

COMPENSATION PLAN 7/1/26

Grade	Position	Job Class	Minimum	Median	Maximum	Exemption Status	Exemption Classification
11	CASE AIDE - DSS	R011	35,267	45,847	56,427	non-exempt	
11	HOUSEKEEPER	J011	35,267	45,847	56,427	non-exempt	
11	LABORER	P011	35,267	45,847	56,427	non-exempt	
11	OFFICE TECHNICIAN	M011	35,267	45,847	56,427	non-exempt	
11	SERVICES ASSISTANT - DSS	N011	35,267	45,847	56,427	non-exempt	
11	SHELTER ASSISTANT - ACAC	H011	35,267	45,847	56,427	non-exempt	
12	GROUNDKEEPER	R012	37,031	48,139	59,248	non-exempt	
12	LIBRARY ASSOCIATE	P012	37,031	48,139	59,248	non-exempt	
12	MAINTENANCE WORKER	J012	37,031	48,139	59,248	non-exempt	
12	OFFICE SPECIALIST	K012	37,031	48,139	59,248	non-exempt	
12	TAX TECHNICIAN I	L012	37,031	48,139	59,248	non-exempt	
13	BENEFIT PROGRAM SPECIALIST I - DSS	G013	38,881	50,547	62,210	non-exempt	
13	SOLID WASTE EQUIPMENT OPERATOR	I013	38,881	50,547	62,210	non-exempt	
13	TAX TECHNICIAN II	J013	38,881	50,547	62,210	non-exempt	
13	UTILITY MAINTENANCE WORKER - UTILITIES	K013	38,881	50,547	62,210	non-exempt	
13	UTILITY OPERATOR IV - UTILITIES	L013	38,881	50,547	62,210	non-exempt	
14	ADMINISTRATIVE ASSISTANT	C014	40,826	53,074	65,322	non-exempt	
14	ADOPTION/FOSTER COORDINATOR - ACAC	R014	40,826	53,074	65,322	non-exempt	
14	INTAKE - RESCUE COORDINATOR - ACAC	D014	40,826	53,074	65,322	non-exempt	
14	DIGITAL SERVICES SPECIALIST	H014	40,826	53,074	65,322	non-exempt	
14	HVAC APPRENTICE - GENERAL SERVICES	S014	40,826	53,074	65,322	non-exempt	
14	LIBRARY ASSOCIATE II	K014	40,826	53,074	65,322	non-exempt	
14	MECHANIC	G014	40,826	53,074	65,322	non-exempt	
14	TAX SPECIALIST	F014	40,826	53,074	65,322	non-exempt	
14	UTILITY EQUIPMENT OPERATOR - UTILITIES	N014	40,826	53,074	65,322	non-exempt	
14	UTILITY OPERATOR III - UTILITIES	L014	40,826	53,074	65,322	non-exempt	
14	VOLUNTEER/EDUCATION COORDINATOR - ACAC	E014	40,826	53,074	65,322	non-exempt	
15	ACCOUNTING TECHNICIAN I	H015	42,868	55,727	68,588	non-exempt	
15	CONSOLIDATED SITE SUPERVISOR	R015	42,868	55,727	68,588	non-exempt	
15	DEPUTY COURT CLERK I	T015	42,868	55,727	68,588	non-exempt	
15	DEPUTY REGISTRAR	Y015	42,868	55,727	68,588	non-exempt	
15	EMPLOYMENT SERVICES WORKER - DSS	F015	42,868	55,727	68,588	non-exempt	
15	GROUNDS MAINTENANCE CREW LEADER - L&L	Z015	42,868	55,727	68,588	non-exempt	
15	KINSHIP/FOSTER PARENT TRAINER - DSS	X015	42,868	55,727	68,588	non-exempt	
15	LEGAL ASSISTANT	B015	42,868	55,727	68,588	non-exempt	
15	MAINTENANCE CREW LEADER - GENERAL SERVICES	N015	42,868	55,727	68,588	non-exempt	
15	MAINTENANCE CREW LEADER - PARKS AND REC	AA15	42,868	55,727	68,588	non-exempt	
15	MULTIMEDIA SPECIALIST	U015	42,868	55,727	68,588	non-exempt	
15	PERMIT TECHNICIAN	O015	42,868	55,727	68,588	non-exempt	
15	PLANNING TECHNICIAN	S015	42,868	55,727	68,588	non-exempt	
15	UTILITY CREW LEADER - UTILITIES	W015	42,868	55,727	68,588	non-exempt	
15	UTILITY OPERATOR II - UTILITIES	P015	42,868	55,727	68,588	non-exempt	
15	VOLUNTEER COORDINATOR - VOLUNTEER MONTGOMERY	V015	42,868	55,727	68,588	non-exempt	
16	ADMINISTRATIVE COORDINATOR	C016	45,011	58,515	72,017	non-exempt	
16	BENEFITS PROGRAM SPECIALIST II - DSS	N016	45,011	58,515	72,017	non-exempt	
16	CSA COORDINATOR	R016	45,011	58,515	72,017	non-exempt	
16	DEPUTY COURT CLERK II	Q016	45,011	58,515	72,017	non-exempt	
16	EMS EMT	G016	45,011	58,515	72,017	non-exempt	
16	FAMILY SERVICES SPECIALIST - DSS	B016	45,011	58,515	72,017	non-exempt	
16	HVAC TECHNICIAN I - GENERAL SERVICES	S016	45,011	58,515	72,017	non-exempt	
16	LEAD MECHANIC	M016	45,011	58,515	72,017	non-exempt	
16	LIBRARY CHILDRENS PROGRAM SPECIALIST	H016	45,011	58,515	72,017	non-exempt	
16	PUBLIC RELATIONS AND COMMUNITY ENGAGEMENT COORDINATOR	I016	45,011	58,515	72,017	non-exempt	
16	SR VOLUNTEER COORDINATOR - VOLUNTEER MONTGOMERY	D016	45,011	58,515	72,017	non-exempt	
16	VICTIM WITNESS COORDINATOR	P016	45,011	58,515	72,017	non-exempt	
16	WATER OPERATIONS SPECIALIST III - UTILITIES	T016	45,011	58,515	72,017	non-exempt	
17	ANIMAL CONTROL OFFICER	S017	47,262	61,439	75,617	non-exempt	
17	BENEFITS COORDINATOR - HUMAN RESOURCES	L017	47,262	61,439	75,617	non-exempt	
17	BUILDING INSPECTOR I	G017	47,262	61,439	75,617	non-exempt	
17	EMS ADVANCED EMT	P017	47,262	61,439	75,617	non-exempt	
17	ENVIRONMENTAL SPECIALIST	R017	47,262	61,439	75,617	non-exempt	
17	FIREFIGHTER/EMT	U017	47,262	61,439	75,617	non-exempt	
17	LIBRARY ASSISTANT BRANCH MANAGER I	I017	47,262	61,439	75,617	non-exempt	

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17	SHELTER SUPERVISOR - ACAC	W017	47,262	61,439	75,617	non-exempt	
17	TAX SUPERVISOR	H017	47,262	61,439	75,617	non-exempt	
17	TECHNOLOGY SUPPORT SPECIALIST I	F017	47,262	61,439	75,617	non-exempt	
17	UTILITY OPERATOR I - UTILITIES	E017	47,262	61,439	75,617	non-exempt	
17	ZONING COMPLIANCE OFFICER	T017	47,262	61,439	75,617	non-exempt	
18	BUYER	W018	49,626	64,510	79,397	non-exempt	
18	CARTOGRAPHER	M018	49,626	64,510	79,397	non-exempt	
18	DEPUTY COURT CLERK SUPERVISOR	U018	49,626	64,510	79,397	non-exempt	
18	FIREFIGHTER/ADVANCED EMT	V018	49,626	64,510	79,397	non-exempt	
18	GROUPS MAINTENANCE SUPERVISOR - GENERAL SERVICES	N018	49,626	64,510	79,397	non-exempt	
18	HOUSEKEEPING SUPERVISOR	O018	49,626	64,510	79,397	non-exempt	
18	LIBRARY ACQUISITION MANAGER	L018	49,626	64,510	79,397	non-exempt	
18	LIBRARY ASSISTANT BRANCH MANAGER II	D018	49,626	64,510	79,397	non-exempt	
18	LIBRARY BRANCH MANAGER I	C018	49,626	64,510	79,397	non-exempt	
18	LIBRARY PROGRAM COORDINATOR	F018	49,626	64,510	79,397	non-exempt	
18	LIBRARY TECHNOLOGY SUPPORT SPECIALIST I	Y018	49,626	64,510	79,397	non-exempt	
18	MAINTENANCE SUPERVISOR - GENERAL SERVICES	S018	49,626	64,510	79,397	non-exempt	
18	MARKETING COORDINATOR - TOURISM	Z018	49,626	64,510	79,397	non-exempt	
18	PERMIT COORDINATOR	R018	49,626	64,510	79,397	non-exempt	
18	PLANNING COORDINATOR	J018	49,626	64,510	79,397	non-exempt	
18	RECREATION SUPERVISOR I	K018	49,626	64,510	79,397	non-exempt	
18	SENIOR TAX SUPERVISOR	X018	49,626	64,510	79,397	non-exempt	
18	SOLID WASTE MANAGER	AA18	49,626	64,510	79,397	non-exempt	
18	TECHNOLOGY SUPPORT SPECIALIST II	E018	49,626	64,510	79,397	non-exempt	
19	ACCOUNTING TECHNICIAN II	Q019	52,106	67,735	83,368	non-exempt	
19	ADMINISTRATIVE MANAGER	F019	52,106	67,735	83,368	non-exempt	
19	ASSISTANT COUNTY ASSESSOR	J019	52,106	67,735	83,368	non-exempt	
19	BENEFIT PROGRAM SUPERVISOR - DSS	R019	52,106	67,735	83,368	non-exempt	
19	BUILDING INSPECTOR II	Y019	52,106	67,735	83,368	non-exempt	
19	CHIEF DEPUTY REGISTRAR	W019	52,106	67,735	83,368	non-exempt	
19	GIS ANALYST	H019	52,106	67,735	83,368	non-exempt	
19	LIBRARY BRANCH MANAGER II	E019	52,106	67,735	83,368	non-exempt	
19	LIBRARY BUSINESS MANAGER	G019	52,106	67,735	83,368	non-exempt	
19	MULTI-MEDIA TECHNICIAN & STATION MANAGER	B019	52,106	67,735	83,368	non-exempt	
19	PARALEGAL	T019	52,106	67,735	83,368	non-exempt	
19	EMS PARAMEDIC	P019	52,106	67,735	83,368	non-exempt	
19	RECREATION SUPERVISOR II	D019	52,106	67,735	83,368	non-exempt	
19	TECHNOLOGY SUPPORT SPECIALIST III	X019	52,106	67,735	83,368	non-exempt	
19	UTILITIES MAINTENANCE SUPERVISOR - UTILITIES	U019	52,106	67,735	83,368	non-exempt	
19	WASTEWATER OPERATIONS SPECIALIST II - UTILITIES	O019	52,106	67,735	83,368	non-exempt	
19	WATER OPERATIONS SPECIALIST II - UTILITIES	V019	52,106	67,735	83,368	non-exempt	
20	ACCOUNTANT	F020	54,711	71,123	87,536	non-exempt	
20	CHIEF ANIMAL CONTROL OFFICER	P020	54,711	71,123	87,536	non-exempt	
20	DEPUTY - SHERIFF'S OFFICE	U020	54,711	71,123	87,536	non-exempt	
20	DESIGN AND MULTIMEDIA MANAGER	Q020	54,711	71,123	87,536	non-exempt	
20	FIREFIGHTER/PARAMEDIC	R020	54,711	71,123	87,536	non-exempt	
20	HR GENERALIST	T020	54,711	71,123	87,536	non-exempt	
20	LIBRARY SERVICES MANAGER	B020	54,711	71,123	87,536	non-exempt	
20	PLANNER I	L020	54,711	71,123	87,536	non-exempt	
20	STORMWATER PROGRAM MANAGER	S020	54,711	71,123	87,536	non-exempt	
21	BUDGET ANALYST	K021	57,446	74,679	91,914	non-exempt	
21	BUILDING INSPECTOR III	N021	57,446	74,679	91,914	non-exempt	
21	CLERK TO BOS/EXECUTIVE ASSISTANT	G021	57,446	74,679	91,914	non-exempt	
21	DEPUTY LIDS - SHERIFF'S OFFICE	P021	57,446	74,679	91,914	non-exempt	
21	EMPLOYMENT SERVICES SUPERVISOR - DSS	H021	57,446	74,679	91,914	non-exempt	
21	PAYROLL SPECIALIST	J021	57,446	74,679	91,914	non-exempt	
21	PLANNER II	L021	57,446	74,679	91,914	non-exempt	
21	PROGRAM MANAGER - GENERAL SERVICES	M021	57,446	74,679	91,914	non-exempt	
21	UTILITY MAINTENANCE TECHNICIAN - UTILITIES	Q021	57,446	74,679	91,914	non-exempt	
22	FAMILY SERVICES SUPERVISOR - DSS	D022	60,319	78,414	96,508	non-exempt	
22	FIRE LIEUTENANT	K022	60,319	78,414	96,508	non-exempt	
22	HVAC TECHNICIAN II - GENERAL SERVICES	E022	60,319	78,414	96,508	non-exempt	
22	INVESTIGATOR - SHERIFF'S OFFICE	M022	60,319	78,414	96,508	non-exempt	
22	SENIOR GIS ANALYST	G022	60,319	78,414	96,508	non-exempt	
22	PLANNER III	H022	60,319	78,414	96,508	non-exempt	
22	SERGEANT - SHERIFF'S OFFICE	C022	60,319	78,414	96,508	non-exempt	
23	APPLICATION SPECIALIST	E023	63,335	82,333	101,333	exempt	Computer Professional
23	BUILDING INSPECTOR IV	T023	63,335	82,333	101,333	non-exempt	
23	CHIEF DEPUTY COMMISSIONER OF REVENUE	F023	63,335	82,333	101,333	exempt	Administrative

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23	CHIEF DEPUTY COURT CLERK	H023	63,335	82,333	101,333	exempt	Administrative
23	CHIEF DEPUTY TREASURER	G023	63,335	82,333	101,333	exempt	Administrative
23	COUNTY ASSESSOR	M023	63,335	82,333	101,333	exempt	Administrative
23	EMS CAPTAIN	Q023	63,335	82,333	101,333	non-exempt	
23	FACILITIES AND GROUNDS MANAGER - GENERAL SERVICES	L023	63,335	82,333	101,333	non-exempt	
23	FIRE CAPTAIN	R023	63,335	82,333	101,333	non-exempt	
23	SENIOR BUDGET ANALYST	P023	63,335	82,333	101,333	exempt	Administrative
23	SUSTAINABILITY MANAGER	C023	63,335	82,333	101,333	exempt	Administrative
23	WASTEWATER MANAGER - UTILITIES	N023	63,335	82,333	101,333	non-exempt	
23	WATER OPERATIONS MANAGER - UTILITIES	S023	63,335	82,333	101,333	non-exempt	
24	BROADBAND PROJECT MANAGER	H024	66,499	86,451	106,399	exempt	Administrative
24	ECONOMIC DEVELOPMENT PROJECT MANAGER	E024	66,499	86,451	106,399	exempt	Administrative
24	LAW CLERK	K024	66,499	86,451	106,399	exempt	Learned Professional
24	LIEUTENANT - SHERIFF'S OFFICE	A024	66,499	86,451	106,399	non-exempt	
24	SECURITY ANALYST I	B024	66,499	86,451	106,399	exempt	Computer Professional
24	SENIOR ACCOUNTANT - PAYROLL/ACCOUNTS PAYABLE	G024	66,499	86,451	106,399	exempt	Administrative
24	SENIOR ACCOUNTANT - FINANCIAL REPORTING	I024	66,499	86,451	106,399	exempt	Administrative
24	LIBRARY SYSTEMS ADMINISTRATOR	J024	66,499	86,451	106,399	exempt	Learned Professional
24	UTILITY COORDINATOR - UTILITIES	F024	66,499	86,451	106,399	non-exempt	
25	BUDGET MANAGER	H025	69,825	90,773	111,721	exempt	Administrative
25	CAPITAL PROJECTS MANAGER	I025	69,825	90,773	111,721	exempt	Administrative
25	DEPUTY CHIEF OF EMS	J025	69,825	90,773	111,721	exempt	Administrative
25	DEPUTY CHIEF OF FIRE AND EMERGENCY MANAGEMENT	K025	69,825	90,773	111,721	exempt	Administrative
25	DEPUTY CHIEF OF TRAINING - FIRE AND EMS	L025	69,825	90,773	111,721	exempt	Administrative
25	FINANCE MANAGER	N025	69,825	90,773	111,721	exempt	Administrative
25	GIS MANAGER	D025	69,825	90,773	111,721	exempt	Administrative
25	OPERATIONS MANAGER - GENERAL SERVICES	M025	69,825	90,773	111,721	exempt	Administrative
25	PLANNING AND ZONING ADMINISTRATOR	F025	69,825	90,773	111,721	exempt	Administrative
25	PURCHASING MANAGER	C025	69,825	90,773	111,721	exempt	Administrative
25	SYSTEM ENGINEER	A025	69,825	90,773	111,721	exempt	Computer Professional
26	SECURITY ANALYST II	B026	73,316	95,312	117,307	exempt	Computer Professional
27	ASSISTANT COMMONWEALTH ATTORNEY	A027	76,984	100,077	123,172	exempt	Learned Professional
27	CAPTAIN - SHERIFF'S OFFICE	B027	76,984	100,077	123,172	exempt	Administrative
27	CHIEF BUILDING OFFICIAL	D027	76,984	100,077	123,172	exempt	Administrative
27	SYSTEM INFRASTRUCTURE ENGINEER	C027	76,984	100,077	123,172	exempt	Computer Professional
28	ASSISTANT FINANCE DIRECTOR	A028	80,830	105,080	129,329	exempt	Learned Professional
28	ASSISTANT GENERAL SERVICES DIRECTOR	C028	80,830	105,080	129,329	exempt	Learned Professional
28	ASSISTANT IT DIRECTOR	D028	80,830	105,080	129,329	exempt	Computer Professional
28	ASSISTANT PLANNING DIRECTOR	E028	80,830	105,080	129,329	exempt	Learned Professional
30	CHIEF DEPUTY COMMONWEALTH ATTORNEY	B030	89,118	115,853	142,585	exempt	Learned Professional
30	CHIEF DEPUTY SHERIFF	A030	89,118	115,853	142,585	exempt	Administrative
30	COUNTY ENGINEER	C030	89,118	115,853	142,585	exempt	Learned Professional
126	DIRECTOR OF HUMAN SERVICES	B126	80,830	107,101	133,370	exempt	Executive
126	DIRECTOR OF PUBLIC RELATIONS AND COMMUNITY ENGAGEMENT	C126	80,830	107,101	133,370	exempt	Executive
127	DIRECTOR OF ANIMAL SERVICES	D127	84,873	112,457	140,038	exempt	Executive
128	DIRECTOR OF LIBRARY SERVICES	A128	89,118	118,080	147,042	exempt	Executive
129	DIRECTOR OF PARKS AND RECREATION	D129	93,572	123,982	154,395	exempt	Executive
129	DIRECTOR OF REAL ESTATE ASSESSMENT	E129	93,572	123,982	154,395	exempt	Executive
130	CHIEF OF FIRE AND EMS	G130	98,251	123,982	154,395	exempt	Executive
130	DIRECTOR OF HUMAN RESOURCES	D130	98,251	130,182	162,113	exempt	Executive
130	DIRECTOR OF MANAGEMENT AND BUDGET	E130	98,251	130,182	162,113	exempt	Executive
130	DIRECTOR OF PLANNING	A130	98,251	130,182	162,113	exempt	Executive
130	DIRECTOR OF SOCIAL SERVICES	F130	98,251	130,182	162,113	exempt	Executive
131	DIRECTOR OF ECONOMIC DEVELOPMENT	B131	103,164	136,692	170,219	exempt	Executive
131	DIRECTOR OF FINANCE	D131	103,164	136,692	170,219	exempt	Executive
131	DIRECTOR OF GENERAL SERVICES	C131	103,164	136,692	170,219	exempt	Executive
131	DIRECTOR OF INFORMATION TECHNOLOGY	F131	103,164	136,692	170,219	exempt	Executive
131	DIRECTOR OF UTILITIES	G131	103,164	136,692	170,219	exempt	Executive
133	CHIEF FINANCE OFFICER	C133	113,739	150,703	187,667	exempt	Executive
134	ASSISTANT COUNTY ADMINISTRATOR	A134	119,424	158,238	197,050	exempt	Executive
135	DEPUTY COUNTY ADMINISTRATOR	A135	125,396	166,150	206,902	exempt	Executive

UPDATED 7.2.26 - KP