

**COMPENSATION PLAN 7/1/25**

Grade	Position	Job Class	Minimum	Median	Maximum	Exemption Status	Exemption Classification
11	SHELTER ASSISTANT - ACAC	H011	34,576	44,948	55,321	non-exempt	
11	CASE AIDE - DSS	R011	34,576	44,948	55,321	non-exempt	
11	GROUNDSKEEPER	K011	34,576	44,948	55,321	non-exempt	
11	HOUSEKEEPER	J011	34,576	44,948	55,321	non-exempt	
11	LABORER	P011	34,576	44,948	55,321	non-exempt	
11	OFFICE TECHNICIAN	M011	34,576	44,948	55,321	non-exempt	
11	SERVICES ASSISTANT - DSS	N011	34,576	44,948	55,321	non-exempt	
12	DEPUTY REGISTRAR	IO12	36,305	47,195	58,086	non-exempt	
12	LIBRARY ASSOCIATE	PO12	36,305	47,195	58,086	non-exempt	
12	MAINTENANCE WORKER	JO12	36,305	47,195	58,086	non-exempt	
12	OFFICE SPECIALIST	K012	36,305	47,195	58,086	non-exempt	
12	TAX TECHNICIAN I	LO12	36,305	47,195	58,086	non-exempt	
13	BENEFIT PROGRAM SPECIALIST I - DSS	G013	38,118	49,556	60,990	non-exempt	
13	SOLID WASTE EQUIPMENT OPERATOR	IO13	38,118	49,556	60,990	non-exempt	
13	TAX TECHNICIAN II	JO13	38,118	49,556	60,990	non-exempt	
13	UTILITY MAINTENANCE WORKER - UTILITIES	K013	38,118	49,556	60,990	non-exempt	
13	UTILITY OPERATOR IV - UTILITIES	LO13	38,118	49,556	60,990	non-exempt	
14	ADMINISTRATIVE ASSISTANT	CO14	40,026	52,033	64,041	non-exempt	
14	ADOPTION/RESCUE COORDINATOR - ACAC	DO14	40,026	52,033	64,041	non-exempt	
14	DIGITAL SERVICES SPECIALIST	H014	40,026	52,033	64,041	non-exempt	
14	GROUNDS MAINTENANCE CREW LEADER - L&L	QO14	40,026	52,033	64,041	non-exempt	
14	LIBRARY ASSOCIATE II	KO14	40,026	52,033	64,041	non-exempt	
14	MAINTENANCE CREW LEADER - PARKS AND REC	JO14	40,026	52,033	64,041	non-exempt	
14	MECHANIC	GO14	40,026	52,033	64,041	non-exempt	
14	TAX SPECIALIST	FO14	40,026	52,033	64,041	non-exempt	
14	UTILITY EQUIPMENT OPERATOR - UTILITIES	NO14	40,026	52,033	64,041	non-exempt	
14	UTILITY OPERATOR III - UTILITIES	LO14	40,026	52,033	64,041	non-exempt	
14	VOLUNTEER/EDUCATION COORDINATOR - ACAC	EO14	40,026	52,033	64,041	non-exempt	
15	ACCOUNTING TECHNICIAN I	H015	42,027	54,634	67,244	non-exempt	
15	CONSOLIDATED SITE SUPERVISOR	RO15	42,027	54,634	67,244	non-exempt	
15	DEPUTY COURT CLERK I	TO15	42,027	54,634	67,244	non-exempt	
15	EMPLOYMENT SERVICES WORKER - DSS	FO15	42,027	54,634	67,244	non-exempt	
15	KINSHIP/FOSTER PARENT TRAINER - DSS	X015	42,027	54,634	67,244	non-exempt	
15	LEGAL ASSISTANT	BO15	42,027	54,634	67,244	non-exempt	
15	MAINTENANCE CREW LEADER - GENERAL SERVICES	NO15	42,027	54,634	67,244	non-exempt	
15	MULTIMEDIA SPECIALIST	UO15	42,027	54,634	67,244	non-exempt	
15	PERMIT TECHNICIAN	OO15	42,027	54,634	67,244	non-exempt	
15	PLANNING TECHNICIAN	SO15	42,027	54,634	67,244	non-exempt	
15	UTILITY CREW LEADER - UTILITIES	WO15	42,027	54,634	67,244	non-exempt	
15	UTILITY OPERATOR II - UTILITIES	PO15	42,027	54,634	67,244	non-exempt	
15	VOLUNTEER COORDINATOR - VOLUNTEER MONTGOMERY	VO15	42,027	54,634	67,244	non-exempt	
16	ADMINISTRATIVE COORDINATOR	CO16	44,128	57,368	70,604	non-exempt	
16	BENEFITS PROGRAM SPECIALIST II - DSS	NO16	44,128	57,368	70,604	non-exempt	
16	CSA COORDINATOR	RO16	44,128	57,368	70,604	non-exempt	
16	DEPUTY COURT CLERK II	QO16	44,128	57,368	70,604	non-exempt	
16	EMS EMT	GO16	44,128	57,368	70,604	non-exempt	
16	FAMILY SERVICES SPECIALIST - DSS	BO16	44,128	57,368	70,604	non-exempt	
16	FRAUD INVESTIGATOR -DSS	JO16	44,128	57,368	70,604	non-exempt	
16	GROUNDS MAINTENANCE SUPERVISOR - GENERAL SERVICES	KO16	44,128	57,368	70,604	non-exempt	
16	HOUSEKEEPING SUPERVISOR	LO16	44,128	57,368	70,604	non-exempt	
16	LEAD MECHANIC	MO16	44,128	57,368	70,604	non-exempt	
16	LIBRARY CHILDRENS PROGRAM SPECIALIST	HO16	44,128	57,368	70,604	non-exempt	
16	PUBLIC RELATIONS AND COMMUNITY ENGAGEMENT COORDINATOR	IO16	44,128	57,368	70,604	non-exempt	
16	SR VOLUNTEER COORDINATOR - VOLUNTEER MONTGOMERY	DO16	44,128	57,368	70,604	non-exempt	
16	VICTIM WITNESS COORDINATOR	PO16	44,128	57,368	70,604	non-exempt	
17	EMS ADVANCED EMT	PO17	46,335	60,234	74,134	non-exempt	
17	ANIMAL CONTROL OFFICER	SO17	46,335	60,234	74,134	non-exempt	
17	BENEFITS COORDINATOR - HUMAN RESOURCES	LO17	46,335	60,234	74,134	non-exempt	
17	BUILDING INSPECTOR I	GO17	46,335	60,234	74,134	non-exempt	
17	ENVIRONMENTAL SPECIALIST	RO17	46,335	60,234	74,134	non-exempt	

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17	FIREFIGHTER/EMT	U017	46,335	60,234	74,134	non-exempt	
17	LIBRARY ASSISTANT BRANCH MANAGER I	IO17	46,335	60,234	74,134	non-exempt	
17	SHELTER SUPERVISOR - ACAC	W017	46,335	60,234	74,134	non-exempt	
17	TAX SUPERVISOR	H017	46,335	60,234	74,134	non-exempt	
17	TECHNOLOGY SUPPORT SPECIALIST I	F017	46,335	60,234	74,134	non-exempt	
17	UTILITY OPERATOR I - UTILITIES	E017	46,335	60,234	74,134	non-exempt	
17	ZONING COMPLIANCE OFFICER	TO17	46,335	60,234	74,134	non-exempt	
18	CARTOGRAPHER	MO18	48,652	63,245	77,840	non-exempt	
18	MAINTENANCE SUPERVISOR - GENERAL SERVICES	SO18	48,652	63,245	77,840	non-exempt	
18	DEPUTY COURT CLERK SUPERVISOR	U018	48,652	63,245	77,840	non-exempt	
18	FIREFIGHTER/ADVANCED EMT	VO18	48,652	63,245	77,840	non-exempt	
18	LIBRARY ACQUISITION MANAGER	LO18	48,652	63,245	77,840	non-exempt	
18	LIBRARY ASSISTANT BRANCH MANAGER II	DO18	48,652	63,245	77,840	non-exempt	
18	LIBRARY BRANCH MANAGER I	CO18	48,652	63,245	77,840	non-exempt	
18	LIBRARY PROGRAM COORDINATOR	FO18	48,652	63,245	77,840	non-exempt	
18	LIBRARY TECHNOLOGY SUPPORT SPECIALIST I	YO18	48,652	63,245	77,840	non-exempt	
18	MARKETING COORDINATOR - TOURISM	ZO18	48,652	63,245	77,840	non-exempt	
18	PERMIT COORDINATOR	RO18	48,652	63,245	77,840	non-exempt	
18	PLANNING COORDINATOR	IO18	48,652	63,245	77,840	non-exempt	
18	BUYER	WO18	48,652	63,245	77,840	non-exempt	
18	RECREATION SUPERVISOR I	KO18	48,652	63,245	77,840	non-exempt	
18	SENIOR TAX SUPERVISOR	XO18	48,652	63,245	77,840	non-exempt	
18	TECHNOLOGY SUPPORT SPECIALIST II	EO18	48,652	63,245	77,840	non-exempt	
19	ACCOUNTING TECHNICIAN II	QO19	51,084	66,407	81,733	non-exempt	
19	ADMINISTRATIVE MANAGER	FO19	51,084	66,407	81,733	non-exempt	
19	ASSISTANT COUNTY ASSESSOR	JO19	51,084	66,407	81,733	non-exempt	
19	BENEFIT PROGRAM SUPERVISOR - DSS	RO19	51,084	66,407	81,733	non-exempt	
19	BUILDING INSPECTOR II	YO19	51,084	66,407	81,733	non-exempt	
19	CHIEF DEPUTY REGISTRAR	WO19	51,084	66,407	81,733	non-exempt	
19	GIS ANALYST	HO19	51,084	66,407	81,733	non-exempt	
19	LIBRARY BRANCH MANAGER II	EO19	51,084	66,407	81,733	non-exempt	
19	LIBRARY BUSINESS MANAGER	GO19	51,084	66,407	81,733	non-exempt	
19	MULTI-MEDIA TECHNICIAN & STATION MANAGER	BO19	51,084	66,407	81,733	non-exempt	
19	PARALEGAL	TO19	51,084	66,407	81,733	non-exempt	
19	EMS PARAMEDIC	PO19	51,084	66,407	81,733	non-exempt	
19	RECREATION SUPERVISOR II	DO19	51,084	66,407	81,733	non-exempt	
19	TECHNOLOGY SUPPORT SPECIALIST III	XO19	51,084	66,407	81,733	non-exempt	
19	UTILITIES MAINTENANCE SUPERVISOR - UTILITIES	UO19	51,084	66,407	81,733	non-exempt	
19	WASTEWATER OPERATIONS SPECIALIST II - UTILITIES	OO19	51,084	66,407	81,733	non-exempt	
19	WATER OPERATIONS SPECIALIST II - UTILITIES	VO19	51,084	66,407	81,733	non-exempt	
20	ACCOUNTANT	FO20	53,638	69,728	85,819	non-exempt	
20	CHIEF ANIMAL CONTROL OFFICER	PO20	53,638	69,728	85,819	non-exempt	
20	DEPUTY - SHERIFF'S OFFICE	UO20	53,638	69,728	85,819	non-exempt	
20	DESIGN AND MULTIMEDIA MANAGER	QO20	53,638	69,728	85,819	non-exempt	
20	FIREFIGHTER/PARAMEDIC	RO20	53,638	69,728	85,819	non-exempt	
20	HR GENERALIST	TO20	53,638	69,728	85,819	non-exempt	
20	LIBRARY SERVICES MANAGER	BO20	53,638	69,728	85,819	non-exempt	
20	PLANNER I	LO20	53,638	69,728	85,819	non-exempt	
20	STORMWATER PROGRAM MANAGER	SO20	53,638	69,728	85,819	non-exempt	
21	BUDGET ANALYST	KO21	56,319	73,215	90,111	non-exempt	
21	BUILDING INSPECTOR III	NO21	56,319	73,215	90,111	non-exempt	
21	CLERK TO BOS/EXECUTIVE ASSISTANT	GO21	56,319	73,215	90,111	non-exempt	
21	DEPUTY LIDS - SHERIFF'S OFFICE	PO21	56,319	73,215	90,111	non-exempt	
21	EMPLOYMENT SERVICES SUPERVISOR - DSS	HO21	56,319	73,215	90,111	non-exempt	
21	INVESTIGATOR - SHERIFF'S OFFICE	BO21	56,319	73,215	90,111	non-exempt	
21	PAYROLL SPECIALIST	JO21	56,319	73,215	90,111	non-exempt	
21	PLANNER II	LO21	56,319	73,215	90,111	non-exempt	
21	PROGRAM MANAGER - GENERAL SERVICES	MO21	56,319	73,215	90,111	non-exempt	
22	FAMILY SERVICES SUPERVISOR - DSS	DO22	59,136	76,876	94,615	non-exempt	
22	FIRE LIEUTENANT	KO22	59,136	76,876	94,615	non-exempt	
22	HVAC TECHNICIAN	EO22	59,136	76,876	94,615	non-exempt	
22	SENIOR GIS ANALYST	GO22	59,136	76,876	94,615	non-exempt	
22	PLANNER III	HO22	59,136	76,876	94,615	non-exempt	
22	SERGEANT - SHERIFF'S OFFICE	CO22	59,136	76,876	94,615	non-exempt	
23	APPLICATION SPECIALIST	EO23	62,093	80,719	99,346	exempt	Computer Professional
23	BUILDING INSPECTOR IV	TO23	62,093	80,719	99,346	non-exempt	

Grade	Position	Job Class	Minimum	Median	Maximum	Exemption Status	Exemption Classification
23	CHIEF DEPUTY COMMISSIONER OF REVENUE	F023	62,093	80,719	99,346	exempt	Administrative
23	CHIEF DEPUTY COURT CLERK	H023	62,093	80,719	99,346	exempt	Administrative
23	CHIEF DEPUTY TREASURER	G023	62,093	80,719	99,346	exempt	Administrative
23	COUNTY ASSESSOR	M023	62,093	80,719	99,346	exempt	Administrative
23	EMS CAPTAIN	Q023	62,093	80,719	99,346	non-exempt	
23	FACILITIES AND GROUNDS MANAGER - GENERAL SERVICES	L023	62,093	80,719	99,346	non-exempt	
23	FIRE CAPTAIN	R023	62,093	80,719	99,346	non-exempt	
23	SENIOR BUDGET ANALYST	P023	62,093	80,719	99,346	exempt	Administrative
23	SUSTAINABILITY MANAGER	C023	62,093	80,719	99,346	exempt	Administrative
23	WASTEWATER MANAGER - UTILITIES	N023	62,093	80,719	99,346	non-exempt	
23	WATER OPERATIONS MANAGER - UTILITIES	S023	62,093	80,719	99,346	non-exempt	
24	BROADBAND PROJECT MANAGER	H024	65,195	84,756	104,312	exempt	Administrative
24	ECONOMIC DEVELOPMENT PROJECT MANAGER	E024	65,195	84,756	104,312	exempt	Administrative
24	LAW CLERK	K024	65,195	84,756	104,312	exempt	Learned Professional
24	LIEUTENANT - SHERIFF'S OFFICE	A024	65,195	84,756	104,312	non-exempt	
24	SECURITY ANALYST I	B024	65,195	84,756	104,312	exempt	Computer Professional
24	SENIOR ACCOUNTANT - PAYROLL/ACCOUNTS PAYABLE	G024	65,195	84,756	104,312	exempt	Administrative
24	SENIOR ACCOUNTANT - FINANCIAL REPORTING	IO24	65,195	84,756	104,312	exempt	Administrative
24	LIBRARY SYSTEMS ADMINISTRATOR	JO24	65,195	84,756	104,312	exempt	Learned Professional
24	UTILITY COORDINATOR - UTILITIES	FO24	65,195	84,756	104,312	non-exempt	
25	BUDGET MANAGER	H025	68,455	88,993	109,530	exempt	Administrative
25	CAPITAL PROJECTS MANAGER	IO25	68,455	88,993	109,530	exempt	Administrative
25	DEPUTY CHIEF OF EMS	JO25	68,455	88,993	109,530	exempt	Administrative
25	DEPUTY CHIEF OF FIRE AND EMERGENCY MANAGEMENT	K025	68,455	88,993	109,530	exempt	Administrative
25	DEPUTY CHIEF OF TRAINING - FIRE AND EMS	L025	68,455	88,993	109,530	exempt	Administrative
25	GIS MANAGER	D025	68,455	88,993	109,530	exempt	Administrative
25	OPERATIONS MANAGER - GENERAL SERVICES	M025	68,455	88,993	109,530	exempt	Administrative
25	PLANNING AND ZONING ADMINISTRATOR	FO25	68,455	88,993	109,530	exempt	Administrative
25	PURCHASING MANAGER	CO25	68,455	88,993	109,530	exempt	Administrative
25	SYSTEM ENGINEER	A025	68,455	88,993	109,530	exempt	Computer Professional
26	SECURITY ANALYST II	B026	71,878	93,443	115,007	exempt	Computer Professional
27	ASSISTANT COMMONWEALTH ATTORNEY	A027	75,474	98,115	120,756	exempt	Learned Professional
27	CAPTAIN - SHERIFF'S OFFICE	B027	75,474	98,115	120,756	exempt	Administrative
27	CHIEF BUILDING OFFICIAL	D027	75,474	98,115	120,756	exempt	Administrative
27	SYSTEM INFRASTRUCTURE ENGINEER	CO27	75,474	98,115	120,756	exempt	Computer Professional
28	ASSISTANT FINANCE DIRECTOR	A028	79,245	103,020	126,793	exempt	Learned Professional
28	ASSISTANT IT DIRECTOR	D028	79,245	103,020	126,793	exempt	Computer Professional
28	ASSISTANT PLANNING DIRECTOR	E028	79,245	103,020	126,793	exempt	Learned Professional
30	CHIEF DEPUTY COMMONWEALTH ATTORNEY	B030	87,370	113,581	139,789	exempt	Learned Professional
30	CHIEF DEPUTY SHERIFF	A030	87,370	113,581	139,789	exempt	Administrative
30	COUNTY ENGINEER	CO30	87,370	113,581	139,789	exempt	Learned Professional
126	DIRECTOR OF ANIMAL CARE AND ADOPTION CENTER	A126	79,245	105,001	130,754	exempt	Executive
126	DIRECTOR OF HUMAN SERVICES	B126	79,245	105,001	130,754	exempt	Executive
126	DIRECTOR OF PUBLIC RELATIONS AND COMMUNITY ENGAGEMENT	C126	79,245	105,001	130,754	exempt	Executive
127	CHIEF OF FIRE AND EMS	C127	83,208	110,252	137,292	exempt	Executive
128	DIRECTOR OF LIBRARY SERVICES	A128	87,370	115,765	144,158	exempt	Executive
129	DIRECTOR OF PARKS AND RECREATION	D129	91,737	121,551	151,367	exempt	Executive
130	DIRECTOR OF HUMAN RESOURCES	D130	96,324	127,630	158,934	exempt	Executive
130	DIRECTOR OF MANAGEMENT AND BUDGET	E130	96,324	127,630	158,934	exempt	Executive
130	DIRECTOR OF PLANNING	A130	96,324	127,630	158,934	exempt	Executive
130	DIRECTOR OF SOCIAL SERVICES	F130	96,324	127,630	158,934	exempt	Executive
131	DIRECTOR OF ECONOMIC DEVELOPMENT	B131	101,141	134,012	166,881	exempt	Executive
131	DIRECTOR OF FINANCE	D131	101,141	134,012	166,881	exempt	Executive
131	DIRECTOR OF GENERAL SERVICES	C131	101,141	134,012	166,881	exempt	Executive
131	DIRECTOR OF INFORMATION TECHNOLOGY	F131	101,141	134,012	166,881	exempt	Executive
131	DIRECTOR OF UTILITIES	G131	101,141	134,012	166,881	exempt	Executive
133	CHIEF FINANCE OFFICER	C133	111,508	147,748	183,987	exempt	Executive
134	ASSISTANT COUNTY ADMINISTRATOR	A134	117,083	155,135	193,186	exempt	Executive
135	DEPUTY COUNTY ADMINISTRATOR	A135	122,938	162,892	202,845	exempt	Executive

UPDATED 10.31.25