



JAMES CITY COUNTY HUMAN RESOURCES

FY 2011 PAY STRUCTURE

JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0113	Accountant I	10	\$32,027	\$48,040	\$15.40	\$23.10
0116	Accountant II	12	\$37,028	\$55,543	\$17.80	\$26.70
0112	Accountant Senior	16	\$49,498	\$74,246	\$23.80	\$35.70
0662	Administrator Assistant County	24	\$88,446	\$132,669	\$42.52	\$63.78
0378	Administrator Community Centers	17	\$53,223	\$79,833	\$25.59	\$38.38
0614	Administrator Court	10	\$32,027	\$48,040	\$15.40	\$23.10
0723	Administrator Development Rights	14	\$42,811	\$64,217	\$20.58	\$30.87
0225	Administrator Fleet and Equipment	19	\$61,535	\$92,302	\$29.58	\$44.38
0289	Administrator General Services Operations	17	\$53,223	\$79,833	\$25.59	\$38.38
0547	Administrator Grant	15	\$46,034	\$69,050	\$22.13	\$33.20
0328	Administrator Housing and Community Development	21	\$71,145	\$106,680	\$34.20	\$51.29
0518	Administrator Information Technology	21	\$71,145	\$106,680	\$34.20	\$51.29
0828	Administrator Library Network	17	\$53,223	\$79,833	\$25.59	\$38.38
0827	Administrator Library Systems	16	\$49,498	\$74,246	\$23.80	\$35.70
0758	Administrator Proffer	13	\$39,816	\$59,722	\$19.14	\$28.71
0345	Administrator Program	17	\$53,223	\$79,833	\$25.59	\$38.38
0807	Administrator Publications and Graphics	13	\$39,816	\$59,722	\$19.14	\$28.71
0523	Administrator Records and Imaging	17	\$53,223	\$79,833	\$25.59	\$38.38
0385	Administrator Resource Development	15	\$46,034	\$69,050	\$22.13	\$33.20
0624	Administrator Satellite Services	15	\$46,034	\$69,050	\$22.13	\$33.20
0217	Administrator Utility Operations	20	\$66,166	\$99,249	\$31.81	\$47.72
0761	Administrator Zoning	18	\$57,227	\$85,842	\$27.51	\$41.27
0507	Analyst Geographic Information Systems	13	\$39,816	\$59,722	\$19.14	\$28.71
0427	Analyst Police Crime	11	\$34,437	\$51,655	\$16.56	\$24.83
0514	Analyst Programmer	16	\$49,498	\$74,246	\$23.80	\$35.70
0155	Analyst Senior Budget	16	\$49,498	\$74,246	\$23.80	\$35.70
0517	Analyst Systems Programmer	18	\$57,227	\$85,842	\$27.51	\$41.27
0152	Analyst Utility	14	\$42,811	\$64,217	\$20.58	\$30.87
0510	Analyst Utility Systems	17	\$53,223	\$79,833	\$25.59	\$38.38
0134	Appraiser Real Estate	11	\$34,437	\$51,655	\$16.56	\$24.83



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FY 2011 PAY STRUCTURE

JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0134	Appraiser Senior Real Estate	13	\$39,816	\$59,722	\$19.14	\$28.71
0804	Assistant Adult Services	05	\$22,282	\$33,422	\$10.71	\$16.07
0813	Assistant Circulation Services	06	\$23,959	\$35,939	\$11.52	\$17.28
0372	Assistant Customer	06	\$23,959	\$35,939	\$11.52	\$17.28
0703	Assistant Development Management	09	\$29,785	\$44,678	\$14.32	\$21.48
0702	Assistant Economic Development	09	\$29,785	\$44,678	\$14.32	\$21.48
0771	Assistant Engineering	09	\$29,785	\$44,678	\$14.32	\$21.48
0321	Assistant Housing	07	\$25,762	\$38,642	\$12.39	\$18.58
0552	Assistant Human Resource	08	\$27,701	\$41,551	\$13.32	\$19.98
0633	Assistant I General Registrar	06	\$23,959	\$35,939	\$11.52	\$17.28
0131	Assistant I Real Estate Technical	08	\$27,701	\$41,551	\$13.32	\$19.98
0623	Assistant I Satellite Services	06	\$23,959	\$35,939	\$11.52	\$17.28
0634	Assistant II General Registrar	07	\$25,762	\$38,642	\$12.39	\$18.58
0623	Assistant II Satellite Services	07	\$25,762	\$38,642	\$12.39	\$18.58
0815	Assistant Lead Circulation Services	07	\$25,762	\$38,642	\$12.39	\$18.58
0825	Assistant Mobile Library Services	08	\$27,701	\$41,551	\$13.32	\$19.98
0844	Assistant Program Services	08	\$27,701	\$41,551	\$13.32	\$19.98
0131	Assistant Real Estate Technical	07	\$25,762	\$38,642	\$12.39	\$18.58
0373	Assistant Senior Customer	10	\$32,027	\$48,040	\$15.40	\$23.10
0772	Assistant Senior Engineering	10	\$32,027	\$48,040	\$15.40	\$23.10
0603	Assistant Senior Office	06	\$23,959	\$35,939	\$11.52	\$17.28
0843	Assistant Senior Program Services	09	\$29,785	\$44,678	\$14.32	\$21.48
0621	Assistant Senior Satellite Services	09	\$29,785	\$44,678	\$14.32	\$21.48
0302	Assistant Social Work	08	\$27,701	\$41,551	\$13.32	\$19.98
0253	Assistant Solid Waste	08	\$27,701	\$41,551	\$13.32	\$19.98
0838	Assistant Summer Reading	03	\$19,273	\$28,907	\$9.27	\$13.90
0201	Assistant Utility Operations	07	\$25,762	\$38,642	\$12.39	\$18.58
0371	Attendant Fitness	06	\$23,959	\$35,939	\$11.52	\$17.28
0251	Attendant I Convenience Center	03	\$19,273	\$28,907	\$9.27	\$13.90
0350	Attendant I Park	06	\$23,959	\$35,939	\$11.52	\$17.28



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FY 2011 PAY STRUCTURE

JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0252	Attendant II Convenience Center	06	\$23,959	\$35,939	\$11.52	\$17.28
0351	Attendant II Park	07	\$25,762	\$38,642	\$12.39	\$18.58
0352	Attendant Senior Park	08	\$27,701	\$41,551	\$13.32	\$19.98
0653	Attorney Assistant County	18	\$57,227	\$85,842	\$27.51	\$41.27
0654	Attorney Deputy County	21	\$71,145	\$106,680	\$34.20	\$51.29
0186	Auditor	16	\$49,498	\$74,246	\$23.80	\$35.70
0121	Buyer I	09	\$29,785	\$44,678	\$14.32	\$21.48
0122	Buyer II	12	\$37,028	\$55,543	\$17.80	\$26.70
0123	Buyer Senior	15	\$46,034	\$69,050	\$22.13	\$33.20
0442	Captain Fire Rescue	17	\$53,223	\$79,833	\$25.59	\$38.38
0445	Chief Deputy Fire	21	\$71,145	\$106,680	\$34.20	\$51.29
0423	Chief Deputy Police	21	\$71,145	\$106,680	\$34.20	\$51.29
0315	Chief Eligibility	16	\$49,498	\$74,246	\$23.80	\$35.70
0449	Chief Fire	24	\$88,446	\$132,669	\$42.52	\$63.78
0443	Chief Fire Rescue District	19	\$61,535	\$92,302	\$29.58	\$44.38
0425	Chief Police	24	\$88,446	\$132,669	\$42.52	\$63.78
0101	Clerk Account	05	\$22,282	\$33,422	\$10.71	\$16.07
0402	Clerk Police Records	07	\$25,762	\$38,642	\$12.39	\$18.58
0115	Clerk Senior Account	07	\$25,762	\$38,642	\$12.39	\$18.58
0812	Clerk Senior Circulation Services	05	\$22,282	\$33,422	\$10.71	\$16.07
0839	Clerk Youth Services Senior	05	\$22,282	\$33,422	\$10.71	\$16.07
0185	Commissioner Chief Deputy	15	\$46,034	\$69,050	\$22.13	\$33.20
0181	Commissioner I Deputy	06	\$23,959	\$35,939	\$11.52	\$17.28
0181	Commissioner II Deputy	07	\$25,762	\$38,642	\$12.39	\$18.58
0182	Commissioner III Deputy	08	\$27,701	\$41,551	\$13.32	\$19.98
0183	Commissioner IV Deputy	10	\$32,027	\$48,040	\$15.40	\$23.10
0605	Coordinator Administrative Services	09	\$29,785	\$44,678	\$14.32	\$21.48
0226	Coordinator Automotive Service	12	\$37,028	\$55,543	\$17.80	\$26.70



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FY 2011 PAY STRUCTURE

JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0791	Coordinator Capital Projects	20	\$66,166	\$99,249	\$31.81	\$47.72
0342	Coordinator Case	15	\$46,034	\$69,050	\$22.13	\$33.20
0263	Coordinator Custodial Services	08	\$27,701	\$41,551	\$13.32	\$19.98
0254	Coordinator Environmental	13	\$39,816	\$59,722	\$19.14	\$28.71
0808	Coordinator Finance and General Services	14	\$42,811	\$64,217	\$20.58	\$30.87
0320	Coordinator Housing Program	15	\$46,034	\$69,050	\$22.13	\$33.20
0324	Coordinator Housing Project	15	\$46,034	\$69,050	\$22.13	\$33.20
0557	Coordinator Human Resource	18	\$57,227	\$85,842	\$27.51	\$41.27
0326	Coordinator Human Services	13	\$39,816	\$59,722	\$19.14	\$28.71
0555	Coordinator Neighborhood	15	\$46,034	\$69,050	\$22.13	\$33.20
0105	Coordinator Payroll	10	\$32,027	\$48,040	\$15.40	\$23.10
0366	Coordinator Recreation Operations	14	\$42,811	\$64,217	\$20.58	\$30.87
0382	Coordinator Recreation Program	11	\$34,437	\$51,655	\$16.56	\$24.83
0607	Coordinator Senior Administrative Services	10	\$32,027	\$48,040	\$15.40	\$23.10
0301	Counselor Prevention	11	\$34,437	\$51,655	\$16.56	\$24.83
0601	Courier Mail	06	\$23,959	\$35,939	\$11.52	\$17.28
0208	Crew Leader Utility Operations	10	\$32,027	\$48,040	\$15.40	\$23.10
0261	Custodian	04	\$20,722	\$31,083	\$9.96	\$14.94
0262	Custodian Lead	05	\$22,282	\$33,422	\$10.71	\$16.07
0506	Designer Graphic	13	\$39,816	\$59,722	\$19.14	\$28.71
0531	Developer Web	15	\$46,034	\$69,050	\$22.13	\$33.20
0769	Director	22	\$76,499	\$114,749	\$36.78	\$55.17
0110	Director Accounting	20	\$66,166	\$99,249	\$31.81	\$47.72
0833	Director Adult Services	17	\$53,223	\$79,833	\$25.59	\$38.38
0814	Director Circulation Services	17	\$53,223	\$79,833	\$25.59	\$38.38
0534	Director Communications	20	\$66,166	\$99,249	\$31.81	\$47.72
0708	Director Economic Development	23	\$82,257	\$123,385	\$39.55	\$59.32
0701	Director Economic Development Assistant	18	\$57,227	\$85,842	\$27.51	\$41.27
0455	Director Emergency Communications	19	\$61,535	\$92,302	\$29.58	\$44.38



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JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0458	Director Emergency Communications Deputy	17	\$53,223	\$79,833	\$25.59	\$38.38
0448	Director Emergency Services	19	\$61,535	\$92,302	\$29.58	\$44.38
0830	Director Finance and General Services	18	\$57,227	\$85,842	\$27.51	\$41.27
0519	Director Information Resources Management	23	\$82,257	\$123,385	\$39.55	\$59.32
0847	Director Library Assistant	21	\$71,145	\$106,680	\$34.20	\$51.29
0544	Director Neighborhood	17	\$53,223	\$79,833	\$25.59	\$38.38
0803	Director Outreach Services	17	\$53,223	\$79,833	\$25.59	\$38.38
0391	Director Parks and Recreation	22	\$76,499	\$114,749	\$36.78	\$55.17
0390	Director Parks and Recreation Deputy	19	\$61,535	\$92,302	\$29.58	\$44.38
0707	Director Planning	22	\$76,499	\$114,749	\$36.78	\$55.17
0845	Director Program Services	17	\$53,223	\$79,833	\$25.59	\$38.38
0125	Director Purchasing and Management Services	21	\$71,145	\$106,680	\$34.20	\$51.29
0139	Director Real Estate	21	\$71,145	\$106,680	\$34.20	\$51.29
0118	Director Risk Management	18	\$57,227	\$85,842	\$27.51	\$41.27
0308	Director Social Services	22	\$76,499	\$114,749	\$36.78	\$55.17
0307	Director Social Services Deputy	19	\$61,535	\$92,302	\$29.58	\$44.38
0821	Director Technical Services	17	\$53,223	\$79,833	\$25.59	\$38.38
0842	Director Youth Services	17	\$53,223	\$79,833	\$25.59	\$38.38
0243	Driver Seasonal Bus	06	\$23,959	\$35,939	\$11.52	\$17.28
0444	Educator Fire Safety Public	11	\$34,437	\$51,655	\$16.56	\$24.83
0783	Engineer Chief Civil	21	\$71,145	\$106,680	\$34.20	\$51.29
0524	Engineer Chief Video	18	\$57,227	\$85,842	\$27.51	\$41.27
0785	Engineer County	21	\$71,145	\$106,680	\$34.20	\$51.29
0781	Engineer I Civil	17	\$53,223	\$79,833	\$25.59	\$38.38
0781	Engineer II Civil	18	\$57,227	\$85,842	\$27.51	\$41.27
0511	Engineer Network	18	\$57,227	\$85,842	\$27.51	\$41.27
0781	Engineer Senior Civil	19	\$61,535	\$92,302	\$29.58	\$44.38
0757	Examiner Chief Plans	17	\$53,223	\$79,833	\$25.59	\$38.38
0756	Examiner I Plans	13	\$39,816	\$59,722	\$19.14	\$28.71



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JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0202	Foreman Utility Operations	13	\$39,816	\$59,722	\$19.14	\$28.71
0282	Groundskeeper I	05	\$22,282	\$33,422	\$10.71	\$16.07
0282	Groundskeeper II	07	\$25,762	\$38,642	\$12.39	\$18.58
0284	Groundskeeper Senior	08	\$27,701	\$41,551	\$13.32	\$19.98
0184	Inspector Business License	10	\$32,027	\$48,040	\$15.40	\$23.10
0768	Inspector Chief Building	17	\$53,223	\$79,833	\$25.59	\$38.38
0766	Inspector Commercial Building	16	\$49,498	\$74,246	\$23.80	\$35.70
0762	Inspector I	11	\$34,437	\$51,655	\$16.56	\$24.83
0767	Inspector I Construction	11	\$34,437	\$51,655	\$16.56	\$24.83
0762	Inspector II	12	\$37,028	\$55,543	\$17.80	\$26.70
0767	Inspector II Construction	12	\$37,028	\$55,543	\$17.80	\$26.70
0765	Inspector Lead	14	\$42,811	\$64,217	\$20.58	\$30.87
0762	Inspector Senior	13	\$39,816	\$59,722	\$19.14	\$28.71
0775	Inspector Supervisor	15	\$46,034	\$69,050	\$22.13	\$33.20
0416	Investigator Senior Police	14	\$42,811	\$64,217	\$20.58	\$30.87
0353	Leader I Recreation	03	\$19,273	\$28,907	\$9.27	\$13.90
0357	Leader II Recreation	04	\$20,722	\$31,083	\$9.96	\$14.94
0354	Leader Senior Recreation	08	\$27,701	\$41,551	\$13.32	\$19.98
0359	Leader Therapeutic Recreation	03	\$19,273	\$28,907	\$9.27	\$13.90
0831	Librarian I	12	\$37,028	\$55,543	\$17.80	\$26.70
0832	Librarian II	14	\$42,811	\$64,217	\$20.58	\$30.87
0436	Lieutenant Fire Rescue	15	\$46,034	\$69,050	\$22.13	\$33.20
0419	Lieutenant Police	17	\$53,223	\$79,833	\$25.59	\$38.38
0361	Lifeguard I	03	\$19,273	\$28,907	\$9.27	\$13.90
0361	Lifeguard II	04	\$20,722	\$31,083	\$9.96	\$14.94
0361	Lifeguard Senior	05	\$22,282	\$33,422	\$10.71	\$16.07



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Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0205	Locator Senior Utility	10	\$32,027	\$48,040	\$15.40	\$23.10
0214	Locator Utility	09	\$29,785	\$44,678	\$14.32	\$21.48
0421	Major Police	19	\$61,535	\$92,302	\$29.58	\$44.38
0333	Manager Community Services	24	\$88,446	\$132,669	\$42.52	\$63.78
0332	Manager Community Services Assistant	22	\$76,499	\$114,749	\$36.78	\$55.17
0709	Manager Development	24	\$88,446	\$132,669	\$42.52	\$63.78
0142	Manager Financial and Management Services	24	\$88,446	\$132,669	\$42.52	\$63.78
0141	Manager Financial and Management Services Assistant	22	\$76,499	\$114,749	\$36.78	\$55.17
0290	Manager General Services	24	\$88,446	\$132,669	\$42.52	\$63.78
0559	Manager Human Resource	24	\$88,446	\$132,669	\$42.52	\$63.78
0218	Manager JCSA Assistant General	22	\$76,499	\$114,749	\$36.78	\$55.17
0219	Manager JCSA General	24	\$88,446	\$132,669	\$42.52	\$63.78
0824	Manager Library Administrative Services	13	\$39,816	\$59,722	\$19.14	\$28.71
0823	Manager Mobile Library Services	15	\$46,034	\$69,050	\$22.13	\$33.20
0215	Mechanic Industrial	12	\$37,028	\$55,543	\$17.80	\$26.70
0216	Mechanic Maintenance	11	\$34,437	\$51,655	\$16.56	\$24.83
0221	Mechanic Small Engine	08	\$27,701	\$41,551	\$13.32	\$19.98
0802	Monitor Security	04	\$20,722	\$31,083	\$9.96	\$14.94
0406	Officer Animal Control	08	\$27,701	\$41,551	\$13.32	\$19.98
0452	Officer I Emergency Communications	10	\$32,027	\$48,040	\$15.40	\$23.10
0410	Officer I Police	11	\$34,437	\$51,655	\$16.56	\$24.83
0760	Officer I Zoning	10	\$32,027	\$48,040	\$15.40	\$23.10
0452	Officer II Emergency Communications	11	\$34,437	\$51,655	\$16.56	\$24.83
0410	Officer II Police	12	\$37,028	\$55,543	\$17.80	\$26.70
0760	Officer II Zoning	12	\$37,028	\$55,543	\$17.80	\$26.70
0822	Officer Library Development	15	\$46,034	\$69,050	\$22.13	\$33.20
0452	Officer Master Emergency Communications	13	\$39,816	\$59,722	\$19.14	\$28.71
0410	Officer Master Police	14	\$42,811	\$64,217	\$20.58	\$30.87



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Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0340	Officer Pretrial	11	\$34,437	\$51,655	\$16.56	\$24.83
0341	Officer Probation	11	\$34,437	\$51,655	\$16.56	\$24.83
0414	Officer Property Control	14	\$42,811	\$64,217	\$20.58	\$30.87
0452	Officer Senior Emergency Communications	12	\$37,028	\$55,543	\$17.80	\$26.70
0410	Officer Senior Police	13	\$39,816	\$59,722	\$19.14	\$28.71
0704	Planner	12	\$37,028	\$55,543	\$17.80	\$26.70
0343	Planner Criminal Justice	12	\$37,028	\$55,543	\$17.80	\$26.70
0325	Planner Housing	15	\$46,034	\$69,050	\$22.13	\$33.20
0704	Planner I Senior	14	\$42,811	\$64,217	\$20.58	\$30.87
0704	Planner II Senior	15	\$46,034	\$69,050	\$22.13	\$33.20
0706	Planner Principal	18	\$57,227	\$85,842	\$27.51	\$41.27
0817	Professional Technical Services	12	\$37,028	\$55,543	\$17.80	\$26.70
0348	Ranger Lead Park	09	\$29,785	\$44,678	\$14.32	\$21.48
0349	Ranger Park	07	\$25,762	\$38,642	\$12.39	\$18.58
0175	Representative Business Tax Field	14	\$42,811	\$64,217	\$20.58	\$30.87
0171	Representative I Customer Service	06	\$23,959	\$35,939	\$11.52	\$17.28
0165	Representative I Utility Account	07	\$25,762	\$38,642	\$12.39	\$18.58
0171	Representative II Customer Service	07	\$25,762	\$38,642	\$12.39	\$18.58
0165	Representative II Utility Account	08	\$27,701	\$41,551	\$13.32	\$19.98
0172	Representative Senior Customer Service	09	\$29,785	\$44,678	\$14.32	\$21.48
0167	Representative Senior Utility Account	09	\$29,785	\$44,678	\$14.32	\$21.48
0604	Secretary	07	\$25,762	\$38,642	\$12.39	\$18.58
0608	Secretary Legal	10	\$32,027	\$48,040	\$15.40	\$23.10
0606	Secretary to the Board	10	\$32,027	\$48,040	\$15.40	\$23.10
0417	Sergeant Police	15	\$46,034	\$69,050	\$22.13	\$33.20
0810	Shelver Clerk	03	\$19,273	\$28,907	\$9.27	\$13.90
0309	Social Worker	11	\$34,437	\$51,655	\$16.56	\$24.83



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FY 2011 PAY STRUCTURE

JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0303	Social Worker I	11	\$34,437	\$51,655	\$16.56	\$24.83
0303	Social Worker II	12	\$37,028	\$55,543	\$17.80	\$26.70
0305	Social Worker Senior	13	\$39,816	\$59,722	\$19.14	\$28.71
0111	Specialist Accounts Payable	07	\$25,762	\$38,642	\$12.39	\$18.58
0310	Specialist Automated Services	12	\$37,028	\$55,543	\$17.80	\$26.70
0234	Specialist Automotive Inventory	12	\$37,028	\$55,543	\$17.80	\$26.70
0150	Specialist Budget Management	16	\$49,498	\$74,246	\$23.80	\$35.70
0187	Specialist Business Tax	10	\$32,027	\$48,040	\$15.40	\$23.10
0774	Specialist Engineering	17	\$53,223	\$79,833	\$25.59	\$38.38
0711	Specialist Environmental	15	\$46,034	\$69,050	\$22.13	\$33.20
0322	Specialist Housing	09	\$29,785	\$44,678	\$14.32	\$21.48
0539	Specialist I Communications	12	\$37,028	\$55,543	\$17.80	\$26.70
0271	Specialist I Facilities	08	\$27,701	\$41,551	\$13.32	\$19.98
0551	Specialist I Human Resources	12	\$37,028	\$55,543	\$17.80	\$26.70
0203	Specialist I Utility Operations	08	\$27,701	\$41,551	\$13.32	\$19.98
0540	Specialist II Communications	13	\$39,816	\$59,722	\$19.14	\$28.71
0271	Specialist II Facilities	09	\$29,785	\$44,678	\$14.32	\$21.48
0551	Specialist II Human Resources	13	\$39,816	\$59,722	\$19.14	\$28.71
0203	Specialist II Utility Operations	09	\$29,785	\$44,678	\$14.32	\$21.48
0516	Specialist Information Center	16	\$49,498	\$74,246	\$23.80	\$35.70
0520	Specialist Information Technology	15	\$46,034	\$69,050	\$22.13	\$33.20
0554	Specialist Neighborhood	12	\$37,028	\$55,543	\$17.80	\$26.70
0502	Specialist Publications	07	\$25,762	\$38,642	\$12.39	\$18.58
0132	Specialist Real Estate Information	12	\$37,028	\$55,543	\$17.80	\$26.70
0275	Specialist Senior Facilities	11	\$34,437	\$51,655	\$16.56	\$24.83
0553	Specialist Senior Human Resource	16	\$49,498	\$74,246	\$23.80	\$35.70
0503	Specialist Senior Publications	10	\$32,027	\$48,040	\$15.40	\$23.10
0344	Specialist Substance Abuse	12	\$37,028	\$55,543	\$17.80	\$26.70
0818	Specialist Technical Services	08	\$27,701	\$41,551	\$13.32	\$19.98
0509	Specialist Telecommunications Network	15	\$46,034	\$69,050	\$22.13	\$33.20



JAMES CITY COUNTY HUMAN RESOURCES

FY 2011 PAY STRUCTURE

JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0232	Specialist Warehouse	09	\$29,785	\$44,678	\$14.32	\$21.48
0212	Specialist Warehouse/Electronics	13	\$39,816	\$59,722	\$19.14	\$28.71
0264	Superintendent Facilities	16	\$49,498	\$74,246	\$23.80	\$35.70
0358	Superintendent Parks and Facilities	18	\$57,227	\$85,842	\$27.51	\$41.27
0288	Superintendent Parks and Grounds	16	\$49,498	\$74,246	\$23.80	\$35.70
0384	Superintendent Recreation and Youth Services	18	\$57,227	\$85,842	\$27.51	\$41.27
0256	Superintendent Solid Waste	16	\$49,498	\$74,246	\$23.80	\$35.70
0209	Superintendent Utility Operations	17	\$53,223	\$79,833	\$25.59	\$38.38
0408	Supervisor Animal Control	14	\$42,811	\$64,217	\$20.58	\$30.87
0314	Supervisor Eligibility	13	\$39,816	\$59,722	\$19.14	\$28.71
0454	Supervisor Emergency Communications	14	\$42,811	\$64,217	\$20.58	\$30.87
0504	Supervisor Geographic Information Systems	15	\$46,034	\$69,050	\$22.13	\$33.20
0355	Supervisor Park	08	\$27,701	\$41,551	\$13.32	\$19.98
0240	Supervisor Plant	14	\$42,811	\$64,217	\$20.58	\$30.87
0505	Supervisor Publications	13	\$39,816	\$59,722	\$19.14	\$28.71
0363	Supervisor Recreation Field	03	\$19,273	\$28,907	\$9.27	\$13.90
0306	Supervisor Social Work	14	\$42,811	\$64,217	\$20.58	\$30.87
0173	Supervisor Utility Account	15	\$46,034	\$69,050	\$22.13	\$33.20
0233	Supervisor Warehouse	12	\$37,028	\$55,543	\$17.80	\$26.70
0106	Technician Accounting	09	\$29,785	\$44,678	\$14.32	\$21.48
0508	Technician Geographic Information Systems	10	\$32,027	\$48,040	\$15.40	\$23.10
0220	Technician I Auto	09	\$29,785	\$44,678	\$14.32	\$21.48
0276	Technician I Facilities	09	\$29,785	\$44,678	\$14.32	\$21.48
0430	Technician I Fire Rescue	11	\$34,437	\$51,655	\$16.56	\$24.83
0223	Technician II Auto	10	\$32,027	\$48,040	\$15.40	\$23.10
0276	Technician II Facilities	10	\$32,027	\$48,040	\$15.40	\$23.10
0430	Technician II Fire Rescue	12	\$37,028	\$55,543	\$17.80	\$26.70
0222	Technician III Auto	11	\$34,437	\$51,655	\$16.56	\$24.83
0311	Technician Information Systems	12	\$37,028	\$55,543	\$17.80	\$26.70



JAMES CITY COUNTY HUMAN RESOURCES

FY 2011 PAY STRUCTURE

JOB CLASSES IN ALPHABETICAL ORDER

Pos Code	Position Description	Salary Range	Annual		Hourly	
			Min	Max	Min	Max
0224	Technician Lead Automotive	12	\$37,028	\$55,543	\$17.80	\$26.70
0609	Technician Legal	11	\$34,437	\$51,655	\$16.56	\$24.83
0430	Technician Master Fire Rescue	14	\$42,811	\$64,217	\$20.58	\$30.87
0752	Technician Permit I	06	\$23,959	\$35,939	\$11.52	\$17.28
0752	Technician Permit II	07	\$25,762	\$38,642	\$12.39	\$18.58
0753	Technician Permit Senior	09	\$29,785	\$44,678	\$14.32	\$21.48
0521	Technician Records and Imaging	08	\$27,701	\$41,551	\$13.32	\$19.98
0114	Technician Senior Accounting	12	\$37,028	\$55,543	\$17.80	\$26.70
0211	Technician Senior Facilities	12	\$37,028	\$55,543	\$17.80	\$26.70
0522	Technician Senior Records and Imaging	12	\$37,028	\$55,543	\$17.80	\$26.70
0430	Technician Senior Rescue	13	\$39,816	\$59,722	\$19.14	\$28.71
0513	Technician Technology Support	13	\$39,816	\$59,722	\$19.14	\$28.71
0207	Technician Utility Operations	10	\$32,027	\$48,040	\$15.40	\$23.10
0515	Technician Video	13	\$39,816	\$59,722	\$19.14	\$28.71
0371	Trainer I Fitness	07	\$25,762	\$38,642	\$12.39	\$18.58
0377	Trainer Senior Fitness	08	\$27,701	\$41,551	\$13.32	\$19.98
0195	Treasurer Assistant	16	\$49,498	\$74,246	\$23.80	\$35.70
0312	Worker Eligibility	08	\$27,701	\$41,551	\$13.32	\$19.98
0313	Worker Senior Eligibility	10	\$32,027	\$48,040	\$15.40	\$23.10