

**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2008 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		E			ACCOUNT CLERK	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75	
115	N	AS		E			ACCOUNT CLERK SENIOR	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21	
113	E	PR	C	E		12	ACCOUNTANT I	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
116	E	PR	C	E		S 12	ACCOUNTANT II	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
112	E	PR	C	E		S 12	ACCOUNTANT SENIOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	
110	E	OA	C	E		S 12	ACCOUNTING DIRECTOR	20	\$64,869.00	\$97,303.00	\$31.19	\$46.78	
106	N	PP	C	E		12	ACCOUNTING TECHNICIAN	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06	
114	N	AS	C	E		S	ACCOUNTING TECHNICIAN SENIOR	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
111	N	AS		E		12	ACCOUNTS PAYABLE SPECIALIST	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21	
107	E	PP	C	E			ADMINISTRATIVE ANALYST	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
605	N	AS				12	ADMINISTRATIVE SERV COORD	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06	
607	N	AS				S 12	ADMINISTRATIVE SERV COORD SR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
804	N	TE					ADULT SERVICES ASSISTANT	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75	
833	E	PR	C			S	ADULT SERVICES DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63	
831	E	PR	C				ADULT SERVICES LIBRARIAN I	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
832	E	PR	C				ADULT SERVICES LIBRARIAN II	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	
406	N	PS		E F G H		K L	ANIMAL CONTROL OFFICER	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58	
408	N	PS		E F G H		K L S	ANIMAL CONTROL OFFICER SUPV	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	
186	E	PR	C	E			AUDITOR SENIOR	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00	
234	N	TE		E F G			AUTO INVENTORY SPECIALIST	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
224	N	SC	B	D	F G	I J	S	AUTO MECHANIC FOREMAN	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
220	N	SC	B	D	F G	J		AUTO TECHNICIAN I	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
223	N	SC	B	D	F G	I J		AUTO TECHNICIAN II	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64

10/19/2007

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Effective: (10/01/2007 - 09/30/2008)

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION					JOB CLASS	SALARY RANGE	ANNUAL		HOURLY			
										MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
222	N	SC	B	D	F	G	I	J	AUTO TECHNICIAN III	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
310	N	TE							AUTOMATED SERVICES SPECIALIST	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
B															
155	E	PR		C	E				BUDGET ANALYST SENIOR	12	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
150	E	PR		C	E			S	12	BUDGET MGMT SPECIALIST	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
243	N	SM	B	D	E	F	G	J	BUS DRIVER SEASONAL	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94	
184	N	PP			E				BUSINESS LICENSE INSPECTOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
175	E	PR		C	E	F			BUSINESS TAX FIELD REP	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	
187	N	PP		C	E				BUSINESS TAX SPECIALIST	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
121	N	TE		C					BUYER I	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06	
122	E	PR		C					BUYER II	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
123	E	PR		C					BUYER SENIOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55	
C															
791	E	PR		C		F		I	12	CAPITAL PROJECTS COORDINATOR	20	\$64,869.00	\$97,303.00	\$31.19	\$46.78
342	N	PR		C	E	F		K	S	CCC CASE COORDINATOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
343	E	PR		C	E	F		K	CCC CRIMINAL JUSTICE PLANNER	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
340	E	PR		C	E	F		K	CCC PRETRIAL OFFICER	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
341	E	PR		C	E	F		K	CCC PROBATION OFFICER	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
345	E	OA		C	E	F		K	S	CCC PROGRAM ADMINISTRATOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
344	E	PR		C	E	F		K	CCC SUBSTANCE ABUSE SPECIALIST	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
815	N	PP							S	CIRCULATION SERV ASSIST LEAD	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
813	N	PP								CIRCULATION SERV ASSISTANT	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
814	E	PP							S	CIRCULATION SERV DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
812	N	PP								CIRCULATION SERV SENIOR CLERK	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75

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**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY	
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
783	E	PR	C	F	I	S	CIVIL ENGINEER CHIEF	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
781	E	PR	C	F		CL	CIVIL ENGINEER I	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
779	E	PR	C	F	I	CL	CIVIL ENGINEER II	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
780	E	PR	C	F	I	CL	CIVIL ENGINEER SENIOR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51
769	E	OA	C	E F		S	CODE COMPLIANCE DIRECTOR	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
541	E	PR	C			S 12	COMMUNICATIONS COORDINATOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
534	E	OA	C			S 12	COMMUNICATIONS DIRECTOR	20	\$64,869.00	\$97,303.00	\$31.19	\$46.78
539	E	PR	C			12	COMMUNICATIONS SPECIALIST I	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
540	E	PR	C		J	12	COMMUNICATIONS SPECIALIST II	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
378	E	PR		E		K	COMMUNITY CENTERS ADMIN	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
332	E	OA	C	E F		S	COMMUNITY SERVICES ASSIST MGR	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
333	E	OA	C	E F		S	COMMUNITY SERVICES MANAGER	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53
124	E	OA	C				CONTRACTS ADMINISTRATOR	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
251	N	SM		F G		K	CONVENIENCE CENTER ATTEND I	03	\$18,895.00	\$28,340.00	\$9.08	\$13.63
252	N	SM	B	D	F G	J	CONVENIENCE CENTER ATTEND II	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
662	E	OA	C	F		S	COUNTY ADMINISTRATOR ASSISTANT	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53
655	E	OA	C		I	S	COUNTY ATTORNEY					
653	E	PR	C		I	CL	COUNTY ATTORNEY ASSISTANT	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
654	E	PR	C		I	CL	COUNTY ATTORNEY DEPUTY	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
785	E	PR	C	F	I		COUNTY ENGINEER	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
614	N	AS					COURT ADMINISTRATOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
615	E	OA		F		S	COURTHOUSE FACILITIES SUPERINT	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
263	N	SM		E F G		K	CUSTODIAL SERVICES COORDINATOR	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
264	E	SM		E F G		K	CUSTODIAL SERVICES SUPERINT	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00

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**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY	
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
261	N	SM	E	F	G	K	CUSTODIAN	04	\$20,316.00	\$30,474.00	\$9.77	\$14.65
262	N	SM	E	F	G	K	S CUSTODIAN LEAD	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75
372	N	AS	E	F		K	CUSTOMER ASSISTANT	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
373	N	AS	E	F		K	S CUSTOMER ASSISTANT SENIOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
171	N	AS	E				CL CUSTOMER SERVICE REP I	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
170	N	AS	E				CL CUSTOMER SERVICE REP II	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
172	N	AS	E				S CUSTOMER SERVICE REP SENIOR	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
D												
185	E	PP	C	E			S DEPUTY COMMISSIONER CHIEF	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
180	N	AS	E				CL DEPUTY COMMISSIONER I	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
181	N	AS	E				CL DEPUTY COMMISSIONER II	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
182	N	AS	E				DEPUTY COMMISSIONER III	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
183	N	AS	E				S DEPUTY COMMISSIONER IV	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
712	E	OA	C	F			S DEVELOPMENT ASSIST MANAGER	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
703	N	PP	C				DEVELOPMENT MANAGEMENT ASSIST	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
709	E	OA	C	F			S DEVELOPMENT MANAGER	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53
E												
701	E	PR	C	F			ECONOMIC DEV ASSIST DIRECTOR	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
702	N	PP		F			ECONOMIC DEV ASSISTANT	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
708	E	OA	C	F			S ECONOMIC DEV DIRECTOR	23	\$80,644.00	\$120,966.00	\$38.77	\$58.16
315	E	PR	C	E		K	S 12 ELIGIBILITY CHIEF	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
314	E	PR	C	E	F	K	S 12 ELIGIBILITY SUPERVISOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
312	N	PP	C	E	F	K	12 ELIGIBILITY WORKER	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
313	N	PP	C	E	F	K	12 ELIGIBILITY WORKER SENIOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64

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 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION								JOB CLASS	SALARY RANGE	ANNUAL		HOURLY			
													MINIMUM	MAXIMUM	MINIMUM	MAXIMUM		
458	E	PR	A	C	E	F	H	K	PH	S	12	EMERGENCY COMM DEP DIR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63	
455	E	PR	A	C		F	H	K	PH	S	12	EMERGENCY COMM DIRECTOR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51	
452	N	PS	A		E		H	K	PH		12	CL EMERGENCY COMM OFFICER I	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
453	N	PS	A				H	I	K	PH	12	CL EMERGENCY COMM OFFICER II	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
457	N	PS	A		E		H	I	K	PH	12	CL EMERGENCY COMM OFFICER MASTER	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15	
456	N	PS	A		E		H	I	K	PH	12	CL EMERGENCY COMM OFFICER SR	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
454	N	PS	A	C	E		H	I	K	PH	S	12	EMERGENCY COMM SUPERVISOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
435	N	PR		C	E	F			K			EMERGENCY SERVICES COOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	
448	E	PR		C	E	F					S	EMERGENCY SERVICES DIRECTOR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51	
771	N	TE										ENGINEERING ASSISTANT	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06	
772	N	TE									S	ENGINEERING ASSISTANT SENIOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
774	E	TE		C	E	F					S	ENGINEERING SPECIALIST	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63	
254	E	PR		C		F					S	ENVIRONMENTAL COORDINATOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15	
782	E	PR		C		F		I			S	ENVIRONMENTAL DIRECTOR	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09	
711	E	PR		C		F						ENVIRONMENTAL SPECIALIST	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55	
F																		
288	E	OA			E	F	G		K		S	12	FACILITIES & GROUNDS ADMIN	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51
271	N	SM			E	F	G		K			FACILITIES SPECIALIST I	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58	
274	N	SC			E	F	G		K			FACILITIES SPECIALIST II	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06	
275	N	SC			E	F	G		K		S	FACILITIES SPECIALIST SENIOR	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
277	N	SM			E	F	G		K			FACILITIES TECHNICIAN I	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06	
276	N	SC			E	F	G		K			FACILITIES TECHNICIAN II	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64	
211	N	SC				F	G		K		S	FACILITIES TECHNICIAN SENIOR	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
808	E	PR										FINANCE & GENERAL SERV COORD	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	

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										MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
830	E	OA					S	FINANCE & GENERAL SERV DIR	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
449	E	OA	A B C	E F G H I	K L	S 12	FIRE CHIEF	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53	
445	E	OA	A B C	E F G H I	K L	S 12	FIRE DEPUTY CHIEF	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28	
442	N	PR	A B C	E F G H I	K L	S 12	FIRE RESCUE CAPTAIN	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63	
440	N	PS	A B C	E F G H I	K L	S 12	FIRE RESCUE CAPTAIN - DAYS	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63	
443	E	PR	A B C	E F G H I	K L	S 12	FIRE RESCUE DIST CHIEF	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51	
441	E	PS	A B C	E F G H I	K L	S 12	FIRE RESCUE DIST CHIEF - DAYS	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51	
436	N	PS	A B C	E F G H I	K L	12	FIRE RESCUE LIEUTENANT	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55	
437	N	PS	A B C	E F G H I	K L	12	FIRE RESCUE LIEUTENANT - DAYS	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55	
430	N	PS	A B C	E F G H	K L	12 CL	FIRE RESCUE TECH I	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
438	N	PS	A B C	E F G H	K L	12 CL	FIRE RESCUE TECH I - DAYS	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
431	N	PS	A B C	E F G H I	K L		FIRE RESCUE TECH I (HOURLY)	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
432	N	PS	A B C	E F G H I	K L	12 CL	FIRE RESCUE TECH II	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
434	N	PS	A B C	E F G H I	K L	12 CL	FIRE RESCUE TECH MASTER	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	
439	N	PS	A B C	E F G H I	K L	12 CL	FIRE RESCUE TECH MASTER - DAYS	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27	
433	N	PS	A B C	E F G H I	K L	12 CL	FIRE RESCUE TECH SENIOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15	
446	N	PS	A B C	E F G H I	K L	12 CL	FIRE RESCUE TECH SR - DAYS	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15	
444	N	PS		F			FIRE SAFETY PUBLIC EDUCATOR	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35	
371	N	SM		E	K		FITNESS ATTENDANT	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94	
375	N	SM		E	I	K	CL	FITNESS TRAINER I	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
377	N	TE		E F	I	K	S	FITNESS TRAINER SENIOR	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
225	E	OA	B	D	F G	J	S 12	FLEET MAINT ADMINISTRATOR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51
141	E	OA	C	E			S 12	FMS ASSISTANT MANAGER	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
142	E	OA	C	E			S 12	FMS MANAGER	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53

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									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
G												
633	N	AS					GENERAL REGISTRAR ASSIST I	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
634	N	AS					GENERAL REGISTRAR ASSIST II	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
281	N	SM		E F G		K	GENERAL SERVICES ASSISTANT	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
290	E	OA	C	F			GENERAL SERVICES MANAGER	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53
289	N	PR	C	F			GENERAL SERVICES OPER ADMINI	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
507	E	TE	C	E			GIS ANALYST	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
501	E	TE	C	E		S	GIS ANALYST SENIOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
504	E	PR	C			S	GIS SUPERVISOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
508	N	TE	C	E			GIS TECHNICIAN	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
547	E	PR	C			J	GRANTS ADMINISTRATOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
506	E	TE	C				GRAPHIC DESIGNER	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
282	N	SM		E F G		K L	GROUNDSKEEPER I	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75
283	N	SM		D E F G	I J	K L	GROUNDSKEEPER II	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
284	N	SM		D E F G		K L	GROUNDSKEEPER SENIOR	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
H												
328	E	OA	C	E F		K	HOUSING & COMMUNITY DEVEL ADM	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
321	N	AS		E F		K	HOUSING ASSISTANT	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
325	E	PR	C	E F		K	HOUSING PLANNER	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
320	E	PR	C	E F		K	HOUSING PROGRAM COORDINATOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
324	N	TE		E F		K	HOUSING PROJECT COORDINATOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
322	N	TE		E F		K	HOUSING SPECIALIST	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
552	N	AS					HUMAN RESOURCE ASSISTANT	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
557	E	OA	C				HUMAN RESOURCE COORDINATOR	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46

10/19/2007

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Effective: (10/01/2007 - 09/30/2008)

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY	
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
559	E	OA	C			S 12	HUMAN RESOURCE MANAGER	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53
551	E	PR	C			12 CL	HUMAN RESOURCE SPEC I	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
550	E	PR	C		I	12 CL	HUMAN RESOURCE SPEC II	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
553	E	PR	C			12	HUMAN RESOURCE SPEC SR	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
326	E	PR	C	E F	K		HUMAN SERVICES COORDINATOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
I												
519	E	OA	C	E		S	INFORMATION RES MGMT DIRECTOR	23	\$80,644.00	\$120,966.00	\$38.77	\$58.16
516	E	PR	C	E			INFORMATION CENTER SPECIALIST	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
311	N	TE		E		12	INFORMATION SYSTEMS TECHNICIAN	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
518	E	OA	C	E		S	INFORMATION TECH ADMINISTRATOR	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
520	E	PR	C	E			INFORMATION TECHNOLOGY SPEC	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
768	E	TE		E F	K	S	INSPECTOR CHIEF BUILDING	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
766	N	TE		E F	I K		INSPECTOR COMMERCIAL	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
323	N	TE		E F	K		INSPECTOR HOUSING	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
762	N	TE		E F	K	CL	INSPECTOR I CODE COMPLIANCE	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
206	N	PP		E F		CL	INSPECTOR I CONSTRUCTION	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
773	N	TE		E F	K	CL	INSPECTOR I ENVIRONMENTAL	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
763	N	TE		E F	I K	CL	INSPECTOR II CODE COMPLIANCE	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
767	N	TE		E F	I K	CL	INSPECTOR II CONSTRUCTION	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
776	N	TE		E F	I K	CL	INSPECTOR II ENVIRONMENTAL	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
764	N	TE		E F	I K	CL	INSPECTOR III CODE COMPLIANCE	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
765	N	TE		E F	I K	S	INSPECTOR SENIOR CODE COMP	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
777	N	TE		E F	I K	CL	INSPECTOR SENIOR ENVIRONMENTAL	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
775	E	TE		E F	I K	S	INSPECTOR SUPERV ENVIRONMENTAL	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55

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Effective: (10/01/2007 - 09/30/2008)

**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2008 PAY STRUCTURE
 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY	
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
J												
218	E	OA	C	E F		S	JCSA ASSISTANT MANAGER	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
219	E	OA	C	E F		S	JCSA GENERAL MANAGER	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53
L												
609	N	AS				S	LEGAL TECHNICIAN	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
824	E	PR					LIBRARY ADMIN SERVICES MGR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
847	E	OA	C			S	LIBRARY ASSISTANT DIRECTOR	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
822	E	PR	C				LIBRARY DEVELOPMENT OFFICER	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
848	E	OA	C			S	LIBRARY DIRECTOR					
828	E	PR	C			S	LIBRARY NETWORK ADMINISTRATOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
827	E	PR	C			S	LIBRARY SYSTEMS ADMINISTRATOR	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
361	N	SM		E	I	K	CL LIFEGUARD I	03	\$18,895.00	\$28,340.00	\$9.08	\$13.63
362	N	SM		E	I	K	CL LIFEGUARD I (SUBSTITUTE)	03	\$18,895.00	\$28,340.00	\$9.08	\$13.63
367	N	SM		E	I	K	CL LIFEGUARD II	04	\$20,316.00	\$30,474.00	\$9.77	\$14.65
369	N	SM		E	I	K	CL LIFEGUARD II (SUBSTITUTE)	04	\$20,316.00	\$30,474.00	\$9.77	\$14.65
368	N	SM		E	I	K	LIFEGUARD SENIOR	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75
370	N	SM		E	I	K	LIFEGUARD SENIOR (SUBSTITUTE)	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75
M												
601	N	AS		E F		K	MAIL CLERK	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
215	N	SC		E F G		L	MECHANIC INDUSTRIAL	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
216	N	SC		E F G		L	MECHANIC MAINTENANCE	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
221	N	SC	B	D	F G	J	MECHANIC SMALL ENGINE	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
825	N	AS		F			MOBILE LIBRARY SERV ASSIST	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY	
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
823	E	PR	C	F		S	MOBILE LIBRARY SERV MGR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
N												
555	E	PR	C				NEIGHBORHOOD COORDINATOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
544	E	OA	C			S	NEIGHBORHOOD DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
554	E	PR	C				NEIGHBORHOOD SPECIALIST	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
511	E	PR	C	E			NETWORK & SECURITY ENGINEER	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
512	E	PR	C	E			NETWORK SYSTEM ENGINEER	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
O												
602	N	AS					OFFICE ASSISTANT	02	\$17,143.00	\$25,714.00	\$8.24	\$12.36
603	N	AS		F	K	12	OFFICE ASSISTANT SENIOR	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
803	E	PR	C			S	OUTREACH SERVICES DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
P												
350	N	SM		E F	K		PARK ATTENDANT I	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
351	N	SM		E F	K		PARK ATTENDANT II	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
352	N	SM		E F	K		PARK ATTENDANT SENIOR	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
349	N	SM		E F	K		PARK RANGER	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
355	N	SM		E F	K	S	PARK SUPERVISOR	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
358	E	PR	C	F	K	S	PARKS & FACILITIES SUPERINTEND	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
390	E	OA	C			S	PARKS & RECREATION DEPUTY DIR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51
391	E	OA	C	F		S	PARKS & RECREATION DIRECTOR	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
102	N	AS		E			PAYROLL CLERK	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
105	N	AS	C	E		12	PAYROLL COORDINATOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
752	N	TE				CL	PERMIT TECHNICIAN I	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION						JOB CLASS	SALARY RANGE	ANNUAL		HOURLY							
											MINIMUM	MAXIMUM	MINIMUM	MAXIMUM						
751	N	AS					I	CL PERMIT TECHNICIAN II	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21							
753	N	TE					I	S PERMIT TECHNICIAN SENIOR	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06							
704	E	PR	C	F				CL PLANNER	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18							
705	E	PR	C	F	I			CL PLANNER I SENIOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27							
710	E	PR	C	F	I			CL PLANNER II SENIOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55							
706	E	PR	C	F				S PLANNER PRINCIPAL	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46							
707	E	OA	C	F				S PLANNING DIRECTOR	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09							
757	E	TE	C				I	S PLANS EXAMINER CHIEF	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63							
756	N	TE	C					CL PLANS EXAMINER I	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15							
755	N	TE	C				I	CL PLANS EXAMINER II	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27							
240	N	TE		E	F	G		S PLANT SUPERVISOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27							
425	E	OA	A	B	C	E	F	G	H	I	K	L	S	12	POLICE CHIEF	24	\$86,712.00	\$130,068.00	\$41.69	\$62.53
427	E	PR	A			E					K				POLICE CRIME ANALYST	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
423	E	OA	A	B	C	E	F	G	H	I	K	L	S	12	POLICE DEPUTY CHIEF	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
416	N	PS	B	C		F	G	I			K	L		12	POLICE INVESTIGATOR SENIOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
419	N	PR	A	B	C	E	F	G	H	I	K	L	S	12	POLICE LIEUTENANT	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
426	N	PS	A	B	C	E	F	G	H	I	K	L	S	12	POLICE LIEUTENANT - DAYS	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
421	E	PR	A	B	C	E	F	G	H	I	K	L	S	12	POLICE MAJOR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51
410	N	PS	A	B	C	E	F	G	H		K	L		12	CL POLICE OFFICER I	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
418	N	PS	A	B	C	E	F	G	H	I	K	L	S	12	CL POLICE OFFICER I - DAYS	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
409	N	PS	A	B	C	E	F	G	H		K	L			POLICE OFFICER I (HOURLY)	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
411	N	PS	A	B	C	E	F	G	H	I	K	L		12	CL POLICE OFFICER II	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
415	N	PS	A	B	C	E	F	G	H	I	K	L		12	CL POLICE OFFICER II - DAYS	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
413	N	PS	A	B	C	E	F	G	H	I	K	L		12	CL POLICE OFFICER MASTER	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27

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Effective: (10/01/2007 - 09/30/2008)

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION						JOB CLASS		SALARY RANGE	ANNUAL		HOURLY						
			A	B	C	E	F	G	H	I		K	L	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM			
422	N	PS	A	B	C	E	F	G	H	I	K	L	12	CL	POLICE OFFICER MASTER - DAYS	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
412	N	PS	A	B	C	E	F	G	H	I	K	L	12	CL	POLICE OFFICER SENIOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
420	N	PS	A	B	C	E	F	G	H		K	L	12	CL	POLICE OFFICER SENIOR - DAYS	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
402	N	AS													POLICE RECORDS CLERK	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
417	N	PS	A	B	C	E	F	G	H	I	K	L	S 12		POLICE SERGEANT	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
424	N	PS	A	B	C	E	F	G	H	I	K	L	S 12		POLICE SERGEANT - DAYS	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
301	N	PR			C	E	F				K		12		PREVENTION COUNSELOR	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
758	E	PR			C		F								PROFFER ADMINISTRATOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
843	N	AS													PROGRAM SERV ASSIST SR	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
844	N	AS													PROGRAM SERV ASSISTANT	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
845	E	OA			C								S		PROGRAM SERV DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
514	E	PR			C	E									PROGRAMMER ANALYST	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
414	N	PS	A	B	C	E	F	G	H	I	K	L	12		PROPERTY CONTROL OFFICER	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
807	E	PR													PUBLICATIONS & GRAPHICS ADMIN	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
505	E	AS			C								S		PUBLICATIONS MGMT SUPERVISOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
502	N	AS													PUBLICATIONS SPECIALIST	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
503	N	AS													PUBLICATIONS SPECIALIST SENIOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
723	E	PR				F									PURCHASE OF DEV RIGHTS ADM	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
125	E	OA			C								S		PURCHASING/MGMT SVCS DIRECTOR	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28
R																				
133	N	TE				F				I			CL		REAL ESTATE APPRAISER	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
134	N	TE			C	F				I			CL		REAL ESTATE APPRAISER SENIOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
135	E	TE			C	F				I			S 12		REAL ESTATE ASSESS DEP DIR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51
139	E	OA			C	F				I			S 12		REAL ESTATE ASSESS DIRECTOR	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION				JOB CLASS	SALARY RANGE	ANNUAL		HOURLY	
									MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
132	N	TE		F			REAL ESTATE INFO SPEC	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
130	N	AS		F		CL	REAL ESTATE TECH ASSIST	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
131	N	TE		F		CL	REAL ESTATE TECH ASSIST I	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
523	N	TE	C	E		S	RECORDS & IMAGING SPECIALIST	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
522	N	AS		E			RECORDS & IMAGING TECH	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
521	N	TE	C	E			RECORDS & IMAGING TECH SENIOR	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
384	E	PR	C	E	K	S	RECREATION & YOUTH SERV SUP	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
363	N	SM		E F	K		RECREATION FIELD SUPERVISOR	03	\$18,895.00	\$28,340.00	\$9.08	\$13.63
353	N	PP		E	K		RECREATION LEADER I	03	\$18,895.00	\$28,340.00	\$9.08	\$13.63
357	N	PP		E	K	S	RECREATION LEADER II	04	\$20,316.00	\$30,474.00	\$9.77	\$14.65
354	N	PP		E F	K	S	RECREATION LEADER SENIOR	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
359	N	PP		E	K		RECREATION LEADER THERAPEUTIC	03	\$18,895.00	\$28,340.00	\$9.08	\$13.63
366	E	PR	C	E F	K	S	RECREATION OPERATIONS COORD	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
382	N	PR	C	E F	K	S	RECREATION PROGRAM	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
385	E	PR	C			S	RESOURCE DEVELOPMENT ADMIN	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
118	E	PR	C	E F			RISK MANAGEMENT DIRECTOR	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
S												
624	E	AS	C	E		S	SATELLITE SERVICES ADMIN	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
623	N	AS		E		CL	SATELLITE SERVICES ASSIST I	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
622	N	AS		E		CL	SATELLITE SERVICES ASSIST II	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
621	N	AS		E			SATELLITE SERVICES ASSIST SR	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
604	N	AS				12	SECRETARY	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
608	N	AS					SECRETARY LEGAL	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
606	N	AS					SECRETARY TO THE BOARD	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64

**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION					JOB CLASS	SALARY RANGE	ANNUAL		HOURLY		
										MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	
802	N	SM						E	SECURITY MONITOR	04	\$20,316.00	\$30,474.00	\$9.77	\$14.65
810	N	AS							SHELVER CLERK	03	\$18,895.00	\$28,340.00	\$9.08	\$13.63
307	E	PR	C	E	F		K	S 12	SOCIAL SERVICES DEPUTY DIR	19	\$60,328.00	\$90,492.00	\$29.00	\$43.51
308	E	OA	C	E	F		K	S 12	SOCIAL SERVICES DIRECTOR	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
302	N	PP		E	F		K	12	SOCIAL WORK ASSISTANT	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
306	E	PR	C	E	F		K	S 12	SOCIAL WORK SUPERVISOR	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
309	N	PR	C	E	F		K	12	SOCIAL WORKER	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
303	N	PR	C	E	F		K	12 CL	SOCIAL WORKER I	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
304	N	PR	C	E	F		K	12 CL	SOCIAL WORKER II	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
305	E	PR	C	E	F		K	12	SOCIAL WORKER SENIOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
253	N	SM	B	D	F	G	J	S	SOLID WASTE ASSISTANT	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
256	E	OA		E	F		K	S	SOLID WASTE SUPERINTENDENT	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
778	E	OA	C		F				STORMWATER DIRECTOR	22	\$74,999.00	\$112,499.00	\$36.06	\$54.09
517	E	PR	C	E					SYSTEM PROG ANALYST INTEGRATOR	18	\$56,105.00	\$84,159.00	\$26.97	\$40.46
T														
821	E	PR	C					S	TECHNICAL SERV DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
817	E	PR	C						TECHNICAL SERV PROFESSIONAL	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
818	E	TE	C					S	TECHNICAL SERV SPECIALIST	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
513	N	PR	C	E					TECHNOLOGY SUPPORT TECHNICIAN	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
509	E	TE	C	E					TELECOMMUN NETWORK SPEC	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
805	N	AS		F					TRANSPORTATION ASSISTANT	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94
195	E	PP	C	E				S	TREASURER ASSISTANT	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00
U														
165	N	AS		E				CL	UTILITY ACCOUNT REP I	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21

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Effective: (10/01/2007 - 09/30/2008)

**JAMES CITY COUNTY HUMAN RESOURCES
 FY 2008 PAY STRUCTURE
 JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION					JOB CLASS	SALARY RANGE	ANNUAL		HOURLY				
										MINIMUM	MAXIMUM	MINIMUM	MAXIMUM			
166	N	AS		E			CL	UTILITY ACCOUNT REP II	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58			
167	N	AS		E				UTILITY ACCOUNT REP SENIOR	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06			
173	E	PR	C				S	UTILITY ACCOUNT SUPERVISOR	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55			
214	N	SC		E	F	G		UTILITY LOCATOR	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06			
205	N	TE		E	F	G	K	UTILITY LOCATOR SENIOR	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64			
209	E	OA	C	E	F	G	L	S	UTILITY OPER SUPERINTENDENT	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63		
217	E	OA	C	E	F	G	L	S	UTILITY OPERATIONS ADMIN	20	\$64,869.00	\$97,303.00	\$31.19	\$46.78		
201	N	SM	B	D	E	F	G	J	L	CL	UTILITY OPERATIONS ASSISTANT	07	\$25,257.00	\$37,884.00	\$12.14	\$18.21
208	N	SC	B	D	E	F	G	J	L	S	UTILITY OPERATIONS CREW LEADER	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
202	N	SC	B		E	F	G	J	L	S	UTILITY OPERATIONS FOREMAN	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
203	N	SC	B		E	F	G	J	L	CL	UTILITY OPERATIONS SPEC I	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58
204	N	SC	B		E	F	G	J	L	CL	UTILITY OPERATIONS SPEC II	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06
207	N	SC	B		E	F	G		L	CL	UTILITY OPERATIONS TECHNICIAN	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
510	E	TE	C	E					S		UTILITY SYSTEMS ANALYST	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
V																
524	E	TE	C				I	S	12	VIDEO ENGINEER CHIEF	16	\$48,527.00	\$72,790.00	\$23.33	\$35.00	
515	N	TE	C						12	VIDEO TECHNICIAN	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15	
W																
232	N	TE		E	F	G				WAREHOUSE SPECIALIST	09	\$29,201.00	\$43,802.00	\$14.04	\$21.06	
233	N	TE		E	F	G		S		WAREHOUSE SUPERVISOR	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18	
212	N	SC			F					WAREHOUSE/ELECTRONICS SPEC	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15	
245	N	AS		E	F		J			WAT ASSISTANT	08	\$27,158.00	\$40,736.00	\$13.06	\$19.58	
242	N	SM	B	D	E	F	G	J		WAT BUS DRIVER	06	\$23,489.00	\$35,234.00	\$11.29	\$16.94	
249	E	OA	C	E	F			K	S	WAT EXECUTIVE DIRECTOR	21	\$69,750.00	\$104,588.00	\$33.53	\$50.28	

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**JAMES CITY COUNTY HUMAN RESOURCES
FY 2008 PAY STRUCTURE
JOB CLASSES IN ALPHABETICAL ORDER**

CLASS CODE	FLSA	JOB CAT	POSITION INFORMATION						JOB CLASS	SALARY RANGE	ANNUAL		HOURLY		
			D	E	F	G	J	S			MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	
246	E	SM	B	D	E	F	G	J	S	WAT OPERATIONS SUPERVISOR	13	\$39,035.00	\$58,551.00	\$18.77	\$28.15
247	E	OA		C	E	F		J	S	WAT PLAN & DEV DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
244	N	SM	B	D	E	F	G	J	S	WAT ROAD SUPERVISOR	11	\$33,762.00	\$50,642.00	\$16.23	\$24.35
532	E	PR		C	E					WEB INTERACTION DESIGNER	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
531	E	PR		C	E					WEB MASTER	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
Y															
840	E	PR		C						YOUTH SERV LIBRARIAN I	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18
841	E	PR		C						YOUTH SERV LIBRARIAN II	14	\$41,972.00	\$62,958.00	\$20.18	\$30.27
839	N	AS								YOUTH SERV SENIOR CLERK	05	\$21,845.00	\$32,767.00	\$10.50	\$15.75
838	N	AS								YOUTH SERV SUMMER READ ASSIST	04	\$20,316.00	\$30,474.00	\$9.77	\$14.65
842	E	PR		C					S	YOUTH SERVICES DIRECTOR	17	\$52,179.00	\$78,268.00	\$25.09	\$37.63
Z															
725	E	PR		C	F				S	ZONING ADMIN/PRIN PLANNER	20	\$64,869.00	\$97,303.00	\$31.19	\$46.78
761	E	PR			F		I			ZONING ADMINISTRATOR DEPUTY	15	\$45,131.00	\$67,696.00	\$21.70	\$32.55
760	N	TE			F				CL	ZONING OFFICER I	10	\$31,399.00	\$47,098.00	\$15.10	\$22.64
759	N	TE			F		I		CL	ZONING OFFICER II	12	\$36,302.00	\$54,454.00	\$17.45	\$26.18

LEGEND

FLSA

N - Nonexempt
E - Exempt

JOB CATEGORY

AS - Administrative Support
OA - Official/Administrator
PP - Paraprofessional
PR - Professional
PS - Protective Service
SC - Skilled Craft
SM - Service/Maintenance
TE - Technician

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 Position
L - Hearing Conservation
PH - Post Offer Hearing Test
S - Supervisory/Lead Worker
12 - 12 Month Initial Introductory Period