRATOR | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|------------------------------------|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2573 | ECONOMIC DEVELOPMENT COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1156 | ELECTRICIAN I | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1155 | ELECTRICIAN II | General Employees | 145 | \$ 7,197.66 | \$ 7,576.80 | \$ 7,976.02 | \$ 8,370.50 | \$ 8,755.54 | 01/01/2025 |
| 2216 | EMERGENCY SERVICES ANALYST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2220 | EMERGENCY SERVICES MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2225 | EMPLOYEE BENEFITS ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1167 | ENVIRONMENTAL COMPLIANCE INSP | General Employees | 052G | \$ 7,425.14 | \$ 7,781.38 | \$ 8,172.10 | \$ 8,569.82 | \$ 8,988.32 | 01/01/2025 |
| 2235 | ENVIRONMENTAL MANAGER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2574 | ENVIRONMENTAL SERVICES COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1170 | EQUIPMENT MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1175 | EQUIPMENT MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1403 | EQUIPMENT MECHANIC, SENIOR | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1185 | EQUIPMENT OPERATOR | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1190 | EQUIPMENT PARTS SPECIALIST | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1191 | EQUIPMENT PARTS STOREKEEPER | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2240 | EQUIPMENT SERV SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2245 | EQUIPMENT SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1404 | EXECUTIVE ASSISTANT I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1405 | EXECUTIVE ASSISTANT II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2250 | EXECUTIVE ASST TO THE CITY MGR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4154 | EXECUTIVE DIR OF HOUSING AUTHORITY | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 4057 | EXECUTIVE DIRECTOR RENT PRGRM | Executive Management | E2 | \$ 15,621.96 | | | | \$ 19,527.98 | 01/01/2025 |
| 1418 | FACILITIES MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1422 | FACILITIES MAINTENANCE WORKER II | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | | | 01/01/2025 |
| 1205 | FAMILY LITERACY SPECIALIST | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2248 | FINANCE MANAGER I | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2249 | FINANCE MANAGER II | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 3005 | FIRE CAPTAIN | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 4060 | FIRE CHIEF | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 3010 | FIRE ENGINEER | IAFF Fire Fighters | 205 | \$ 11,098.42 | \$ 11,646.76 | \$ 12,240.04 | | | 01/01/2025 |
| 3015 | FIRE FIGHTER | IAFF Fire Fighters | 200 | \$ 9,489.02 | \$ 9,951.28 | \$ 10,436.44 | \$ 10,972.02 | \$ 11,497.24 | 01/01/2025 |
| 3020 | FIRE FIGHTER TRAINEE | IAFF Fire Fighters | 201A | \$ 6,085.66 | | | | | 01/01/2025 |
| 3025 | FIRE INSPECTOR I | IAFF Fire Fighters | 210 | \$ 12,762.62 | \$ 13,393.06 | \$ 14,076.20 | | | 01/01/2025 |
| 3030 | FIRE INSPECTOR II | IAFF Fire Fighters | 220 | \$ 13,719.44 | \$ 14,398.18 | \$ 15,131.46 | | | 01/01/2025 |
| 3505 | FIRE MARSHAL | Richmond Fire Mgmt | 225D | \$ 15,364.02 | \$ 16,161.10 | \$ 16,981.04 | | | 01/01/2025 |
| 1210 | GARDENER | General Employees | 129 | \$ 5,646.84 | \$ 5,901.22 | \$ 6,160.30 | | | 01/01/2025 |
| 4155 | GENERAL COUNSEL RENT PROGRAM | Executive Management | 5.1 | \$ 12,419.00 | | | | \$ 19,769.92 | 01/01/2025 |
| 2260 | GIS ADMINISTRATOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1406 | GROUNDSKEEPER | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |

| 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 | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 4153 | HEARING EXAMINER RENT PROGRAM | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1410 | HOUSING ASSISTANCE REPRESENTATIVE | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1407 | HOUSING FINANCE REPRESENTATIVE | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2269 | HOUSING MANAGER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1408 | HOUSING PROGRAM SPECIALIST | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1409 | HOUSING PROGRAM SPEC, SENIOR | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2275 | HOUSING PROGRAMS ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1420 | HOUSING REPRESENTATIVE | General Employees | 48 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | \$ 7,283.26 | 01/01/2025 |
| 2277 | HOUSING SERVICES SUPERVISOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2563 | HUMAN RESOURCES ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2564 | HUMAN RESOURCES ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2565 | HUMAN RESOURCES ANALYST PRINCIPAL | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2568 | HUMAN RESOURCES ANALYST SENIOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2283 | HUMAN RESOURCES MANAGER | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 1234 | HUMAN RESOURCES TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1235 | HUMAN RESOURCES TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1240 | HUMAN RESOURCES TECHNICIAN III | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2284 | INDUSTRIAL BUILDING INSPECTOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1246 | INFORMATION TECHNOLOGY ASST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2076 | INFORMATION TECHNOLOGY MGR | Mid-Management | 071D | \$ 11,834.70 | \$ 12,426.42 | \$ 13,050.06 | \$ 13,702.02 | \$ 14,389.42 | 01/01/2025 |
| 2562 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST I | Mid-Management | M105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2570 | INFORMATION TECHNOLOGY SUPPORT SPECIALIST II | Mid-Management | 055D | \$ 7,508.74 | \$ 7,883.16 | \$ 8,240.24 | \$ 8,639.82 | \$ 9,075.52 | 01/01/2025 |
| 2559 | INFRASTRUCTURE ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1250 | JAILER | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1401 | JUNIOR ENGINEER | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2290 | LAW OFFICE SUPERVISOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1260 | LEAD POLICE RECORDS SPECIALIST | General Employees | 46 | \$ 5,799.68 | \$ 6,041.52 | \$ 6,330.18 | \$ 6,617.06 | \$ 6,936.20 | 01/01/2025 |
| 1412 | LEARNING CENTER COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1427 | LENDING LIBRARY SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1270 | LIBRARIAN I | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1275 | LIBRARIAN II | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1280 | LIBRARY ASSISTANT I | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1285 | LIBRARY ASSISTANT II | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1286 | LIBRARY ASSOCIATE | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1290 | LIBRARY INFO SYSS SUP TECH | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2552 | LIBRARY SERVICES MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2305 | LITERACY PROGRAM MANAGER | Mid-Management | 58 | \$ 7,878.04 | \$ 8,260.60 | \$ 8,649.42 | \$ 9,075.52 | \$ 9,514.46 | 01/01/2025 |
| 1300 | MAINTENANCE LEAD WORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|--------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1318 | MAINTENANCE MECHANIC I | General Employees | G202 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1320 | MAINTENANCE MECHANIC II | General Employees | G204 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1307 | MAINTENANCE WORKER I | General Employees | G201 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1309 | MAINTENANCE WORKER II | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2560 | MANAGEMENT ANALYST | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 6005 | MAYOR | City Council | | \$ 6,975.00 | | | | \$ 6,975.00 | 02/20/2025 |
| 1311 | MIS TECHNICIAN | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1312 | NEIGHBORHOOD CHANGE AGENT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2335 | NETWORK & SYSTEMS ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2321 | NETWORK & SYSTEMS SECURITY OFI | Mid-Management | M113 | \$ 13,908.92 | \$ 14,604.36 | \$ 15,334.58 | \$ 16,101.30 | \$ 16,906.38 | 01/01/2025 |
| 2325 | NETWORK & SYSTEMS SPEC I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2330 | NETWORK & SYSTEMS SPEC II | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1421 | OFFICE ASSISTANT | General Employees | 14 | \$ 4,686.02 | \$ 4,919.40 | \$ 5,164.80 | \$ 5,425.78 | \$ 5,696.24 | 01/01/2025 |
| 1319 | OFFICE SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1393 | ONS FIELD COORDINATOR | General Employees | 052D | \$ 7,301.22 | \$ 7,650.68 | \$ 8,036.38 | \$ 8,425.74 | \$ 8,838.40 | 01/01/2025 |
| 2339 | ONS PROGRAM MANAGER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1321 | PAINTER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1424 | PARALEGAL | General Employees | G107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2578 | PARATRANSIT COORDINATOR | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 05/06/2025 |
| 1329 | PARKING ENF REPRESENTATIVE | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1331 | PARKS CONSTRUCTION & MAINT WKR | General Employees | G203 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2350 | PARKS SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2345 | PARKS&LANDSCAPE SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1333 | PAYROLL COORDINATOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2575 | PAYROLL MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1335 | PAYROLL SPECIALIST | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1337 | PERMIT TECHNICIAN I | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 1339 | PERMIT TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2365 | PLAN CHECK ENGINEER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 4102 | PLANNING MANAGER | Executive Management | 4.1 | \$ 11,512.58 | | | | \$ 18,325.20 | 01/01/2025 |
| 1340 | PLANNING TECHNICIAN I | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1341 | PLANNING TECHNICIAN II | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2368 | POLICE ADMINISTRATIVE MANAGER | Mid-Management | 070F | \$ 11,669.78 | \$ 12,253.02 | \$ 12,867.78 | \$ 13,533.50 | \$ 14,177.82 | 01/01/2025 |
| 1326 | POLICE ASSISTANT | General Employees | 34 | \$ 5,115.50 | \$ 5,305.32 | \$ 5,500.78 | \$ 5,706.38 | \$ 5,943.12 | 01/01/2025 |
| 5500 | POLICE CAPTAIN | Richmond Police Mgmt | 312 | \$ 17,224.98 | \$ 18,088.52 | \$ 19,025.58 | \$ 19,929.52 | | 01/01/2025 |
| 4105 | POLICE CHIEF | Executive Management | E5 | \$ 20,780.42 | | | | \$ 25,975.46 | 01/01/2025 |
| 5505 | POLICE LIEUTENANT | Richmond Police Mgmt | 308 | \$ 14,766.06 | \$ 15,498.98 | \$ 16,274.94 | \$ 17,073.02 | | 01/01/2025 |
| 5000 | POLICE OFFICER | Richmond Police Officers | 300 | \$ 10,299.02 | \$ 10,769.82 | \$ 11,332.70 | \$ 11,879.86 | | 01/01/2025 |
| 1343 | POLICE OFFICER TRAINEE | Unrepresented | 299 | \$ 7,547.28 | | | | | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---------------------------------------|--------------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 1345 | POLICE PROPERTY TECHNICIAN | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2371 | POLICE RECORDS & PROPERTY MGR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1347 | POLICE RECORDS SPECIALIST | General Employees | 034A | \$ 5,048.42 | \$ 5,299.68 | \$ 5,563.58 | \$ 5,842.50 | \$ 6,134.40 | 01/01/2025 |
| 5005 | POLICE SERGEANT | Richmond Police Officers | 304 | \$ 12,254.84 | \$ 12,830.32 | \$ 13,491.74 | \$ 14,155.18 | | 01/01/2025 |
| 4110 | PORT DIRECTOR | Executive Management | 5.1 | \$ 12,419.00 | | | | \$ 19,769.92 | 01/01/2025 |
| 2381 | PORT MARKETING/OPERATIONS MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2390 | PRINCIPAL PLANNER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2394 | PROGRAMMER ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2395 | PROGRAMMER ANALYST II | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2400 | PROJECT COORDINATOR | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2579 | PROJECT COORDINATOR - Y RATED | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 07/01/2025 |
| 4115 | PROJECT MANAGER I | Executive Management | EB | \$ 12,350.98 | | | | \$ 15,012.66 | 01/01/2025 |
| 4120 | PROJECT MANAGER II | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 4121 | PROJECT MANAGER III | Executive Management | ED | \$ 15,063.78 | | | | \$ 18,310.14 | 01/01/2025 |
| 1384 | PROP MAINT&HOUSING INSPECTOR | General Employees | 052B | \$ 7,163.74 | \$ 7,512.26 | \$ 7,890.12 | \$ 8,275.42 | \$ 8,677.10 | 01/01/2025 |
| 2402 | PUBLIC SAFETY TECHN LGY SUPRVSR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2566 | PUBLIC WORKS ABATEMENT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2408 | PUBLIC WORKS INSPECTOR SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1328 | PURCHASING ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2404 | PW ADMINISTRATIVE MANAGER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2405 | PW FACILS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2410 | PW STRTS MAINT SUPERINTENDENT | Mid-Management | M212 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 1351 | RECREATION PROGRAM COORDINATOR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2415 | RECREATION SUPERVISOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 1425 | REGISTRATION SPECIALIST | General Employees | G103 | \$ 5,455.06 | \$ 5,727.80 | \$ 6,014.20 | \$ 6,314.90 | \$ 6,630.64 | 01/01/2025 |
| 2445 | RENT PROGRAM SVCS ANALYST I | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2446 | RENT PROGRAM SVCS ANALYST II | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 1353 | RESIDENT HOUSING MANAGER | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 2455 | RISK MANAGER | Executive Management | ED | \$ 15,063.78 | | | | \$ 18,310.14 | 01/01/2025 |
| 1414 | R-TRANSIT ASSISTANT | General Employees | G101 | \$ 4,586.14 | \$ 4,815.46 | \$ 5,056.22 | \$ 5,309.04 | \$ 5,574.50 | 01/01/2025 |
| 1325 | R-TRANSIT DRIVER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 1415 | R-TRANSIT DRIVER LEADWORKER | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 2465 | SENIOR ACCOUNTANT | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2466 | SENIOR ADMINISTRATIVE ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 4140 | SENIOR ASSISTANT CITY ATTORNEY | Executive Management | E3 | \$ 17,496.64 | | | | \$ 21,870.82 | 01/01/2025 |
| 2470 | SENIOR BUDGET ANALYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1359 | SENIOR BUILDING INSPECTOR | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2480 | SENIOR BUYER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1361 | SENIOR CABLE TV PROD ASSISTANT | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |

| Job Class | Job Description | Unit Description | Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Effective |
|-----------|---|----------------------|-------|--------------|--------------|--------------|--------------|--------------|------------|
| | | | | (Monthly) | (Monthly) | (Monthly) | (Monthly) | (Monthly) | |
| 2485 | SENIOR CIVIL ENGINEER | Mid-Management | M112 | \$ 12,601.24 | \$ 13,231.94 | \$ 13,893.36 | \$ 14,587.86 | \$ 15,317.78 | 01/01/2025 |
| 2115 | SENIOR CODE ENFORCEMENT OFFICER | Mid-Management | M108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 03/25/2025 |
| 2490 | SENIOR DEVELOPMENT PROJECT MGR | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 1158 | SENIOR ELECTRICIAN | General Employees | 147 | \$ 8,877.20 | \$ 9,296.50 | \$ 9,757.12 | \$ 10,227.20 | \$ 10,736.26 | 01/01/2025 |
| 1365 | SENIOR LIBRARY ASSISTANT | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1413 | SENIOR MAINTENANCE MECHANIC | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 2503 | SENIOR MANAGEMENT ANALYST | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 1426 | SENIOR PERMIT TECHNICIAN | General Employees | G106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2510 | SENIOR PLANNER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2515 | SENIOR PROGRAMMER ANALYST | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2520 | SENIOR PROPERTY MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1388 | SENIOR RESIDENT HOUSING MANAGER | General Employees | G102 | \$ 4,998.90 | \$ 5,248.84 | \$ 5,511.28 | \$ 5,786.84 | \$ 6,076.20 | 01/01/2025 |
| 2576 | SENIOR TRANSPORTATION PLANNER | Mid-Management | M110 | \$ 10,379.06 | \$ 10,898.02 | \$ 11,442.90 | \$ 12,015.06 | \$ 12,615.80 | 01/01/2025 |
| 2475 | SR BUSINESS ASSISTANCE OFFICER | Mid-Management | M111 | \$ 11,429.96 | \$ 12,001.46 | \$ 12,601.52 | \$ 13,231.60 | \$ 13,893.18 | 01/01/2025 |
| 2495 | SR EMPLOYEE BENEFITS ANLYST | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 1387 | SR ENVIRON COMPLIANCE INSPECT | General Employees | G108 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 4142 | STAFF ATTORNEY RENT PROGRAM | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 1367 | STATIONARY ENGINEER | General Employees | G206 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 2530 | STATIONARY ENGINEER SUPERVISOR | Mid-Management | M208 | \$ 8,587.50 | \$ 9,016.86 | \$ 9,467.70 | \$ 9,941.10 | \$ 10,438.16 | 01/01/2025 |
| 2557 | STREETS SUPERVISOR | Mid-Management | M209 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2540 | SYSTEMS ADMINISTRATOR | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2571 | TELECOMMUNICATIONS COORDINATOR | Mid-Management | 64 | \$ 9,075.52 | \$ 9,514.46 | \$ 9,987.64 | \$ 10,487.98 | \$ 11,010.24 | 01/01/2025 |
| 1369 | TELEPHONE RADIO SPECIALIST | General Employees | 137A | \$ 6,558.86 | \$ 6,886.38 | \$ 7,217.96 | \$ 7,579.22 | \$ 7,958.88 | 01/01/2025 |
| 1371 | TREE LEADWORKER | General Employees | G205 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |
| 1373 | UTILITY LEADWORKER | General Employees | 135A | \$ 6,444.46 | \$ 6,741.80 | \$ 7,033.26 | | | 01/01/2025 |
| 1431 | VOCATIONAL CONSTRUCTION BUILDING INSTRUCTOR | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 05/06/2025 |
| 1379 | VOL TUTOR / LEARNER COORDINATR | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 4159 | WATER RESOURCE DIVISION MANAGER | Executive Management | EC | \$ 13,632.38 | | | | \$ 16,628.14 | 01/01/2025 |
| 2548 | WEB COORDINATOR | Mid-Management | 068E | \$ 9,576.58 | \$ 10,055.40 | \$ 10,557.30 | \$ 11,086.04 | \$ 11,639.50 | 01/01/2025 |
| 2569 | WORKFORCE COORDINATOR | Mid-Management | M107 | \$ 7,824.60 | \$ 8,215.82 | \$ 8,626.62 | \$ 9,057.94 | \$ 9,510.84 | 01/01/2025 |
| 2558 | WORKFORCE PROGRAM MANAGER | Mid-Management | M109 | \$ 9,435.52 | \$ 9,907.28 | \$ 10,402.64 | \$ 10,922.78 | \$ 11,468.92 | 01/01/2025 |
| 2567 | WORKFORCE PROGRAM SPECIALIST | Mid-Management | M106 | \$ 7,137.60 | \$ 7,494.48 | \$ 7,869.22 | \$ 8,262.66 | \$ 8,675.82 | 01/01/2025 |
| 1399 | WORKFORCE SPECIALIST I | General Employees | G104 | \$ 5,959.64 | \$ 6,257.62 | \$ 6,570.50 | \$ 6,899.04 | \$ 7,243.98 | 01/01/2025 |
| 1400 | WORKFORCE SPECIALIST II | General Employees | G105 | \$ 6,518.38 | \$ 6,844.28 | \$ 7,186.50 | \$ 7,545.82 | \$ 7,923.10 | 01/01/2025 |

Notes: Est. 1/1/25: 4% increase for General Employees & Mid-Management; 3% increase for IAFF Firefighters; 5.5% increase for Richmond Fire Management; 4% increase for Richmond Police Officers; 6.5% for Richmond Police Management; 5% for Executive Management & Unrepresented Executive & City Manager

Rev. 2/20/25: New salary for Mayor effective 2/20/25 [Ordinance 04-25 adopted 1/21/25]; new salary for Councilmember effective 2/20/25 [Ordinance 03-25 adopted 1/21/25]

Rev. 3/25/25: Salary range change for City Attorney adopted and approved; Code Enforcement Supervisor retitled to Senior Code Enforcement Officer

Rev. 4/22/25: Classification and salary for Community Intervention Specialist established and approved

Rev. 5/6/25: Classification and salary for Vocational Construction Building Constructor and for Paratransit Coordinator established and approved

Rev. 7/1/25: Classification and salary for Chief Innovation Officer established and approved; salary for Project Coordinator Y-Rated established and approved; Confidential Investigative and Appeals Officer retitled to Confidential Investigator

| 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 | \$ 18.36 | \$ 20.32 | \$ 22.21 | \$ 24.22 | \$ 26.07 | 01/01/2025 |
| 1876 | AQUATIC ASSISTANT/III | Part-Time & Intermittent | 524C | \$ 19.66 | | | | | 01/01/2025 |
| 1877 | AQUATIC INSTRUCTOR/III | Part-Time & Intermittent | 525D | \$ 19.66 | \$ 20.64 | | | | 01/01/2025 |
| 1805 | AUDITORIUM AIDE G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1808 | COMMUNICATIONS DISPATCHER II PER DIEM | Part-Time & Intermittent | 041C | \$ 48.15 | \$ 50.56 | \$ 53.09 | \$ 55.74 | \$ 58.53 | 01/01/2025 |
| 1887 | COMMUNITY AMBASSADOR | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 07/01/2025 |
| 1878 | LEARNER COORDINATOR/III | Part-Time & Intermittent | 282A | \$ 29.98 | \$ 31.18 | \$ 32.55 | \$ 33.97 | \$ 35.57 | 01/01/2025 |
| 1815 | LIBRARY AIDE G/III | Part-Time & Intermittent | 650A | \$ 20.73 | \$ 21.76 | \$ 22.87 | | | 01/01/2025 |
| 1820 | LIBRARY PAGE I G/III | Part-Time & Intermittent | 652A | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1825 | LIBRARY PAGE II G/III | Part-Time & Intermittent | 654A | \$ 19.66 | \$ 20.64 | \$ 21.69 | | | 01/01/2025 |
| 1830 | LIFEGUARD G/III | Part-Time & Intermittent | 546A | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | | 01/01/2025 |
| 1880 | MAINTENANCE AIDE I/II | Part-Time & Intermittent | 879 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1835 | OFFICE AIDE G/III | Part-Time & Intermittent | 622 | \$ 19.66 | | | | | 01/01/2025 |
| 1841 | OFFICE CLERK-CASHIER G/III | Part-Time & Intermittent | 627 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1881 | PARATRANSIT AIDE/III | Part-Time & Intermittent | 656A | \$ 19.66 | | | | | 01/01/2025 |
| 1882 | PARK STEWARD/III | Part-Time & Intermittent | 879 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1840 | POLICE CADET G/III | Part-Time & Intermittent | 503 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1845 | PUBLIC SER SUP LIBRARIAN G/III | Part-Time & Intermittent | 282 | \$ 31.84 | \$ 33.28 | \$ 34.76 | \$ 36.17 | \$ 37.91 | 01/01/2025 |
| 1850 | PUBSER SUP LIB AIDEIII | Part-Time & Intermittent | 534 | \$ 21.76 | | | | | 01/01/2025 |
| 1855 | RECREATN PGM AIDE G/III | Part-Time & Intermittent | 540 | \$ 18.35 | \$ 19.26 | \$ 20.22 | \$ 21.22 | \$ 22.28 | 01/01/2025 |
| 1860 | RECREATN PGM LEADER G/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |
| 1865 | RECREATION PROGRAM SPECIALIST | Part-Time & Intermittent | 544A | \$ 22.76 | \$ 23.91 | \$ 25.07 | \$ 26.34 | \$ 27.65 | 01/01/2025 |
| 1870 | SCHOOL CROSSING GRD G/III | Part-Time & Intermittent | 860A | \$ 19.66 | | | | | 01/01/2025 |
| 1883 | SENIOR LIFEGUARD/III | Part-Time & Intermittent | 546B | \$ 19.66 | \$ 20.64 | \$ 21.69 | \$ 22.76 | \$ 23.92 | 01/01/2025 |

Notes:

Est. 1/1/25: 4% increase for Part-Time & Intermittent

Rev. 7/1/25: Classification and salary for Community Ambassador established and approved