

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION							JOB CLASS	SALARY RANGE	ANNUAL		HOURLY			
												MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
A																	
101	N	AS								ACCOUNT CLERK	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37		
115	N	AS								ACCOUNT CLERK SENIOR	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77		
113	E	PR	C							ACCOUNTANT I	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09		
109	N	OA	C							ACCOUNTANT II	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54		
112	E	PR	C							ACCOUNTANT SENIOR	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53		
110	E	OA	C					S		ACCOUNTING DIRECTOR	20	\$63,287.00	\$94,929.00	\$30.43	\$45.64		
106	N	PP	C							ACCOUNTING TECHNICIAN	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54		
114	N	AS								ACCOUNTING TECHNICIAN SENIOR	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54		
111	N	AS								ACCOUNTS PAYABLE SPECIALIST	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77		
607	N	AS						S		ADMINISTRATIVE SERV COORD SR	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09		
605	N	AS						S		ADMINISTRATIVE SERVICES COORD	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54		
804	N	TE								ADULT SERVICES ASSISTANT	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37		
833	E	PR						S		ADULT SERVICES DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71		
831	E	PR								ADULT SERVICES LIBRARIAN I	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54		
832	E	PR								ADULT SERVICES LIBRARIAN II	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53		
406	N	PS		F	G	H		K	L	X	ANIMAL CONTROL OFFICER	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	
408	N	PS		F	G	H		K	L	S	X	ANIMAL CONTROL OFFICER SUPV	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53
186	E	PR	C								AUDITOR SENIOR	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14	
234	N	TE		F							AUTO INVENTORY SPECIALIST	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54	
224	N	SC	B	D	F	G		I	J		S	AUTO MECHANIC FOREMAN	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
223	N	SC	B	D	F	G		I	J		CL	AUTO MECHANIC MASTER	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09
222	N	SC	B	D	F	G		I	J			AUTO MECHANIC/EVT MASTER	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
310	N	TE									AUTOMATED SERVICES SPECIALIST	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54	
B																	
155	E	PR	C								BUDGET ANALYST SENIOR	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14	
150	E	PR	C								BUDGET MGMT SPECIALIST	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14	
243	N	SM	B	D	E	F	G		J		BUS DRIVER SEASONAL	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	

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**JAMES CITY COUNTY HUMAN RESOURCES
FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY			
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
184	N	PP					BUSINESS LICENSE INSPECTOR	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09		
175	E	PR	C	F			BUSINESS TAX FIELD REP	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53		
187	N	PP	C				BUSINESS TAX SPECIALIST	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09		
121	N	TE					BUYER I	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54		
122	E	PR	C				BUYER II	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54		
123	E	PR	C				BUYER SENIOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75		
C														
791	E	PR	C	F	I		CAPITAL PROJECTS COORDINATOR	20	\$63,287.00	\$94,929.00	\$30.43	\$45.64		
342	N	PR	A	C	F		CCC CASE COORDINATOR	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54		
343	E	PR	C	E	F		CCC CRIMINAL JUSTICE PLANNER	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54		
340	E	PR	C	F			CCC PRETRIAL OFFICER	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75		
341	E	PR	C	F			CCC PROBATION OFFICER	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75		
345	E	OA	C	F		S	CCC PROGRAM ADMINISTRATOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71		
344	E	PR	C	F	I		CCC SUBSTANCE ABUSE	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54		
812	N	PP					CIRCULATION SERV SENIOR CLERK	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37		
813	N	PP					CIRCULATION SERVICES ASSISTANT	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53		
814	E	PP				S	CIRCULATION SERVICES DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71		
781	E	PR	C	E	F	I	K	CIVIL ENGINEER	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71	
783	E	PR	C	E	F	I	K	S	CIVIL ENGINEER CHIEF	21	\$68,049.00	\$102,037.00	\$32.72	\$49.06
780	E	PR	C	F	I			CIVIL ENGINEER SENIOR	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
769	E	OA	C	F			S	CODE COMPLIANCE DIRECTOR	22	\$73,170.00	\$109,755.00	\$35.18	\$52.77	
542	E	PR	C	F				COMMUNICATIONS COORDINATOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75	
534	E	OA	C				S	COMMUNICATIONS DIRECTOR	20	\$63,287.00	\$94,929.00	\$30.43	\$45.64	
540	E	PR	C				K	COMMUNICATIONS SPECIALIST II	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
378	E	PR		E			K	S	COMMUNITY CENTERS ADMIN	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71
332	E	OA	C	F				S	COMMUNITY SERVICES ASSIST MGR	22	\$73,170.00	\$109,755.00	\$35.18	\$52.77
333	E	OA	C	F				S	COMMUNITY SERVICES MANAGER	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01
124	E	OA	C					CONTRACTS ADMINISTRATOR	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47	
251	N	SM		F	G		K	CONVENIENCE CENTER ATTEND I	03	\$18,434.00	\$27,649.00	\$8.86	\$13.29	

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**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2007 PAY STRUCTURE
 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION					JOB CLASS	SALARY RANGE	ANNUAL		HOURLY		
			B	D	F	G	J			MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	
252	N	SM	B	D	F	G	J		06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	
662	E	OA	C		F			S	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01	
655	E	OA	C				I	S						
653	E	PR	C					CL	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47	
654	E	PR	C				I		21	\$68,049.00	\$102,037.00	\$32.72	\$49.06	
614	N	AS							10	\$30,633.00	\$45,950.00	\$14.73	\$22.09	
615	E	OA			F			S	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
263	N	SM		E	F	G		K	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	
264	E	SM			F	G		K	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14	
261	N	SM		E	F	G		K	04	\$19,820.00	\$29,731.00	\$9.53	\$14.29	
262	N	SM		E	F	G		K	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37	
372	N	AS		E	F		I	K	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	
373	N	AS		E	F			K	S X	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09
171	N	AS		E				K	CL	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53
170	N	AS		E				K		07	\$24,641.00	\$36,960.00	\$11.85	\$17.77
172	N	AS		E				K		09	\$28,489.00	\$42,733.00	\$13.70	\$20.54
D														
185	E	PP	C					S	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75	
180	N	AS						CL	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	
181	N	AS							07	\$24,641.00	\$36,960.00	\$11.85	\$17.77	
182	N	AS							08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	
183	N	AS						S	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09	
703	N	PP	C						09	\$28,489.00	\$42,733.00	\$13.70	\$20.54	
709	E	OA	C					S	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01	
E														
701	E	PR	C		F				18	\$54,737.00	\$82,107.00	\$26.32	\$39.47	
702	N	PP	C		F				09	\$28,489.00	\$42,733.00	\$13.70	\$20.54	
708	E	OA	C		F			S	23	\$78,677.00	\$118,015.00	\$37.83	\$56.74	

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**JAMES CITY COUNTY HUMAN RESOURCES
FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION							JOB CLASS	SALARY RANGE	ANNUAL		HOURLY					
												MINIMUM	MAXIMUM	MINIMUM	MAXIMUM				
441	E	PS	B		F		I		K	L	S	X	FIRE RESCUE DISR CHIEF - DAYS	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
443	E	PR	B		F	G	I		K	L	S	X	FIRE RESCUE DISTRICT CHIEF	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
431	N	PS	B		F	G	I		K	L		X	FIRE RESCUE TECH I (HOURLY)	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54	
438	N	PS			F					L		X	FIRE RESCUE TECH II - DAYS	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54	
439	N	PS			F					L			FIRE RESCUE TECH MASTER - DAYS	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
446	N	PS	B		F	G	I		K			X	FIRE RESCUE TECH SR - DAYS	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
430	N	PS	A	B	C	E	F	G	H		L	X	CL	FIRE RESCUE TECHNICIAN I	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
432	N	PS	B		F	G	I		K	L		X	FIRE RESCUE TECHNICIAN II	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54	
434	N	PS	B		F	G	I		K	L		X	FIRE RESCUE TECHNICIAN MASTER	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
433	N	PS	B		F	G	I		K	L		X	FIRE RESCUE TECHNICIAN SENIOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
444	N	PS			F					L	X	CL	FIRE SAFETY PUBLIC EDUCATOR	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75	
371	N	SM			F		I		K			X	FITNESS ATTENDANT	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	
375	N	SM		E			I		K			X	FITNESS TRAINER I	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77	
225	E	OA	B	D	F	G		J				S	FLEET MAINT ADMINISTRATOR	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
141	E	OA		C								S	FMS ASSISTANT MANAGER	22	\$73,170.00	\$109,755.00	\$35.18	\$52.77	
142	E	OA		C								S	FMS MANAGER	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01	
G																			
633	N	AS											GENERAL REGISTRAR ASSISTANT	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	
634	N	AS										S	GENERAL REGISTRAR CHIEF ASSIST	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09	
289	N	PR		C	F								GENERAL SERVICES COORDINATOR	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
290	E	OA		C	F							S	GENERAL SERVICES MANAGER	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01	
507	E	TE		C	E				K				GIS ANALYST	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
501	E	TE		C									GIS ANALYST SENIOR	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
508	N	TE		C									GIS TECHNICIAN	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09	
547	E	PR						J					GRANTS ADMINISTRATOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75	
506	E	TE		C									GRAPHIC DESIGNER	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
282	N	SM	A		F	G			K	L		CL	GROUNDSKEEPER I	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37	
283	N	SM			D	F	G	J	K				GROUNDSKEEPER II	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77	
284	N	SM			D	F			K	L	S		GROUNDSKEEPER SENIOR	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	

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Effective (04/01/2006 - 09/30/2006)

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION			JOB CLASS	SALARY RANGE	ANNUAL		HOURLY		
								MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	
H												
328	E	OA	C	F		S	HOUSING & COMMUNITY DEVEL ADM	21	\$68,049.00	\$102,037.00	\$32.72	\$49.06
321	N	AS		F			HOUSING ASSISTANT	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77
325	E	PR	C				HOUSING PLANNER	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
320	E	PR		F			HOUSING PROGRAM COORDINATOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
324	N	TE		F			HOUSING PROJECT COORDINATOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
322	N	TE		F			HOUSING SPECIALIST	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54
552	N	AS					HUMAN RESOURCE ASSISTANT	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11
557	E	OA	C			S	HUMAN RESOURCE COORDINATOR	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47
559	E	OA	C			S	HUMAN RESOURCE MANAGER	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01
551	E	PR					HUMAN RESOURCE SPECIALIST I	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
553	E	PR					HUMAN RESOURCE SPECIALIST SR	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14
326	E	PR	C	F			HUMAN SERVICES COORDINATOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
I												
519	E	OA	C	F		S	INFORMATION RES MGMT DIRECTOR	23	\$78,677.00	\$118,015.00	\$37.83	\$56.74
516	E	PR	C				INFORMATION CENTER SPECIALIST	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14
311	N	TE		E		K	INFORMATION SYSTEMS TECHNICIAN	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
518	E	OA	C			S	INFORMATION TECH ADMINISTRATOR	21	\$68,049.00	\$102,037.00	\$32.72	\$49.06
520	E	PR					INFORMATION TECHNOLOGY SPEC	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
762	N	TE		F	I	K	CL INSPECTOR BUILDING	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
768	E	TE		F		K	S INSPECTOR CHIEF BUILDING	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71
765	N	TE		F	I	K		12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
766	N	TE	C	F	I	K		16	\$47,344.00	\$71,015.00	\$22.76	\$34.14
761	N	TE		E F	I	K	CL INSPECTOR CONSTRUCTION I	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
767	N	TE		E F	I	K		12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
763	N	TE		F		K	CL INSPECTOR ELECTRICAL	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
773	N	TE		F		K	CL INSPECTOR ENVIRONMENTAL I	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
776	N	TE		F		K		13	\$38,083.00	\$57,123.00	\$18.31	\$27.46

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FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION						JOB CLASS	SALARY RANGE	ANNUAL		HOURLY			
											MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
777	N	TE		F			K		INSPECTOR ENVIRONMENTAL SR	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53		
323	N	TE		F					INSPECTOR HOUSING	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75		
206	N	PP	B	E	F	G		K	X	INSPECTOR I CONSTRUCTION	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75	
764	N	TE		F			I	K	CL	INSPECTOR PLUMBING/MECHANICAL	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75	
775	E	TE		F				K	S	INSPECTOR SUPERV	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75	
J																
218	E	OA		C	E	F		K	S	JCSA ASSISTANT MANAGER	22	\$73,170.00	\$109,755.00	\$35.18	\$52.77	
219	E	OA		C	E	F		K	S	JCSA GENERAL MANAGER	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01	
L																
824	E	PR		C					S	LIBRARY ADMIN SERVICES MGR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
847	E	OA		C					S	LIBRARY ASSISTANT DIRECTOR	21	\$68,049.00	\$102,037.00	\$32.72	\$49.06	
822	E	PR		C						LIBRARY DEVELOPMENT OFFICER	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75	
848	E	OA							S	LIBRARY DIRECTOR						
806	E	TE							S	LIBRARY FACILITIES MANAGER	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
828	E	PR		C						LIBRARY NETWORK ADMINISTRATOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71	
827	E	PR		C					S	LIBRARY SYSTEMS ADMINISTRATOR	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14	
361	N	SM		E			I	K	X	CL	LIFEGUARD I	03	\$18,434.00	\$27,649.00	\$8.86	\$13.29
362	N	SM		E			I	K	X	CL	LIFEGUARD I (SUBSTITUTE)	03	\$18,434.00	\$27,649.00	\$8.86	\$13.29
367	N	SM		E			I	K	X		LIFEGUARD II	04	\$19,820.00	\$29,731.00	\$9.53	\$14.29
369	N	SM		E			I	K	X		LIFEGUARD II (SUBSTITUTE)	04	\$19,820.00	\$29,731.00	\$9.53	\$14.29
368	N	SM		E			I	K	X		LIFEGUARD SENIOR	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37
370	N	SM		E			I	K	X		LIFEGUARD SENIOR (SUBSTITUTE)	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37
M																
601	N	AS		F							MAIL CLERK	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53
215	N	SC		E	F	G	I	K	L	X	MECHANIC INDUSTRIAL	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
216	N	SC		E	F	G		K	L	X	MECHANIC MAINTENANCE	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
221	N	SC	B	D	F	G	J				MECHANIC SMALL ENGINE	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11
125	E	OA		C					S		MGMT SERV/PURCHASING DIRECTOR	20	\$63,287.00	\$94,929.00	\$30.43	\$45.64

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Effective (04/01/2006 - 09/30/2006)

**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2007 PAY STRUCTURE
 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION			JOB CLASS	SALARY RANGE	ANNUAL		HOURLY				
								MINIMUM	MAXIMUM	MINIMUM	MAXIMUM			
513	N	PR	C			MICROCOMPUTER SPECIALIST	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46			
823	E	PR	C	F	S	MOBILE LIBRARY SERV MGR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75			
825	N	AS		F		MOBILE LIBRARY SERVICES ASSIST	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77			
N														
555	E	PR	C			NEIGHBORHOOD COORDINATOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75			
544	E	OA	C		S	NEIGHBORHOOD DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71			
554	E	PR	C			NEIGHBORHOOD SPECIALIST	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54			
511	E	PR	C			NETWORK SECURITY SPECIALIST	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47			
512	E	PR	A	C	E	K	NETWORK SYSTEM ENGINEER	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47		
O														
602	N	AS				OFFICE ASSISTANT	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53			
603	N	AS		F		OFFICE ASSISTANT SENIOR	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53			
803	E	PR				OUTREACH SERVICES DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71			
P														
651	N	PP				I	PARALEGAL	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09		
350	N	SM		E F		K	PARK ATTENDANT I	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53		
351	N	SM		E F		K	PARK ATTENDANT II	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77		
352	N	SM		E F		K	PARK ATTENDANT SENIOR	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11		
349	N	SM		E F		K	PARK RANGER	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77		
355	N	SM		E F		I	K	S	PARK SUPERVISOR	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11
356	N	SM		E F		K	S	PARK SUPERVISOR SENIOR	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75	
358	E	PR	C	F		I	S	PARKS & FACILITIES SUPERINTEND	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47	
390	E	OA	C				S	PARKS & RECREATION DEPUTY DIR	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
391	E	OA	C	F		I	S	PARKS & RECREATION DIRECTOR	22	\$73,170.00	\$109,755.00	\$35.18	\$52.77	
102	N	AS						PAYROLL CLERK	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77	
105	N	AS	C					PAYROLL COORDINATOR	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09	
752	N	TE						PERMIT TECHNICIAN I	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	
753	N	TE						PERMIT TECHNICIAN SENIOR	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54	

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Effective (04/01/2006 - 09/30/2006)

**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2007 PAY STRUCTURE
 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION								JOB CLASS	SALARY RANGE	ANNUAL		HOURLY						
													MINIMUM	MAXIMUM	MINIMUM	MAXIMUM					
704	E	PR	C							CL	PLANNER	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54					
705	E	PR						I			PLANNER I SENIOR	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53					
710	E	PR						I			PLANNER II SENIOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75					
722	E	PR								CL	PLANNER LANDSCAPE	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54					
721	E	PR	C					I			PLANNER PARK & GREENWAY	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53					
706	E	PR	C							S	PLANNER PRINCIPAL	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47					
707	E	OA	C		F					S	PLANNING DIRECTOR	22	\$73,170.00	\$109,755.00	\$35.18	\$52.77					
757	E	TE	C					I			PLANS EXAMINER CHIEF	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71					
756	N	TE	C					I			PLANS EXAMINER I	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46					
240	N	TE		E	F	G			K		PLANT SUPERVISOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46					
425	E	OA	A	B	C	E	F	G	H	I	K	L	S	X	POLICE CHIEF	24	\$84,597.00	\$126,896.00	\$40.67	\$61.01	
427	E	PR	A			E					K				POLICE CRIME ANALYST	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75	
423	E	OA		B		F	G		I		K	L	S	X	POLICE DEPUTY CHIEF	21	\$68,049.00	\$102,037.00	\$32.72	\$49.06	
416	N	PS		B		F	G		I		K	L		X	POLICE INVESTIGATOR SENIOR	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
419	N	PR		B		F	G		I		K	L	S	X	POLICE LIEUTENANT	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71	
426	N	PS													POLICE LIEUTENANT - DAYS	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71	
421	E	PR		B		F	G		I		K	L	S	X	POLICE MAJOR	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
410	N	PS	A	B	C	E	F	G	H		K	L		X	CL	POLICE OFFICER I	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
409	N	PS														POLICE OFFICER I (HOURLY)	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
411	N	PS		B		F	G		I		K	L		X		POLICE OFFICER II	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
415	N	PS		B		F	G		I		K			X		POLICE OFFICER II - DAYS	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
413	N	PS		B		F	G		I		K	L		X		POLICE OFFICER MASTER	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53
422	N	PS														POLICE OFFICER MASTER - DAYS	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53
412	N	PS		B		F	G		I		K	L		X		POLICE OFFICER SENIOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
420	N	PS														POLICE OFFICER SENIOR - DAYS	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
402	N	AS														POLICE RECORDS CLERK	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77
417	N	PS		B		F	G		I		K	L	S	X		POLICE SERGEANT	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
424	N	PS														POLICE SERGEANT - DAYS	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
301	N	PR	C	E	F						K					PREVENTION COUNSELOR	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75

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Effective (04/01/2006 - 09/30/2006)

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION						JOB CLASS	SALARY RANGE	ANNUAL		HOURLY	
											MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
844	N	AS						PROGRAM SERVICES ASSISTANT	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	
845	E	OA	C				S	PROGRAM SERVICES DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71	
514	E	PR	C					PROGRAMMER ANALYST	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14	
414	N	PS	B	F	I	K	L X	PROPERTY CONTROL OFFICER	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
807	E	PR						PUBLICATIONS & GRAPHICS ADMIN	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
505	E	AS	C				S	PUBLICATIONS MGMT SUPERVISOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
502	N	AS						PUBLICATIONS SPECIALIST	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77	
503	N	AS						PUBLICATIONS SPECIALIST SENIOR	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09	
723	E	PR		F				PURCHASE OF DEV RIGHTS ADM	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
R														
133	N	TE		F	I		CL	REAL ESTATE APPRAISER	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75	
134	N	TE		F	I			REAL ESTATE APPRAISER SENIOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
135	E	TE	C	F	I			REAL ESTATE ASSESS DEP DIR	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
139	E	OA	C	F	I		S	REAL ESTATE ASSESS DIRECTOR	21	\$68,049.00	\$102,037.00	\$32.72	\$49.06	
132	N	TE		F				REAL ESTATE INFORMATION SPEC	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54	
131	N	TE		F				REAL ESTATE TECHNICAL ASSIST I	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	
523	N	TE					S	RECORDS & IMAGING SPECIALIST	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71	
521	N	TE						RECORDS & IMAGING TECH SENIOR	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54	
522	N	AS						RECORDS & IMAGING TECHNICIAN	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	
384	E	PR	C	E	I	K	S	RECREATION & YOUTH SERV SUP	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47	
363	N	SM		E F		K		RECREATION FIELD SUPERVISOR	03	\$18,434.00	\$27,649.00	\$8.86	\$13.29	
353	N	PP		E F	I	K	X	RECREATION LEADER I	03	\$18,434.00	\$27,649.00	\$8.86	\$13.29	
357	N	PP		E		K		RECREATION LEADER II	04	\$19,820.00	\$29,731.00	\$9.53	\$14.29	
354	N	PP		E F		K	S	RECREATION LEADER SENIOR	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11	
366	E	PR	C	E F	I	K	S X	RECREATION OPERATIONS COORD	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53	
382	N	PR	C	E F		K	S	RECREATION PROGRAM	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75	
381	N	PR	C	E F		K		RECREATION PROGRAM SPECIALIST	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54	
254	E	PR	C	F				RECYCLING BEAUTIFICATION COORD	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46	
385	E	PR	C					RESOURCE DEVELOPMENT ADMIN	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75	

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Effective (04/01/2006 - 09/30/2006)

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY			
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
118	E	PR		F			RISK MANAGEMENT DIRECTOR	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47		
S														
624	E	AS	C			S	SATELLITE SERVICES ADMIN	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53		
623	N	AS				CL	SATELLITE SERVICES ASSIST I	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53		
622	N	AS					SATELLITE SERVICES ASSIST II	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77		
604	N	AS					SECRETARY	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77		
608	N	AS				S	SECRETARY LEGAL	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09		
606	N	AS				S	SECRETARY TO THE BOARD	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09		
802	N	SM		E			SECURITY MONITOR	04	\$19,820.00	\$29,731.00	\$9.53	\$14.29		
810	N	AS					SHELVER CLERK	03	\$18,434.00	\$27,649.00	\$8.86	\$13.29		
307	E	PR	C	F		K	S	SOCIAL SERVICES DEPUTY DIR	19	\$58,857.00	\$88,285.00	\$28.30	\$42.44	
308	E	OA	C	F			S	SOCIAL SERVICES DIRECTOR	22	\$73,170.00	\$109,755.00	\$35.18	\$52.77	
302	N	PP		E	F		K	SOCIAL WORK ASSISTANT	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53	
306	E	PR	C	E	F		K	S	SOCIAL WORK SUPERVISOR	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53
309	N	PR	C	E	F		K	X	SOCIAL WORKER	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
303	N	PR	C	E	F		K	X CL	SOCIAL WORKER I	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
304	N	PR	C	E	F		K	X	SOCIAL WORKER II	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
305	E	PR		F					SOCIAL WORKER SENIOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
253	N	SM	B	D	F	G	J	S	SOLID WASTE ASSISTANT	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11
256	E	OA		F		I	K	S	SOLID WASTE SUPERINTENDENT	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14
517	E	PR	C						SYSTEM PROG ANALYST INTEGRATOR	18	\$54,737.00	\$82,107.00	\$26.32	\$39.47
T														
817	E	PR	C						TECHNICAL SERV PROFESSIONAL	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
816	N	TE							TECHNICAL SERVICES ASSISTANT	19	\$23,544.00	\$35,315.00	\$11.32	\$16.98
821	E	PR	C				S		TECHNICAL SERVICES DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71
818	E	TE	C				S		TECHNICAL SERVICES SPECIALIST	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11
509	E	TE	C						TELECOMMUN NETWORK SPEC	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
805	N	AS		F					TRANSPORTATION ASSISTANT	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53

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Effective (04/01/2006 - 09/30/2006)

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2007 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION							JOB CLASS	SALARY RANGE	ANNUAL		HOURLY						
												MINIMUM	MAXIMUM	MINIMUM	MAXIMUM					
195	E	PP	C						S	TREASURER ASSISTANT	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14					
U																				
165	N	AS								UTILITY ACCOUNT REP I	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77					
166	N	AS								UTILITY ACCOUNT REP II	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11					
167	N	AS								UTILITY ACCOUNT REP SENIOR	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54					
173	E	PR	C	E					K	S	UTILITY ACCOUNT SUPERVISOR	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75				
214	N	SC			F	G			I	K	X	UTILITY LOCATOR	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54			
205	N	TE			E	F				K	X	UTILITY LOCATOR SENIOR	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09			
209	E	OA	C	E	F	G				K	S	UTILITY OPER SUPERINTENDENT	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71			
217	E	OA	C	E	F	G				K	S	UTILITY OPERATIONS ADMIN	20	\$63,287.00	\$94,929.00	\$30.43	\$45.64			
201	N	SM	B	D	E	F	G		I	J	K	L	X	CL	UTILITY OPERATIONS ASSISTANT	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77
208	N	SC	B	D	E	F	G			J	K	L	S	X	UTILITY OPERATIONS CREW LEADER	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09
202	N	SC	B		E	F	G			J	K	L	S	X	UTILITY OPERATIONS FOREMAN	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
203	N	SC	B		E	F	G			J	K	L	X		UTILITY OPERATIONS SPEC I	08	\$26,495.00	\$39,742.00	\$12.74	\$19.11
204	N	SC	B		E	F	G			J	K	L	X		UTILITY OPERATIONS SPEC II	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54
207	N	SC	B		E	F	G		I		K	L	X		UTILITY OPERATIONS TECHNICIAN	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09
510	E	TE	C	E							K	S			UTILITY SYSTEMS ANALYST	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71
V																				
524	E	TE							I						VIDEO ENGINEER CHIEF	16	\$47,344.00	\$71,015.00	\$22.76	\$34.14
515	N	TE	C												VIDEO TECHNICIAN	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
W																				
232	N	TE			E	F	G				K				WAREHOUSE SPECIALIST	09	\$28,489.00	\$42,733.00	\$13.70	\$20.54
233	N	TE			E	F	G				K	S			WAREHOUSE SUPERVISOR	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
245	N	AS			E	F				J					WAT ASSISTANT	07	\$24,641.00	\$36,960.00	\$11.85	\$17.77
242	N	SM	B	D	E	F	G			J					WAT BUS DRIVER	06	\$22,916.00	\$34,374.00	\$11.02	\$16.53
249	E	OA	C			F					K	S			WAT EXECUTIVE DIRECTOR	21	\$68,049.00	\$102,037.00	\$32.72	\$49.06
246	E	SM	B	D		F	G			J		S			WAT OPERATIONS SUPERVISOR	13	\$38,083.00	\$57,123.00	\$18.31	\$27.46
247	E	OA	C	E	F					J		S			WAT PLAN & DEV DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71

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Effective (04/01/2006 - 09/30/2006)

**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2007 PAY STRUCTURE
 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION							JOB CLASS	SALARY RANGE	ANNUAL		HOURLY		
			B	D	E	F	G	J	S			MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	
244	N	SM	B						J	S	WAT ROAD SUPERVISOR	11	\$32,938.00	\$49,407.00	\$15.84	\$23.75
531	E	PR		C							WEB MASTER	15	\$44,030.00	\$66,045.00	\$21.17	\$31.75
Y																
840	E	PR									YOUTH SERV LIBRARIAN I	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54
841	E	PR									YOUTH SERV LIBRARIAN II	14	\$40,949.00	\$61,422.00	\$19.69	\$29.53
839	N	AS									YOUTH SERV SENIOR CLERK	05	\$21,312.00	\$31,968.00	\$10.25	\$15.37
838	N	AS									YOUTH SERV SUMMER READ ASSIST	04	\$19,820.00	\$29,731.00	\$9.53	\$14.29
842	E	PR								S	YOUTH SERVICES DIRECTOR	17	\$50,907.00	\$76,359.00	\$24.47	\$36.71
Z																
725	E	PR		C		F				S	ZONING ADMIN/PRIN PLANNER	20	\$63,287.00	\$94,929.00	\$30.43	\$45.64
760	N	TE				F				CL	ZONING OFFICER I	10	\$30,633.00	\$45,950.00	\$14.73	\$22.09
759	N	TE				F					ZONING OFFICER II	12	\$35,417.00	\$53,126.00	\$17.03	\$25.54

**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2007 PAY STRUCTURE
 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS	JOB			SALARY	ANNUAL	HOURLY		
CODE	FLSA	JOB	POSITION INFORMATION	RANGE	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
		CAT						

LEGEND

FLSA

N - Nonexempt
 E - Exempt

JOB CATEGORY

AS - Administrative Support
 OA - Officials/Administrators
 PP - Paraprofessionals
 PR - Professionals
 PS - Protective Service
 SC - Skilled Craft Workers
 SM - Service/Maintenance Workers
 TE - Technicians

POSITION INFORMATION

A - Background Investigation
 B - Periodic Physical Exam
 C - Credential Check
 CL - Career Ladder
 D - Commerical Drivers License
 E - Crim Hist/Sex Offend
 F - Driving Record
 G - Post offer Physical Exam
 H - Polygraph
 I - Special Certification
 J - Fed Safety Sens Position
 K - County Safety Sens
 L - Hearing Conservation
 S - Supervisory/Lead Worker
 X - Infection Control