



July 26, 2022

To the Honorable Chairman and Members of the Board of Supervisors, and the Citizens of Roanoke County, Virginia:

The fiscal year 2022-2023 operating budget was adopted by the Roanoke County Board of Supervisors by Resolution 051022-4 on May 10, 2022. Ongoing budget discussions in the Virginia General Assembly were not resolved until June 21, 2022. As a result of the adopted biannual State budget, the Board of Supervisors approved a budget amendment on July 26, 2022 by Resolution 072622-2. The following pages detail the changes made to the Board of Supervisors' adopted fiscal year 2022-2023 budget.

The overall fiscal year 2022-2023 General Government budget for revenues and expenditures increases by \$2,528,236 to \$221,008,961, net of beginning balance.

With the adoption of the biannual State budget, the Roanoke County budget for sales tax revenue increases by \$2,400,000. Also, the revenue budget was amended for additional compensation board revenue for the Sheriff's Office of \$50,000 and an additional \$78,236 related to increased HB 599 funding for Police.

The transfer to Roanoke County Public Schools increases by \$985,728 based on the revenue sharing formula which represents 41.072% of the \$2,400,000 increase in sales tax revenue. With the adoption of the biannual State budget, the minimum salaries paid to Sheriff Deputies increased. Anchor salaries for Sheriff, Police, Fire & Rescue, and Emergency Communications are increased which affects the compensation step structures for those departments and increases personnel budgets by \$853,720. The amended budget also includes an additional \$425,000 to increase the cost of living adjustment provided to non-public safety employees from 5% to 6%. Also, \$263,788 is added to provide for additional personnel and operating budget needs in Elections.

Sincerely,

Laurie L. Gearheart, CPA  
Director of Finance & Management Services

Steven R. Elliott  
Budget Administrator



## General Fund Summary of Revenues

	Adopted FY 2023	Increase (Decrease)	Amended FY 2023
General Government			
General Property Taxes:			
Real Estate Tax	\$ 110,497,500	\$ -	\$ 110,497,500
Personal Property Tax	39,000,000	-	39,000,000
Public Service Corporation Tax	4,040,928	-	4,040,928
Penalties and Interest	529,072	-	529,072
Payment in Lieu of Taxes	180,000	-	180,000
Total General Property Taxes	154,247,500	-	154,247,500
Other Local Taxes:			
Sales Tax	11,867,641	2,400,000	14,267,641
Communications Sales & Use Tax	2,650,000	-	2,650,000
Consumer Utility Tax	3,750,000	-	3,750,000
Business License Tax	7,225,000	-	7,225,000
Bank Franchise Tax	700,000	-	700,000
Motor Vehicle License Fees	2,400,000	-	2,400,000
Recordation Taxes	1,800,000	-	1,800,000
Utility License Tax	600,000	-	600,000
Hotel and Motel Room Tax	1,349,568	-	1,349,568
Tax on Prepared Foods	4,800,000	-	4,800,000
Amusement Tax	25,000	-	25,000
Cigarette Tax	650,000	-	650,000
Total Other Local Taxes	37,817,209	2,400,000	40,217,209
Permits, Fees and Licenses:			
Animal Control Fees	42,500	-	42,500
Land Use Fees	1,000	-	1,000
Land Transfer Fees	2,850	-	2,850
Zoning Filing Fees	18,100	-	18,100
Building Permits	662,422	-	662,422
Electrical, Mechanical, Plumbing Permits	165,000	-	165,000
Certificate of Occupancy	6,810	-	6,810
Septic Tank Fees	3,000	-	3,000
Fire Department Permits	4,375	-	4,375
Soil Erosion Permits	40,000	-	40,000
Sub-Division Permits	38,000	-	38,000
VSMP	63,000	-	63,000
Courthouse Maintenance Fees	127,000	-	127,000
Photocopy Charges	210	-	210
Total Permits, Fees, & Licenses	1,174,267	-	1,174,267



### General Fund Summary of Revenues

	Adopted FY 2023	Increase (Decrease)	Amended FY 2023
Fines and Forfeitures:			
Fines and Forfeitures	\$ 396,500	\$ -	\$ 396,500
Parking Fees	3,500	-	3,500
Total Fines and Forfeitures	400,000	-	400,000
Use of Money and Property	269,497	-	269,497
Charges for Services			
Clerk Fees	50,000	-	50,000
Sheriff Fees	6,500	-	6,500
Court Appointed Attorney Fees	22,000	-	22,000
Commonwealth Attorney Fees	10,000	-	10,000
Waste Collection Fees	17,200	-	17,200
Fee for Ambulance Service	3,400,000	-	3,400,000
Board of Prisoners-Salem	275,000	-	275,000
Other	79,000	-	79,000
Total Charges for Services	3,859,700	-	3,859,700
Miscellaneous			
Reimbursements-Shared Programs-Salem	996,464	-	996,464
Host Locality Fee-Landfill	350,000	-	350,000
Other	288,536	-	288,536
Total Miscellaneous	1,635,000	-	1,635,000
Recovered Costs			
Jail Medical - Co Payment	5,000	-	5,000
Western VA Regional Jail	120,940	-	120,940
Resource Authority	55,985	-	55,985
Library Recovered Costs	152,154	-	152,154
Other	116,050	-	116,050
Total Recovered Costs	450,129	-	450,129
Total Local Revenues	199,853,302	2,400,000	202,253,302



### General Fund Summary of Revenues

	Adopted FY 2023	Increase (Decrease)	Amended FY 2023
From the Commonwealth			
<i>Non-Categorical:</i>			
Mobile Homes Tax	\$ 18,000	\$ -	\$ 18,000
Other	384,000	-	384,000
Total Non-Categorical	402,000	-	402,000
<i>Categorical-Shared Expenditures:</i>			
Commonwealth Attorney	827,811	-	827,811
Sheriff	3,655,425	50,000	3,705,425
Commissioner of Revenue	277,687	-	277,687
Treasurer	240,112	-	240,112
Clerk of the Circuit Court	653,718	-	653,718
Board of Elections	47,700	-	47,700
Total Categorical-Shared	5,702,453	50,000	5,752,453
<i>Other Categorical:</i>			
Welfare Grant	3,882,401	-	3,882,401
Library Grant	157,095	-	157,095
Police Grant	2,115,027	78,236	2,193,263
Miscellaneous Grants	80,447	-	80,447
Total Other Categorical	6,234,970	78,236	6,313,206
Total From the Commonwealth	12,339,423	128,236	12,467,659
From the Federal Government			
Welfare Grant	6,250,000	-	6,250,000
Miscellaneous	38,000	-	38,000
Total From the Federal Government	6,288,000	-	6,288,000
<b>Total General Government, Net</b>			
<b>Beginning Balance</b>	<b>218,480,725</b>	<b>2,528,236</b>	<b>221,008,961</b>
Beginning Balance	2,136,630	-	2,136,630
<b>Total General Government</b>	<b>\$ 220,617,355</b>	<b>\$ 2,528,236</b>	<b>\$ 223,145,591</b>



### General Fund Summary of Revenues

	Adopted FY 2023	Increase (Decrease)	Amended FY 2023
Other General Fund			
Public Works Projects	\$ 176,054	\$ -	\$ 176,054
Fleet Service Center	3,380,610	-	3,380,610
Comm. & Information Technology	12,772,669	136,756	12,909,425
Recreation Fee Class	5,452,472	-	5,452,472
Children's Services Act	7,901,802	-	7,901,802
Grants and Other	2,255,549	18,768	2,274,317
PRT School Operations	401,874	2,275	404,149
Police E-Citation Special Revenue Fund	60,000	-	60,000
Comm Dev Tech. Fee Fund	40,000	-	40,000
Police Special Programs	2,500	-	2,500
Criminal Justice Academy	440,236	7,544	447,780
Total Other General Fund Revenues	<u>32,883,766</u>	<u>165,343</u>	<u>33,049,109</u>
<b>Total General Fund Revenues</b>	<b><u>\$ 253,501,121</u></b>	<b><u>\$ 2,693,579</u></b>	<b><u>\$ 256,194,700</u></b>



## General Fund Summary of Expenditures

	Adopted FY 2023	Increase (Decrease)	Amended FY 2023
<b>General Government</b>			
<b>General Administration</b>			
Board of Supervisors	\$ 395,565	\$ 1,887	\$ 397,452
County Administrator	946,847	7,991	954,838
Internal Auditor	158,499	1,044	159,543
Public Information	290,008	1,826	291,834
County Attorney	688,609	5,155	693,764
Human Resources	1,021,459	6,962	1,028,421
Total General Administration	3,500,987	24,865	3,525,852
<b>Constitutional Officers</b>			
Commissioner of the Revenue	940,791	7,467	948,258
Commonwealth's Attorney	1,444,805	12,620	1,457,425
Sheriff	13,040,287	112,872	13,153,159
Treasurer	1,097,968	7,444	1,105,412
Clerk of the Circuit Court	1,250,920	10,087	1,261,007
Total Constitutional Officers	17,774,771	150,490	17,925,261
<b>Judicial Administration</b>			
Circuit Court Judges	257,068	-	257,068
General District Court	103,440	-	103,440
Magistrate	1,590	-	1,590
Juvenile/Domestic Relations Court	39,086	-	39,086
Court Service Unit	520,144	-	520,144
Courthouse Maintenance	50,000	-	50,000
Total Judicial Administration	971,328	-	971,328
<b>Management Services</b>			
Real Estate Valuation	954,541	7,641	962,182
Finance and Management Services	2,601,558	20,156	2,621,714
Total Management Services	3,556,099	27,797	3,583,896
<b>Public Safety</b>			
Police	14,797,883	212,286	15,010,169
Fire and Rescue	19,565,512	519,043	20,084,555
Total Public Safety	34,363,395	731,329	35,094,724
<b>Community Services</b>			
Economic Development	557,437	4,283	561,720
Development Services	3,467,602	26,176	3,493,778
Planning	2,294,836	11,239	2,306,075
General Services	8,990,155	31,796	9,021,951
Total Community Services	15,310,030	73,494	15,383,524



## General Fund Summary of Expenditures

	Adopted FY 2023	Increase (Decrease)	Amended FY 2023
<b>Human Services</b>			
Parks, Recreation, and Tourism	5,415,664	33,019	5,448,683
Public Health	579,181	-	579,181
Social Services	13,365,450	61,863	13,427,313
Library	4,534,330	24,989	4,559,319
VA Cooperative Extension	87,097	-	87,097
Elections	551,823	266,227	818,050
Total Human Services	24,533,545	386,098	24,919,643
<b>Non-Departmental &amp; Transfers</b>			
Non-Departmental			
Employee Benefits	2,724,380	-	2,724,380
Transfer to Comm-IT	10,742,753	136,756	10,879,509
Miscellaneous	1,632,143	-	1,632,143
Contributions to Outside Agencies			
Discretionary	193,500	-	193,500
Contractual	2,049,485	4,135	2,053,620
Dues & Memberships	47,258	-	47,258
Total Non-Departmental	17,389,519	140,891	17,530,410
Unappropriated Balance			
Contingent Balance	50,000	-	50,000
Total Unappropriated Balance	50,000	-	50,000
Transfers to:			
Debt Service	14,262,853	-	14,262,853
Capital Projects	2,859,300	-	2,859,300
Schools	77,561,242	985,728	78,546,970
Internal Services	2,154,003	-	2,154,003
Children's Services Act	3,813,000	-	3,813,000
Criminal Justice Academy	204,599	7,544	212,143
Public Works Projects	176,054	-	176,054
Miscellaneous Transfers	-	-	-
Total Transfers	101,031,051	993,272	102,024,323
Total Non-Departmental & Transfers	118,470,570	1,134,163	119,604,733
<b>Total General Government, Net Beginning Balance</b>			
	<b>218,480,725</b>	<b>2,528,236</b>	<b>221,008,961</b>
Addition to Fund Balance	2,093,025	-	2,093,025
General Government Contingency	43,605	-	43,605
<b>Total General Government</b>	<b>\$ 220,617,355</b>	<b>\$ 2,528,236</b>	<b>\$ 223,145,591</b>



### General Fund Summary of Expenditures

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Other General Fund			
Public Works Projects	\$ 176,054	\$ -	\$ 176,054
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Recreation Fee Class	5,452,472	-	5,452,472
Children's Services Act	7,901,802	-	7,901,802
Grants and Other	2,255,549	18,768	2,274,317
PRT School Operations	401,874	2,275	404,149
Police E-Citation Special Revenue Fund	60,000	-	60,000
Comm Dev Tech. Fee Fund	40,000	-	40,000
Police Special Programs	2,500	-	2,500
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Total Other General Fund Revenues	32,883,766	165,343	33,049,109
<b>Total General Fund Expenditures</b>	<b>\$ 253,501,121</b>	<b>\$ 2,693,579</b>	<b>\$ 256,194,700</b>



# **Roanoke County Classification Plan**

The following attachments contain the updated information as it pertains to our public safety step structures, ECC Step Structure and non-public safety employees. These updates include:

## **Attachment A- Public safety Step Structures**

In order to recruit and retain employees in the public safety positions for Police, Fire and Rescue, Sherriff and Emergency Communications we are utilizing a step structure to compensate these employees instead of the positions having an associated DBM grade. Each individual public safety department as well as ECC has a step structure that identifies the amount an employee should be paid based on rank and years of service. These structures are anchored to the starting rate shown at the lowest level and progress with the time in the department as well as promotion in rank of the employee. The public safety pay structures are being implemented over a three-year period with the fiscal year effective 7/1/2022 being year two of implementation. It will be finalized on 7/1/2023 subject to appropriation by the Board of Supervisors. The ECC Step structure was fully implemented in April 2022.

## **Attachment B- Classification Plan**

The Classification Plan provides a summary of all Roanoke County positions, the pay range and the number of employees assigned to each job. The County is currently utilizing a Decision Band Method to grade positions and it utilizes alpha numeric nomenclature that is determined by the level of decision making required for the job.

## **Attachment C- Pay Bands**

The Pay Bands attachment shows the minimum, market target, midpoint and maximum assigned to each grade.

**Attachment A**  
**Public Safety Step Structures**



# **Attachment B**

## **Classification Plan**

### **Fund Legend:**

CAO: Information Technology Fund; CMS: Communications Shop Fund; CON: Constitutional Officer; CP: Career Path; ECC: Emergency Communications Center Fund; FEE: PRT Fee ClassFund; FSF: Fleet Service Center Fund; GGF: General Government Fund; GNT: Grant Fund; RCA: RCACP; SCH: PRT School Ground Maintenance Fund; SHA: Shared Services; UNC: Unclassified

### **Status Legend:**

NOEX: Non-Exempt from FLSA  
EXE/Com: Exempt Compensatory  
EXE/DISC: Exempt Discretionary

**DBM CLASSIFICATION JOB LISTING**

**FY 2022 - 2023**

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
A13	GGF	J-1385	1360	COURIER	NOEX	FINANCE & MGMT SERVCS	1	\$ 28,206.46	\$ 32,421.38	\$ 34,366.59	\$ 40,526.72
A13	GGF	J-1731	1758	CUSTODIAN	NOEX	GENERAL SERVICES	4	\$ 28,206.46	\$ 32,421.38	\$ 34,366.59	\$ 40,526.72
A13	GGF	J-1746	1776	REFUSE COLLECTOR	NOEX	GENERAL SERVICES	5	\$ 28,206.46	\$ 32,421.38	\$ 34,366.59	\$ 40,526.72
B21	FEE	J-1806	1856	AQUATICS SPECIALIST (FEE)	NOEX	PARKS, REC & TOURISM	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1732	1759	CUSTOMER SERVICE REP	NOEX	GENERAL SERVICES	2	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1962	2066	CUSTOMER SERVICE REP	NOEX	SOCIAL SERVICES	6	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1277	1242	DEPUTY CLERK CIRCUIT COURT I	NOEX	CLERK CIRCUIT COURT	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	ECC	J-1459	1432	E-911 CALL TAKER	NOEX	COMMIT	2	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1203	1153	INCOME TAX COORDINATOR	NOEX	COMMISSIONER REVENUE	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-2037	2144	LIBRARY ASSISTANT	NOEX	LIBRARY	13	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	SCH	J-1842	1892	MOTOR EQUIPMENT OPERATOR I (SCHOOL)	NOEX	PARKS, REC & TOURISM	4	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	CP	J-1661	2388	MOTOR EQUIPMENT OPERATOR I *CP	NOEX	DEVELOPMENT SERVICES	4	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	CP	J-1841	1891	MOTOR EQUIPMENT OPERATOR I *CP	NOEX	PARKS, REC & TOURISM	13	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1590	1584	OFFICE SUPPORT SPECIALIST	NOEX	FIRE & RESCUE	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1743	1773	OFFICE SUPPORT SPECIALIST	NOEX	GENERAL SERVICES	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1845	1899	OFFICE SUPPORT SPECIALIST	NOEX	PARKS, REC & TOURISM	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1535	1537	OFFICE SUPPORT SPECIALIST	NOEX	POLICE	2	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1332	1298	OFFICE SUPPORT SPECIALIST	NOEX	REAL ESTATE VALUATION	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-2081	2207	OFFICE SUPPORT SPECIALIST	NOEX	REGISTRAR	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1853	1906	PARKS & FACILITY SERVICE TECHNICIAN	NOEX	PARKS, REC & TOURISM	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1851	1904	PARKS CLERK	NOEX	PARKS, REC & TOURISM	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	CP	J-1664	2392	PERMIT TECHNICIAN I *CP	NOEX	DEVELOPMENT SERVICES	3	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	CP	J-1536	1540	RECORDS TECHNICIAN I *CP	NOEX	POLICE	6	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1870	1936	RECREATION TECHNICIAN	NOEX	PARKS, REC & TOURISM	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1179	1124	SECRETARY	NOEX	COMMWLTH ATTORNEY	1	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1977	2085	SOCIAL SERVICES AIDE	NOEX	SOCIAL SERVICES	2	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1206	1156	TAX CLERK I *CP	NOEX	COMMISSIONER REVENUE	5	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B21	GGF	J-1351	1321	TREASURER CLERK I	NOEX	TREASURER	2	\$ 32,642.06	\$ 37,519.46	\$ 39,770.85	\$ 46,899.63
B22	GGF	J-1950	2050	ACCOUNTS COORDINATOR	NOEX	SOCIAL SERVICES	2	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1379	1354	ACCOUNTS REPRESENTATIVE	NOEX	FINANCE & MGMT SERVCS	2	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
B22	GGF	J-1239	1192	ACCREDITATION SUPPORT SPECIALIST	NOEX	SHERIFF	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	RCA	J-2150	2233	ANIMAL SUPPORT ATTENDANT	NOEX	RCACP	11	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1955	2056	BENEFIT PROGRAMS SPECIALIST	NOEX	SOCIAL SERVICES	28	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	CP	J-1727	1752	BUILDING MAINTENANCE TECH I *CP	NOEX	GENERAL SERVICES	7	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1228	1183	CIVIL PROCESS SUPPORT SPECIALIST	NOEX	SHERIFF	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1357	1327	COLLECTIONS SPECIALIST	NOEX	TREASURER	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	CMS	J-1458	1431	COMMUNICATIONS EQUIPMENT INSTALLER	NOEX	COMMIT	2	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1229	1184	CONTROL ROOM OPERATOR	NOEX	SHERIFF	2	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GNT	J-1984	2092	CSA COMPLIANCE SPECIALIST	NOEX	SOCIAL SERVICES	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1755	1786	CUSTOMER SERVICE SPECIALIST	NOEX	GENERAL SERVICES	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-2034	2139	DEPARTMENT BUDGET SPECIALIST	NOEX	LIBRARY	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1278	1243	DEPUTY CLERK CIRCUIT COURT II	NOEX	CLERK CIRCUIT COURT	3	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1734	1761	EQUIPMENT TECHNICIAN	NOEX	GENERAL SERVICES	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	FSF	J-1739	1767	FLEET MECHANIC I *CP	NOEX	GENERAL SERVICES	8	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1832	1882	HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	NOEX	PARKS, REC & TOURISM	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1178	1123	LEGAL SECRETARY	NOEX	COMMWLTH ATTORNEY	3	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	SCH	J-1842	1894	MOTOR EQUIPMENT OPERATOR II (SCHOOL)	NOEX	PARKS, REC & TOURISM		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	CP	J-1661	2401	MOTOR EQUIPMENT OPERATOR II *CP	NOEX	DEVELOPMENT SERVICES		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	CP	J-1841	1893	MOTOR EQUIPMENT OPERATOR II *CP	NOEX	PARKS, REC & TOURISM		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	CAO	J-1476	1457	OFFICE COORD/DEPT BUDGET SPECIALIST	NOEX	COMMIT	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1742	1772	OFFICE COORD/DEPT BUDGET SPECIALIST	NOEX	GENERAL SERVICES	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	FSF	J-1753	1784	OFFICE COORD/DEPT BUDGET SPECIALIST (FLEET)	NOEX	GENERAL SERVICES	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	CP	J-1664	2393	PERMIT TECHNICIAN II *CP	NOEX	DEVELOPMENT SERVICES		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1204	1154	REAL ESTATE CLERK II	NOEX	COMMISSIONER REVENUE	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	CP	J-1536	1538	RECORDS TECHNICIAN II *CP	NOEX	POLICE		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1895	1961	RECREATION SPECIALIST	NOEX	PARKS, REC & TOURISM	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-2043		SENIOR LIBRARY ASSISTANT	NOEX	LIBRARY	11	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-2043	2149	SENIOR LIBRARY ASSISTANT CIRCULATION SUPERVISOR	NOEX	LIBRARY		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-2043	2150	SENIOR LIBRARY ASSISTANT BENT MOUNTAIN	NOEX	LIBRARY		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-2043	2151	SENIOR LIBRARY ASSISTANT MT PLEASANT	NOEX	LIBRARY		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-2043	2152	SENIOR LIBRAY ASSISTANT (OTHER)	NOEX	LIBRARY		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-2043	2154	SENIOR LIBRARY ASSISTANT MATERIALS MANAGEMENT	NOEX	LIBRARY		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1206	1157	TAX CLERK II *CP	NOEX	COMMISSIONER REVENUE		\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B22	GGF	J-1352	1322	TREASURER CLERK II	NOEX	TREASURER	3	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
B22	GNT	J-1181	1126	VICTIM/WITNESS ASSISTANT COORD (GRANT)	NOEX	COMMWLTH ATTORNEY	1	\$ 37,064.35	\$ 42,602.77	\$ 45,158.88	\$ 53,253.41
B23	GGF	J-1391	1367	ACCOUNTS REPRESENTATIVE II	NOEX	FINANCE & MGMT SERVCS	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1225	1180	ACCREDITATION SPECIALIST	NOEX	SHERIFF	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1597	1604	ADMINISTRATIVE ASSISTANT	NOEX	FIRE & RESCUE	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1691	2325	ADMINISTRATIVE ASSISTANT	NOEX	PLANNING	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1525	1525	ADMINISTRATIVE ASSISTANT	NOEX	POLICE	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1951	2051	ADMINISTRATIVE ASSISTANT	NOEX	SOCIAL SERVICES	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-2075	2200	ASST GENERAL REGISTRAR	NOEX	REGISTRAR	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	CP	J-1727	1753	BUILDING MAINTENANCE TECH II *CP	NOEX	GENERAL SERVICES		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1200	1150	BUSINESS ORDINANCE INSPECTOR	NOEX	COMMISSIONER REVENUE	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1279	1244	DEPUTY CLERK CIRCUIT COURT III	NOEX	CLERK CIRCUIT COURT	6	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-2085	2210	EARLY & ABSENTEE VOTING ASSISTANT	NOEX	REGISTRAR	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1965	2069	FAMILY SERVICES SPECIALIST	NOEX	SOCIAL SERVICES	33	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	FSF	J-1739	1766	FLEET MECHANIC II *CP	NOEX	GENERAL SERVICES		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	RCA	J-2156	2238	FOSTER COORDINATOR	NOEX	RCACP	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	CP	J-1654	2380	CONSTRUCTION INSPECTOR *CP	NOEX	DEVELOPMENT SERVICES	5	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1820	1871	MARKETING & ELECTRONIC SERVICES SPECIALIST	NOEX	PARKS, REC & TOURISM	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1672	2389	MOTOR EQUIPMENT OPERATOR III	NOEX	DEVELOPMENT SERVICES	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1887	1895	MOTOR EQUIPMENT OPERATOR III	NOEX	PARKS, REC & TOURISM	4	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1856	1909	PARKS MAINTENANCE SERVICE SPECIALIST	NOEX	PARKS, REC & TOURISM	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	CP	J-1664	2394	PERMIT TECHNICIAN III *CP	NOEX	DEVELOPMENT SERVICES		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1396	1372	PURCHASING TECHNICIAN	NOEX	FINANCE & MGMT SERVCS	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1866		RECREATION PROGRAMMER	NOEX	PARKS, REC & TOURISM	6	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1866	1925	RECREATION PROGRAMMER BRAMBLETON	NOEX	PARKS, REC & TOURISM		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1866	1926	RECREATION PROGRAMMER ASK	NOEX	PARKS, REC & TOURISM		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1866	1927	RECREATION PROGRAMMER CAMP ROANOKE	NOEX	PARKS, REC & TOURISM		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1866	1929	RECREATION PROGRAMMER THERAPEUTIC REC	NOEX	PARKS, REC & TOURISM		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	FEE	J-1867	1928	RECREATION PROGRAMMER (FEE)	NOEX	PARKS, REC & TOURISM	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	RCA	J-2161	2241	RESCUE & VOLUNTEER COORDINATOR	NOEX	RCACP	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1974	2082	SELF SUFFICIENCY SERVICE INTAKE SPECIALIST	NOEX	SOCIAL SERVICES	6	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1979	2087	SENIOR BENEFIT PROGRAMS SPECIALIST	NOEX	SOCIAL SERVICES	4	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1749	1780	SOLID WASTE EQUIPMENT OPERATOR	NOEX	GENERAL SERVICES	23	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	CP	J-1674	2405	STORMWATER INSPECTOR I *CP	NOEX	DEVELOPMENT SERVICES	5	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1206	1158	TAX CLERK III *CP	NOEX	COMMISSIONER REVENUE		\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
B23	GGF	J-1207	1160	TAX COMPLIANCE DEPUTY	NOEX	COMMISSIONER REVENUE	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1970	2078	TECHNICAL ANALYST I	NOEX	SOCIAL SERVICES	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	ECC	J-1487	1473	TECHNICAL ANALYST I (ECC)	NOEX	COMMIT	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1481	1463	TECHNICAL ANALYST I *CP	NOEX	COMMIT	5	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-2044	2153	TECHNOLOGY SERVICES COORDINATOR	NOEX	LIBRARY	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	SHA	J-1152	1102	TELEVISION PRODUCER	NOEX	RVTV	3	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GGF	J-1353	1323	TREASURER CLERK III	NOEX	TREASURER	3	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GNT	J-1182	1127	VICTIM/WITNESS ASST DIRECTOR (GRANT)	NOEX	COMMWLTH ATTORNEY	1	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B23	GNT	J-1301	1271	YOUTH SURVEILLANCE OFFICER (GRANT)	NOEX	SOCIAL SERVICES	2	\$ 41,486.64	\$ 47,685.87	\$ 50,546.91	\$ 59,607.18
B24	GGF	J-1127	1092	PUBLIC INFORMATION SPECIALIST	NOEX	PIO	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-2149	2243	ANIMAL HEALTH ATTENDANT	NOEX	RCACP	2	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	CP	J-1383	1358	BUYER *CP	NOEX	FINANCE & MGMT SERVCS	3	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	CP	J-1654	2379	COMBINATION CODE COMPLIANCE INSPECTOR	NOEX	DEVELOPMENT SERVICES		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	CMS	J-1463	1440	COMMUNICATIONS TECHNICIAN	NOEX	COMMIT	4	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	RCA	J-2153	2235	CUSTOMER SERVICE SUPERVISOR	NOEX	RCACP	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1589	1598	FIRE LOGISTICS TECHNICIAN	NOEX	FIRE & RESCUE	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	FSF	J-1739	1768	FLEET MECHANIC III *CP	NOEX	GENERAL SERVICES		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1968	2076	FRAUD INVESTIGATOR	NOEX	SOCIAL SERVICES	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1658	2385	GIS SPECIALIST	NOEX	DEVELOPMENT SERVICES	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1105	1065	HUMAN RESOURCES SPECIALIST	NOEX	HUMAN RESOURCES	2	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1534	1532	INVESTIGATIVE SUPPORT SPECIALIST	NOEX	POLICE	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1985	2094	JUVENILE INTERVENTION SERVICES SPECIALIST (GRANT)	NOEX	SOCIAL SERVICES	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	RCA	J-2160	2232	MAINTENANCE TECH/CUSTODIAN	NOEX	RCACP	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1852	1905	PARKS CREW LEADER	NOEX	PARKS, REC & TOURISM	4	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1393	1369	PAYROLL TECHNICIAN *CP	NOEX	FINANCE & MGMT SERVCS	3	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1696	2331	PLANNER I	NOEX	PLANNING	2	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1333	1299	REAL ESTATE & LAND USE COORDINATOR	NOEX	REAL ESTATE VALUATION	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1205	1155	REAL ESTATE CLERK SUPERVISOR	NOEX	COMMISSIONER REVENUE	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1964	2068	SR FAMILY SERVICES SPECIALIST	NOEX	SOCIAL SERVICES	6	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1980	2088	SR SELF SUFFICIENCY SPECIALIST	NOEX	SOCIAL SERVICES	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	CP	J-1674	2406	STORMWATER INSPECTOR II *CP	NOEX	DEVELOPMENT SERVICES		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1208	1159	TAX CLERK IV	NOEX	COMMISSIONER REVENUE	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	ECC	J-1487	1474	TECHNICAL ANALYST II (ECC)	NOEX	COMMIT		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B24	GGF	J-1481	1464	TECHNICAL ANALYST II *CP	NOEX	COMMIT		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81



DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
B24	GGF	J-1354	1324	TREASURER CLERK SUPERVISOR	NOEX	TREASURER	2	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B25	GGF	J-1957	2061	BENEFIT PROGRAMS TRAINER	NOEX	SOCIAL SERVICES	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	FSF	J-1739	1769	FLEET MECHANIC IV *CP	NOEX	GENERAL SERVICES		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	GGF	J-1665	2395	PERMIT TECHNICIAN SUPERVISOR	NOEX	DEVELOPMENT SERVICES	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	CP	J-1383	1376	SENIOR BUYER *CP	NOEX	FINANCE & MGMT SERVCS		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	GGF	J-1393	1385	SENIOR PAYROLL TECHNICIAN *CP	NOEX	FINANCE & MGMT SERVCS		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	GGF	J-1976	2084	SERVICES TRAINER	NOEX	SOCIAL SERVICES	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	CP	J-1654	2397	SR COMBINATION CODE COMPLIANCE INSPECTOR *CP	NOEX	DEVELOPMENT SERVICES		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	CP	J-1674	2407	STORMWATER INSPECTOR III *CP	NOEX	DEVELOPMENT SERVICES		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	GGF	J-1668	2402	STORMWATER MAINTENANCE FOREMAN	NOEX	DEVELOPMENT SERVICES	2	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	ECC	J-1487	1475	TECHNICAL ANALYST III (ECC)	NOEX	COMMIT		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	GGF	J-1481	1465	TECHNICAL ANALYST III *CP	NOEX	COMMIT		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B25	GNT	J-1055	1027	DEPUTY CLERK TO BOS	NOEX	BOS	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B31	CP	J-1325	1290	APPRAISER I *CP	EXE/COMP	REAL ESTATE VALUATION	7	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	FEE	J-1825		BUSINESS SERVICES SUPERVISOR (FEE)	EXE/COMP	PARKS, REC & TOURISM	2	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	FEE	J-1825	1875	BUSINESS SERVICES SUPERVISOR GREEN RIDGE (FEE)	EXE/COMP	PARKS, REC & TOURISM		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	FEE	J-1825	1950	BUSINESS SERVICES SUPERVISOR EXPLORE PARK (FEE)	EXE/COMP	PARKS, REC & TOURISM		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1280		DEPUTY CLERK CIRCUIT COURT IV	EXE/COMP	CLERK CIRCUIT COURT	4	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1280	1245	DEPUTY CLERK CIRCUIT COURT IV CIVIL LAW	EXE/COMP	CLERK CIRCUIT COURT		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1280	1246	DEPUTY CLERK CIRCUIT COURT IV CRIMINAL	EXE/COMP	CLERK CIRCUIT COURT		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1280	1247	DEPUTY CLERK CIRCUIT COURT IV LAND RECORDS	EXE/COMP	CLERK CIRCUIT COURT		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1280	1248	DEPUTY CLERK CIRCUIT COURT CIVIL CHANCERY	EXE/COMP	CLERK CIRCUIT COURT		\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1656	2383	DEVELOPMENT REVIEW COORDINATOR	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1730	1756	GENERAL SERVICES CREW LEADER	EXE/COMP	GENERAL SERVICES	2	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-2039	2146	LIBRARIAN	EXE/COMP	LIBRARY	3	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	FEE	J-1840	1890	MEMBERSHIP SUPERVISOR (FEE)	EXE/COMP	PARKS, REC & TOURISM	1	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B31	GGF	J-1748	1778	SOLID WASTE COLLECTION FOREMAN	EXE/COMP	GENERAL SERVICES	2	\$ 47,024.43	\$ 54,051.09	\$ 57,294.12	\$ 67,563.81
B32	GGF	J-1652	2376	CHIEF INSPECTOR/FIELD SUPV	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1000	1000	EXECUTIVE ASSISTANT	EXE/COMP	ADMINISTRATION	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1075	1040	EXECUTIVE ASSISTANT	EXE/COMP	COUNTY ATTORNEY	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	FSF	J-1754	1785	FLEET SUPERVISOR	EXE/COMP	GENERAL SERVICES	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	RCA	J-2158	2240	KENNEL MANAGER	EXE/COMP	RCACP	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	FEE	J-1847	1900	OPERATIONS SUPERVISOR (FEE)	EXE/COMP	PARKS, REC & TOURISM	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1854	1907	PARKS MAINTENANCE SUPERVISOR	EXE/COMP	PARKS, REC & TOURISM	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
B32	SCH	J-1855	1908	PARKS MAINTENANCE SUPERVISOR (SCHOOL)	EXE/COMP	PARKS, REC & TOURISM	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1537	1539	POLICE RECORDS SUPERVISOR	EXE/COMP	POLICE	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1868		RECREATION PROGRAM SUPERVISOR	EXE/COMP	PARKS, REC & TOURISM	5	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1868	1930	RECREATION PROGRAM SUPERVISOR BRAMBLETON	EXE/COMP	PARKS, REC & TOURISM		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1868	1931	RECREATION PROGRAM SUPERVISOR ATHLETICS	EXE/COMP	PARKS, REC & TOURISM		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1868	1932	RECREATION PROGRAM SUPERVISOR CAMP ROANOKE	EXE/COMP	PARKS, REC & TOURISM		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1868	1935	RECREATION PROGRAM SUPERVISOR WELLNESS	EXE/COMP	PARKS, REC & TOURISM		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	FEE	J-1869		RECREATION PROGRAM SUPERVISOR (FEE)	EXE/COMP	PARKS, REC & TOURISM	3	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	FEE	J-1869	1933	RECREATION PROGRAM SUPERVISOR PROGRAMS (FEE)	EXE/COMP	PARKS, REC & TOURISM		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	FEE	J-1869	1934	RECREATION PROGRAM SUPERVISOR AQUATICS (FEE)	EXE/COMP	PARKS, REC & TOURISM		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	FEE	J-1869	1951	RECREATION PROGRAM SUPERVISOR EXPLORE PARK (FEE)	EXE/COMP	PARKS, REC & TOURISM		\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1741	1771	SOLID WASTE COLLECTION SUPERVISOR	EXE/COMP	GENERAL SERVICES	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1183	1128	VICTIM WITNESS DIRECTOR/EXECUTIVE ASSISTANT	EXE/COMP	COMMWLTH ATTORNEY	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
B32	GGF	J-1752	1782	WELDING SHOP SUPERVISOR	EXE/COMP	GENERAL SERVICES	1	\$ 53,664.62	\$ 61,683.44	\$ 65,384.49	\$ 77,104.35
C41	GGF	J-2026	2131	ADMINISTRATIVE & MARKETING MANAGER	EXE/COMP	LIBRARY	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	CP	J-1325	1300	APPRAISER II *CP	EXE/COMP	REAL ESTATE VALUATION		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1005	1003	ASSISTANT TO THE COUNTY ADMINISTRATOR	EXE/COMP	ADMINISTRATION	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2084	2201	ASST DIRECTOR & ELECTION MANAGER	EXE/COMP	REGISTRAR	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1956		BENEFIT PROGRAMS SUPERVISOR	EXE/COMP	SOCIAL SERVICES	4	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1956	2057	BENEFIT PROGRAMS SUPERVISOR ADULT B	EXE/COMP	SOCIAL SERVICES		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1956	2058	BENEFIT PROGRAMS SUPERVISOR FAMILY/CHILDREN B	EXE/COMP	SOCIAL SERVICES		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1956	2059	BENEFIT PROGRAMS SUPERVISOR FAMILY/CHILDREN A	EXE/COMP	SOCIAL SERVICES		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1956	2060	BENEFIT PROGRAMS SUPERVISOR ADULT A	EXE/COMP	SOCIAL SERVICES		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2031		BRANCH LIBRARIAN	EXE/COMP	LIBRARY	3	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2031	2135	BRANCH LIBRARIAN GLENVAR	EXE/COMP	LIBRARY		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2031	2136	BRANCH LIBRARIAN HOLLINS	EXE/COMP	LIBRARY		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2031	2137	BRANCH LBRARIAN VINTON	EXE/COMP	LIBRARY		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1375	1350	BUDGET ANALYST	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	CAO	J-1455	1428	BUSINESS COORDINATOR	EXE/COMP	COMMIT	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1576	1580	BUSINESS COORDINATOR	EXE/COMP	FIRE & RESCUE	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1810	1861	BUSINESS COORDINATOR	EXE/COMP	PARKS, REC & TOURISM	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1528	1528	BUSINESS COORDINATOR	EXE/COMP	POLICE	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1226	1181	BUSINESS COORDINATOR	EXE/COMP	SHERIFF	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1675	2409	BUSINESS COORDINATOR	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
C41	CAO	J-1454	1425	BUSINESS SYSTEMS ANALYST I *CP	EXE/COMP	COMMIT	13	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1729	1755	CAPITAL PROJECTS SPECIALIST	EXE/COMP	GENERAL SERVICES	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1591	1585	COMMUNITY OUTREACH COORDINATOR	EXE/COMP	FIRE & RESCUE	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1579	1581	DATA ANALYST - F & R	EXE/COMP	FIRE & RESCUE	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	CAO	J-1466	1443	DATA INTEGRATION SPECIALIST I *CP	EXE/COMP	COMMIT	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2036		DIVISIONAL LIBRARIAN	EXE/COMP	LIBRARY	3	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2036	2141	DIVISIONAL LIBRARIAN CHILDREN	EXE/COMP	LIBRARY		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2036	2142	DIVISIONAL LIBRARIAN ADULT	EXE/COMP	LIBRARY		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2036	2143	DIVISIONAL LIBRARIAN YOUNG ADULT	EXE/COMP	LIBRARY		\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1135	2305	ECONOMIC DEVELOPMENT SPECIALIST	EXE/COMP	ECONOMIC SERVICES	2	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1737	1764	FACILITIES SUPERVISOR	EXE/COMP	GENERAL SERVICES	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GNT	J-1404	1382	FINANCIAL ANALYST (GRANT)	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	CP	J-1387	1362	FINANCIAL ANALYST *CP	EXE/COMP	FINANCE & MGMT SERVCS	2	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1740	1770	HOUSEKEEPING SUPERVISOR	EXE/COMP	GENERAL SERVICES	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	SHA	J-2030	2134	INTEGRATED LIBRARY SYSTEMS/TECHNOLOGY COORDINAT	EXE/COMP	LIBRARY	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	SHA	J-1151	1101	MANAGER OF CABLE ACCESS	EXE/COMP	RVTV	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1844	1897	MARKETING AND ADMINISTRATIVE COORDINATOR	EXE/COMP	PARKS, REC & TOURISM	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1126	1091	PIO MANAGER	EXE/COMP	PIO	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-2041	2147	PUBLIC SERVICES LIBRARIAN	EXE/COMP	LIBRARY	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GGF	J-1973	2081	RESOURCE COORDINATOR	EXE/COMP	SOCIAL SERVICES	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	CAO	J-1480	1462	SYSTEMS ENGINEER *CP	EXE/COMP	COMMIT	4	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	CAO	J-1484	1470	TELECOMMUNICATIONS ENGINEER *CP	EXE/COMP	COMMIT	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	GNT	J-1981	2089	UTILIZATION MANAGEMENT SPECIALIST (GRANT)	EXE/COMP	SOCIAL SERVICES	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C41	CAO	J-1485	1471	WEB SYSTEMS ANALYST I *CP	EXE/COMP	COMMIT	1	\$ 54,439.01	\$ 68,048.66	\$ 71,451.23	\$ 88,463.44
C42	CAO	J-1454	1426	BUSINESS SYSTEMS ANALYST II *CP	EXE/COMP	COMMIT		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	FEE	J-1813	1864	CENTER MANAGER (FEE)	EXE/COMP	PARKS, REC & TOURISM	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1275	1240	CHIEF DEPUTY CLERK OF CIRCUIT COURT	EXE/COMP	CLERK CIRCUIT COURT	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1054	1026	CHIEF DEPUTY CLERK TO BOS	EXE/COMP	BOS	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1201	1151	CHIEF DEPUTY COMMISIONER OF THE REVENUE	EXE/COMP	COMMISSIONER REVENUE	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1350	1320	CHIEF DEPUTY TREASURER	EXE/COMP	TREASURER	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CP	J-1653	2377	CIVIL ENGINEER I *CP	EXE/COMP	DEVELOPMENT SERVICES	2	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	ECC	J-1457	1430	COMMUNICATIONS COORDINATOR	EXE/COMP	COMMIT	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CMS	J-1461	1435	COMMUNICATIONS SHOP SUPERVISOR	EXE/COMP	COMMIT	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CAO	J-1466	1444	DATA INTEGRATION SPECIALIST II *CP	EXE/COMP	COMMIT		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
C42	GGF	J-1750	1781	DEPARTMENT SYSTEMS ANALYST	EXE/COMP	GENERAL SERVICES	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1542	1544	DEPARTMENT SYSTEMS ANALYST	EXE/COMP	POLICE	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	RCA	J-2154	2236	DIRECTOR OF OPERATIONS	EXE/COMP	RCACP	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1966		FAMILY SERVICES SUPERVISOR	EXE/COMP	SOCIAL SERVICES	6	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1966	2070	FAMILY SERVICES SUPERVISOR CPS INVESTIGATIONS	EXE/COMP	SOCIAL SERVICES		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1966	2071	FAMILY SERVICES SUPERVISOR PREVENTION	EXE/COMP	SOCIAL SERVICES		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1966	2072	FAMILY SERVICES SUPERVISOR FOSTER CARE	EXE/COMP	SOCIAL SERVICES		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1966	2073	FAMILY SERVICES SUPERVISOR ADOPTIONS	EXE/COMP	SOCIAL SERVICES		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1966	2074	FAMILY SERVICES SUPERVISOR ADULT SERVICES	EXE/COMP	SOCIAL SERVICES		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1966	2093	FAMILY SERVICES SUPERVISOR IN HOME SERVICES	EXE/COMP	SOCIAL SERVICES		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1402	1380	FINANCIAL SYSTEMS ANALYST	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	FSF	J-1738	1765	FLEET/GARAGE MANAGER	EXE/COMP	GENERAL SERVICES	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CAO	J-1471	1449	GIS ANALYST I *CP	EXE/COMP	COMMIT	4	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1109	1068	HR MANAGER- BENEFITS	EXE/COMP	HUMAN RESOURCES	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1848	1901	PARKS ADMINISTRATOR	EXE/COMP	PARKS, REC & TOURISM	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1857		PARKS MANAGER	EXE/COMP	PARKS, REC & TOURISM	2	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1857	1912	PARKS MANAGER GROUNDS	EXE/COMP	PARKS, REC & TOURISM		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1857	1913	PARKS MANAGER TURF/PROJECTS	EXE/COMP	PARKS, REC & TOURISM		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1392	1368	PAYROLL SPECIALIST	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1697	2332	PLANNER II	EXE/COMP	PLANNING	3	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1975	2083	SELF SUFFICIENCY SUPERVISOR	EXE/COMP	SOCIAL SERVICES	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CP	J-1325	1297	SENIOR APPRAISER *CP	EXE/COMP	REAL ESTATE VALUATION		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GNT	J-1404	1383	SENIOR FINANCIAL ANALYST I (GRANT)	EXE/COMP	FINANCE & MGMT SERVCS		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CP	J-1387	1377	SENIOR FINANCIAL ANALYST I *CP	EXE/COMP	FINANCE & MGMT SERVCS		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1667	2398	SENIOR PLANS EXAMINER/CODE COMPLIANCE INSPECTOR	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1747	1777	SOLID WASTE MANAGER	EXE/COMP	GENERAL SERVICES	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1670	2403	STORMWATER OPERATIONS SUPERVISOR	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CAO	J-1480	1461	SYSTEMS ARCHITECT *CP	EXE/COMP	COMMIT		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CAO	J-1484	1469	TELECOMMUNICATIONS ARCHITECT *CP	EXE/COMP	COMMIT		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1880	1946	TOURISM/EVENT COORDINATOR	EXE/COMP	PARKS, REC & TOURISM	1	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	GGF	J-1700	2335	TRANSPORTATION PLANNER	EXE/COMP	PLANNING	2	\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C42	CAO	J-1485	1472	WEB SYSTEMS ANALYST II *CP	EXE/COMP	COMMIT		\$ 58,505.41	\$ 73,131.97	\$ 76,788.40	\$ 95,071.39
C43	GGF	J-1703	2338	TRANSIT PLANNER	EXE/COMP	PLANNING	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-2025	2130	ADMINISTRATIVE LIBRARIAN - MATERIAL MANAGEMENT	EXE/COMP	LIBRARY	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
C43	GGF	J-2027	2132	ADMINISTRATIVE SERVICES COORDINATOR	EXE/COMP	LIBRARY	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1952	2052	ADMINISTRATIVE SERVICES COORDINATOR	EXE/COMP	SOCIAL SERVICES	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1377	1352	BUDGET MANAGER	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	CAO	J-1454	1427	BUSINESS SYSTEMS ANALYST III *CP	EXE/COMP	COMMIT		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	CP	J-1653	2378	CIVIL ENGINEER II *CP	EXE/COMP	DEVELOPMENT SERVICES		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GNT	J-1960	2064	COMPREHENSIVE SERVICE ACT COORDINATOR (GRANT)	EXE/COMP	SOCIAL SERVICES	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1532	1531	CRIME ANALYST	EXE/COMP	POLICE	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	CAO	J-1467	1445	DATA SERVICES SUPERVISOR	EXE/COMP	COMMIT	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1389		FINANCE MANAGER	EXE/COMP	FINANCE & MGMT SERVCS	2	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1389	1364	FINANCE MANAGER PAYROLL/RISK	EXE/COMP	FINANCE & MGMT SERVCS		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1389	1365	FINANCE MANAGER ACCOUNTS PAYABLE	EXE/COMP	FINANCE & MGMT SERVCS		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	CAO	J-1471	1450	GIS ANALYST II *CP	EXE/COMP	COMMIT		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1110	1069	HR MANAGER- ADMINISTRATIVE SERVICES	EXE/COMP	HUMAN RESOURCES	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	CAO	J-1475	1456	NETWORK SERVICES SUPERVISOR	EXE/COMP	COMMIT	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1865		RECREATION PROGRAM MANAGER	EXE/COMP	PARKS, REC & TOURISM	4	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1865	1921	RECREATION PROGRAM MANAGER ATHLETICS	EXE/COMP	PARKS, REC & TOURISM		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1865	1922	RECREATION PROGRAM MANAGER ASK	EXE/COMP	PARKS, REC & TOURISM		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1865	1923	RECREATION PROGRAM MANAGER BRAMBLETON	EXE/COMP	PARKS, REC & TOURISM		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1865	1924	RECREATION PROGRAM MANAGER CAMP ROANOKE	EXE/COMP	PARKS, REC & TOURISM		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	SHA	J-1826	1876	ROANOKE VALLEY GREENWAY PROJECT COORDINATOR	EXE/DISC	PARKS, REC & TOURISM	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-2042	2148	SENIOR BRANCH LIBRARIAN	EXE/COMP	LIBRARY	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GNT	J-1404	1384	SENIOR FINANCIAL ANALYST II (GRANT)	EXE/COMP	FINANCE & MGMT SERVCS		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	CP	J-1387	1378	SENIOR FINANCIAL ANALYST II *CP	EXE/COMP	FINANCE & MGMT SERVCS		\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	CAO	J-1483	1468	TECHNICAL SERVICES SUPERVISOR	EXE/COMP	COMMIT	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C43	GGF	J-1699	2334	TRANSPORTATION ENGINEER	EXE/COMP	PLANNING	1	\$ 62,572.02	\$ 78,215.07	\$ 82,125.68	\$ 101,679.34
C44	GGF	J-1381	1356	ACCOUNTING MANAGER	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1376	1351	BUDGET ADMINISTRATOR	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1890	1957	CAPITAL PROJECT ADMINISTRATOR	EXE/COMP	PARKS, REC & TOURISM	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	CAO	J-1470	1448	ENTERPRISE SERVICES MANAGER	EXE/COMP	COMMIT	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1736	1763	FACILITIES MANAGER	EXE/COMP	GENERAL SERVICES	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1104	1064	HR MANAGER- GENERALIST	EXE/COMP	HUMAN RESOURCES	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1003	1001	INTERNAL AUDITOR	EXE/COMP	ADMINISTRATION	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1858	1914	PARKS PLANNING & DEVELOPMENT MANAGER	EXE/COMP	PARKS, REC & TOURISM	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1859	1915	PARKS SUPERINTENDENT	EXE/COMP	PARKS, REC & TOURISM	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
C44	GGF	J-1698	2333	PRINCIPAL PLANNER	EXE/COMP	PLANNING	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1657	2384	PROJECT ENGINEER	EXE/COMP	DEVELOPMENT SERVICES	2	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1395	1371	PURCHASING DIVISION DIRECTOR	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	FEE	J-1886	1954	RECREATION SUPERINTENDENT (FEE)	EXE/COMP	PARKS, REC & TOURISM	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C44	GGF	J-1701	2336	ZONING ADMINISTRATOR	EXE/COMP	PLANNING	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C45	GGF	J-1390	1366	FINANCE MANAGER - SYSTEMS	EXE/COMP	FINANCE & MGMT SERVCS	1	\$ 73,769.90	\$ 92,212.43	\$ 96,823.06	\$ 119,876.22
C45	GGF	J-1107	1067	HR MANAGER/SYSTEMS	EXE/COMP	HUMAN RESOURCES	1	\$ 73,769.90	\$ 92,212.43	\$ 96,823.06	\$ 119,876.22
C45	GGF	J-1180	1125	SENIOR ASSISANT COMMONWEALTH'S ATTORNEY	EXE/COMP	COMMWLTH ATTORNEY	6	\$ 73,769.90	\$ 92,212.43	\$ 96,823.06	\$ 119,876.22
C45	GGF	J-1669	2399	STORMWATER OPERATIONS MANAGER	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 73,769.90	\$ 92,212.43	\$ 96,823.06	\$ 119,876.22
C45	GGF	J-1671	2400	STORMWATER PROGRAM MANAGER	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 73,769.90	\$ 92,212.43	\$ 96,823.06	\$ 119,876.22
C51	CAO	J-1452	1422	APPLICATION SERVICES MANAGER	EXE/COMP	COMMIT	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C51	CAO	J-1472	1451	GIS MANAGER	EXE/COMP	COMMIT	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C51	CAO	J-1473	1454	INFRASTRUCTURE SERVICES MGR	EXE/COMP	COMMIT	1	\$ 67,664.27	\$ 84,580.29	\$ 88,809.24	\$ 109,954.21
C52	GGF	J-1176	1121	CHIEF ASSISTANT COMMONWEALTH'S ATTORNEY	EXE/COMP	COMMWLTH ATTORNEY	1	\$ 73,769.90	\$ 92,212.43	\$ 96,823.06	\$ 119,876.22
D61	SHA	J-1150	1100	DIRECTOR OF CABLE ACCESS	EXE/DISC	RVTV	1	\$ 78,862.37	\$ 98,577.86	\$ 103,506.73	\$ 128,151.09
D61	GGF	J-1080	1044	SENIOR ASSISTANT COOUNTY ATTORNEY	EXE/COMP	COUNTY ATTORNEY	3	\$ 78,862.37	\$ 98,577.86	\$ 103,506.73	\$ 128,151.09
D61	RCA	J-2162	2242	VETERINARIAN	EXE/COMP	RCACP	1	\$ 78,862.37	\$ 98,577.86	\$ 103,506.73	\$ 128,151.09
D62	ECC	J-1486	1423	ASSISTANT DIRECTOR FOR COMMUNICATIONS	EXE/DISC	COMMIT	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	CAO	J-1453	1424	ASSISTANT DIRECTOR FOR INFORMATION TECH	EXE/DISC	COMMIT	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1131	2301	ASSISTANT DIRECTOR OF ECONOMIC DEVELOPMENT	EXE/DISC	ECONOMIC SERVICES	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1382	1357	ASSISTANT DIRECTOR OF FINANCE	EXE/DISC	FINANCE & MGMT SERVCS	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1726	1751	ASSISTANT DIRECTOR OF GENERAL SERVICES	EXE/DISC	GENERAL SERVICES	0	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1100	1060	ASSISTANT DIRECTOR OF HR	EXE/DISC	HUMAN RESOURCES	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-2028	2133	ASSISTANT DIRECTOR OF LIBRARY SERVICES	EXE/DISC	LIBRARY	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1807		ASSISTANT DIRECTOR OF PARKS & RECREATION	EXE/DISC	PARKS, REC & TOURISM	2	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1807	1857	ASSISTANT DIRECTOR OF PARKS	EXE/DISC	PARKS, REC & TOURISM		\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1807	1858	ASSISTANT DIRECTOR OF RECREATION	EXE/DISC	PARKS, REC & TOURISM		\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1702	2337	ASSISTANT DIRECTOR OF PLANNING	EXE/DISC	PLANNING	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1326	1291	ASSISTANT DIRECTOR OF REAL ESTATE VALUATION	EXE/DISC	REAL ESTATE VALUATION	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1954		ASSISTANT DIRECTOR OF SOCIAL SERVICES	EXE/DISC	SOCIAL SERVICES	2	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1954	2054	ASSISTANT DIRECTOR OF SOCIAL SERVICES BENEFITS	EXE/DISC	SOCIAL SERVICES		\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1954	2055	ASSISTANT DIRECTOR OF SOCIAL SERVICES CHILD WELFARE	EXE/DISC	SOCIAL SERVICES		\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1651	2375	BUILDING COMMISSIONER	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
D62	GGF	J-1655	2381	COUNTY ENGINEER	EXE/COMP	DEVELOPMENT SERVICES	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET			
								MINIMUM	TARGET	Midpoint	MAXIMUM
D62	GGF	J-1125	1090	PIO OFFICER	EXE/DISC	PIO	1	\$ 82,928.77	\$ 103,660.96	\$ 108,844.12	\$ 134,759.46
E81	GGF	J-2035	2140	DIRECTOR OF LIBRARY SERVICES	EXE/DISC	LIBRARY	1	\$ 103,285.52	\$ 129,106.85	\$ 135,562.34	\$ 167,839.15
E81	GGF	J-1328	1293	DIRECTOR OF REAL ESTATE VALUATION	EXE/DISC	REAL ESTATE VALUATION	1	\$ 103,285.52	\$ 129,106.85	\$ 135,562.34	\$ 167,839.15
E81	RCA	J-2155	2237	EXECUTIVE DIRECTOR OF RCACP	EXE/DISC	RCACP	1	\$ 103,285.52	\$ 129,106.85	\$ 135,562.34	\$ 167,839.15
E82	CAO	J-1468	1446	DIRECTOR OF COMMUNICATION & INFORMATION TECHNOLOGY	EXE/DISC	COMMIT	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E82	GGF	J-1650	2382	DIRECTOR OF DEV SERV	EXE/DISC	DEVELOPMENT SERVICES	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E82	GGF	J-1133	2303	DIRECTOR OF ECONOMIC DEVELOPMENT	EXE/DISC	ECONOMIC SERVICES	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E82	GGF	J-1733	1760	DIRECTOR OF GENERAL SERVICES	EXE/DISC	GENERAL SERVICES	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E82	GGF	J-1102	1062	DIRECTOR OF HUMAN RESOURCES	EXE/DISC	HUMAN RESOURCES	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E82	GGF	J-1819	1870	DIRECTOR OF PARKS, REC & TOURISM	EXE/DISC	PARKS, REC & TOURISM	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E82	GGF	J-1690	2327	DIRECTOR OF PLANNING	EXE/DISC	PLANNING	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E82	GGF	J-1963	2067	DIRECTOR OF SOCIAL SERVICES	EXE/DISC	SOCIAL SERVICES	1	\$ 107,352.13	\$ 134,190.16	\$ 140,899.62	\$ 174,447.10
E83	GGF	J-1578	1591	CHIEF OF FIRE AND RESCUE	EXE/DISC	FIRE & RESCUE	1	\$ 111,418.53	\$ 139,273.26	\$ 146,236.80	\$ 181,055.06
E83	GGF	J-1529	1529	CHIEF OF POLICE	EXE/DISC	POLICE	1	\$ 111,418.53	\$ 139,273.26	\$ 146,236.80	\$ 181,055.06
E83	GGF	J-1386	1361	DIRECTOR OF FINANCE & MANAGEMENT SERVICES	EXE/DISC	FINANCE & MGMT SERVCS	1	\$ 111,418.53	\$ 139,273.26	\$ 146,236.80	\$ 181,055.06
F101	GGF	J-1001	1004	ASST COUNTY ADMINISTRATOR	EXE/DISC	ADMINISTRATION	1	\$ 127,708.88	\$ 159,636.05	\$ 167,617.95	\$ 207,527.01
F103	GGF	J-1007	1007	DEPUTY COUNY ADMINISTRATOR	EXE/DISC	ADMINISTRATION	1	\$ 135,841.89	\$ 169,802.46	\$ 178,292.51	\$ 220,743.12
UNC	GGF	J-1053	1030	BOARD OF SPVRS VICE CHAIRMAN		BOS	1				
UNC	GGF	J-1052	1029	BOARD OF SUPERVISORS MEMBER		BOS	3				
UNC	GGF	J-1051	1028	BOS CHAIRMAN		BOS	1				
UNC	GGF	J-1276	1241	CLRK OF CIR CT		CLERK CIRCUIT COURT	1				
UNC	GGF	J-1202	1152	COMMISIONER OF REVENUE		COMMISSIONER REVENUE	1				
UNC	GGF	J-1177	1122	COMMONWEALTH'S ATTORNEY		COMMWLTH ATTORNEY	1				
UNC	GGF	J-1002	1006	COUNTY ADMINISTRATOR		ADMINISTRATION	1				
UNC	GGF	J-1077	1041	COUNTY ATTORNEY		COUNTY ATTORNEY	1				
UNC	GGF	J-2082	2208	REGISTRAR	EXE/DISC	REGISTRAR	1				
UNC	GGF	J-1244	1196	SHERIFF		SHERIFF	1				
UNC	GGF	J-1356	1326	TREASURER		TREASURER	1				
UNC	GNT	J-1403	1381	WORKER'S COMP REHAB WORKER (GRANT)	NOEX	FINANCE & MGMT SERVCS	2				
	GGF	J-1526	1526	ASSISTANT CHIEF OF POLICE	EXE/DISC	POLICE	2		See Step Plans		
	GGF	J-1575	1589	BATTALION CHIEF	EXE/COMP	FIRE & RESCUE	8		See Step Plans		
	ECC	J-1460	1433	COMMUNICATIONS OFFICER I *CP	NOEX	COMMIT	23		See Step Plans		
	ECC	J-1460	1434	COMMUNICATIONS OFFICER II *CP	NOEX	COMMIT			See Step Plans		
	ECC	J-1462	1436	COMMUNICATIONS TEAM SUPERVISOR	NOEX	COMMIT	5		See Step Plans		

DBM	Fund	JOB #	POS #	POSITION	STATUS	DEPARTMENT	NO. EMP	MARKET		
								MINIMUM	TARGET	Midpoint
	ECC	J-1465	1442	COMMUNICATIONS TRAINING OFFCR	NOEX	COMMIT	8			See Step Plans
	GGF	J-1580	1592	DEPUTY CHIEF	EXE/DISC	FIRE & RESCUE	2			See Step Plans
	GGF	J-1237	1190	DEPUTY SHERIFF - LT COLONEL	EXE/DISC	SHERIFF	2			See Step Plans
	GGF	J-1243	1203	DEPUTY SHERIFF - SERGEANT	NOEX	SHERIFF	15			See Step Plans
	GGF	J-1227	1182	DEPUTY SHERIFF - CAPTAIN	EXE/DISC	SHERIFF	3			See Step Plans
	GGF	J-1236	1202	DEPUTY SHERIFF - LIEUTENANT	NOEX	SHERIFF	7			See Step Plans
	GGF	J-1230	1198	DEPUTY SHERIFF *CP	NOEX	SHERIFF	55			See Step Plans
	ECC	J-1469	1447	EMERGENCY COMMUNICATIONS MANAGER	EXE/COMP	COMMIT	1			See Step Plans
	GGF	J-1577	1590	FIRE CAPTAIN	NOEX	FIRE & RESCUE	29			See Step Plans
	GGF	J-1586	1596	FIRE INSPECTOR	NOEX	FIRE & RESCUE	2			See Step Plans
	GGF	J-1598	1607	FIRE INSPECTOR CAPTAIN	NOEX	FIRE & RESCUE	1			See Step Plans
	GGF	J-1588	1597	FIRE LIEUTENANT	NOEX	FIRE & RESCUE	26			See Step Plans
	GNT	J-1596	1602	FIREFIGHTER (GRANT)	NOEX	FIRE & RESCUE	15			See Step Plans
	GGF	J-1585	1595	FIREFIGHTER *CP	NOEX	FIRE & RESCUE	113			See Step Plans
	GGF	J-1230	1199	MASTER DEPUTY SHERIFF II *CP	NOEX	SHERIFF				See Step Plans
	GGF	J-1230	1205	MASTER DEPUTY SHERIFF II* CP MEDICAL	NOEX	SHERIFF				See Step Plans
	GGF	J-1230	1200	MASTER DEPUTY SHERIFF III *CP	NOEX	SHERIFF				See Step Plans
	GGF	J-1230	1201	MASTER DEPUTY SHERIFF IV *CP	NOEX	SHERIFF				See Step Plans
	GGF	J-1585	1599	MASTER PARAMEDIC FIREFIGHTER *CP	NOEX	FIRE & RESCUE				See Step Plans
	GNT	J-1596	1606	MASTER PARAMEDIC FIREFIGHTER *CP (GRANT)	NOEX	FIRE & RESCUE				See Step Plans
	GGF	J-1585	1600	PARAMEDIC/FIREFIGHTER *CP	NOEX	FIRE & RESCUE				See Step Plans
	GNT	J-1596	1605	PARAMEDIC/FIREFIGHTER *CP (GRANT)	NOEX	FIRE & RESCUE				See Step Plans
	GGF	J-1530	1530	POLICE OFFICER - COMMANDER	EXE/COMP	POLICE	9			See Step Plans
	GGF	J-1540	1542	POLICE OFFICER - SGT	NOEX	POLICE	16			See Step Plans
	GGF	J-1531	1533	POLICE OFFICER - UNIFORM DIV *CP	NOEX	POLICE	114			See Step Plans
	GGF	J-1531	1534	POLICE OFFICER II *CP	NOEX	POLICE				See Step Plans
	GGF	J-1531	1535	POLICE OFFICER III *CP	NOEX	POLICE				See Step Plans
	GGF	J-1531	1536	POLICE OFFICER IV *CP	NOEX	POLICE				See Step Plans



**CLASSIFICATION PLAN**

**FY 2022-2023**

**CAREER PATHS**

GRADE	BAND	DBM	JOB #	POS #	POSITION	STATUS	DEPARTMENT	MINIMUM (GR)	MIDPOINT (GR)	MAXIMUM (GR)	MINIMUM (DBM)	MARKET TARGET	MAXIMUM (DBM)	FUND
12	B	B21	J-1206	1156	TAX CLERK I *CP	NOEX	COMM OF REV	\$ 25,005	\$ 32,576	\$ 40,147	\$ 32,642	\$ 37,519	\$ 46,900	GGF
14	B	B22	J-1206	1157	TAX CLERK II *CP	NOEX	COMM OF REV	\$ 27,568	\$ 35,915	\$ 44,261	\$ 37,064	\$ 42,603	\$ 53,253	GGF
16	B	B23	J-1206	1158	TAX CLERK III *CP	NOEX	COMM OF REV	\$ 30,394	\$ 39,596	\$ 48,798	\$ 41,487	\$ 47,686	\$ 59,607	GGF
18	B	B22	J-1460	1433	COMMUNICATIONS OFFICER I *CP	NOEX	COMMIT	\$ 33,508	\$ 43,654	\$ 53,800	\$ 37,064	\$ 42,603	\$ 53,253	ECC
19	B	B23	J-1460	1434	COMMUNICATIONS OFFICER II *CP	NOEX	COMMIT	\$ 35,184	\$ 45,837	\$ 56,490	\$ 41,487	\$ 47,686	\$ 59,607	ECC
20	B		J-1481	1467	TECHNNOLGY SUPPORT TECHNICIAN *CP	NOEX	COMMIT	\$ 36,943	\$ 48,129	\$ 59,315				
22	B	B23	J-1481	1463	TECHNICAL ANALYST I *CP	NOEX	COMMIT	\$ 40,730	\$ 53,062	\$ 65,395	\$ 41,487	\$ 47,686	\$ 59,607	GGF
24	B	B24	J-1481	1464	TECHNICAL ANALYST II *CP	NOEX	COMMIT	\$ 44,905	\$ 58,501	\$ 72,097	\$ 47,024	\$ 54,051	\$ 67,564	GGF
26	B	B25	J-1481	1465	TECHNICAL ANALYST III *CP	NOEX	COMMIT	\$ 49,508	\$ 64,498	\$ 79,488	\$ 53,665	\$ 61,683	\$ 77,104	GGF
22	B	B23	J-1487	1473	TECHNICAL ANALYST I (ECC)	NOEX	COMMIT	\$ 40,730	\$ 53,062	\$ 65,395	\$ 41,487	\$ 47,686	\$ 59,607	ECC
24	B	B24	J-1487	1474	TECHNICAL ANALYST II (ECC)	NOEX	COMMIT	\$ 44,905	\$ 58,501	\$ 72,097	\$ 47,024	\$ 54,051	\$ 67,564	ECC
26	B	B25	J-1487	1475	TECHNICAL ANALYST III (ECC)	NOEX	COMMIT	\$ 49,508	\$ 64,498	\$ 79,488	\$ 53,665	\$ 61,683	\$ 77,104	ECC
24	B	B24	J-1471	1452	GIS SPECIALIST I *CP	EXE/COMP	COMMIT	\$ 44,905	\$ 58,501	\$ 72,097	\$ 47,024	\$ 54,051	\$ 67,564	CAO
26	C	C41	J-1471	1453	GIS SPECIALIST II *CP	EXE/COMP	COMMIT	\$ 49,508	\$ 64,498	\$ 79,488	\$ 54,439	\$ 68,049	\$ 88,463	CAO
27	C	C42	J-1471	1449	GIS ANALYST I *CP	EXE/COMP	COMMIT	\$ 51,983	\$ 67,723	\$ 83,462	\$ 58,505	\$ 73,132	\$ 95,071	CAO
29	C	C43	J-1471	1450	GIS ANALYST II *CP	EXE/COMP	COMMIT	\$ 57,312	\$ 74,664	\$ 92,017	\$ 62,572	\$ 78,215	\$ 101,679	CAO
27	C	C41	J-1484	1470	TELECOMMUNICATIONS ENGINEER *CP	EXE/COMP	COMMIT	\$ 51,983	\$ 67,723	\$ 83,462	\$ 54,439	\$ 68,049	\$ 88,463	CAO
28	C	C42	J-1484	1469	TELECOMMUNICATIONS ARCHITECT *CP	EXE/COMP	COMMIT	\$ 54,583	\$ 71,109	\$ 87,635	\$ 58,505	\$ 73,132	\$ 95,071	CAO
27	C	C41	J-1454	1425	BUSINESS SYSTEMS ANALYST I *CP	EXE/COMP	COMMIT	\$ 51,983	\$ 67,723	\$ 83,462	\$ 54,439	\$ 68,049	\$ 88,463	CAO
28	C	C42	J-1454	1426	BUSINESS SYSTEMS ANALYST II *CP	EXE/COMP	COMMIT	\$ 54,583	\$ 71,109	\$ 87,635	\$ 58,505	\$ 73,132	\$ 95,071	CAO
29	C	C43	J-1454	1427	BUSINESS SYSTEMS ANALYST III *CP	EXE/COMP	COMMIT	\$ 57,312	\$ 74,664	\$ 92,017	\$ 62,572	\$ 78,215	\$ 101,679	CAO
27	C	C41	J-1485	1471	WEB SYSTEMS ANALYST I *CP	EXE/COMP	COMMIT	\$ 51,983	\$ 67,723	\$ 83,462	\$ 54,439	\$ 68,049	\$ 88,463	CAO
28	C	C42	J-1485	1472	WEB SYSTEMS ANALYST II *CP	EXE/COMP	COMMIT	\$ 54,583	\$ 71,109	\$ 87,635	\$ 58,505	\$ 73,132	\$ 95,071	CAO
28	C	C41	J-1466	1443	DATA INTEGRATION SPECIALIST I *CP	EXE/COMP	COMMIT	\$ 54,583	\$ 71,109	\$ 87,635	\$ 54,439	\$ 68,049	\$ 88,463	CAO
29	C	C42	J-1466	1444	DATA INTEGRATION SPECIALIST II *CP	EXE/COMP	COMMIT	\$ 57,312	\$ 74,664	\$ 92,017	\$ 58,505	\$ 73,132	\$ 95,071	CAO
27	C	C41	J-1480	1462	SYSTEMS ENGINEER *CP	EXE/COMP	COMMIT	\$ 51,983	\$ 67,723	\$ 83,462	\$ 54,439	\$ 68,049	\$ 88,463	CAO
28	C	C42	J-1480	1461	SYSTEMS ARCHITECT *CP	EXE/COMP	COMMIT	\$ 54,583	\$ 71,109	\$ 87,635	\$ 58,505	\$ 73,132	\$ 95,071	CAO

**CLASSIFICATION PLAN**  
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**CAREER PATHS**

GRADE	BAND	DBM	JOB #	POS #	POSITION	STATUS	DEPARTMENT	MINIMUM (GR)	MIDPOINT (GR)	MAXIMUM (GR)	MINIMUM (DBM)	MARKET TARGET	MAXIMUM (DBM)	FUND
13	B	B21	J-1661	2388	MOTOR EQUIPMENT OPERATOR I *CP	NOEX	DEV SERV	\$ 26,255	\$ 34,204	\$ 42,153	\$ 32,642	\$ 37,519	\$ 46,900	GGF
15	B	B22	J-1661	2401	MOTOR EQUIPMENT OPERATOR II *CP	NOEX	DEV SERV	\$ 28,946	\$ 37,710	\$ 46,474	\$ 37,064	\$ 42,603	\$ 53,253	GGF
16	B	B21	J-1664	2392	PERMIT TECHNICIAN I *CP	NOEX	DEV SERV	\$ 30,394	\$ 39,596	\$ 48,798	\$ 32,642	\$ 37,519	\$ 46,900	GGF
17	B	B22	J-1664	2393	PERMIT TECHNICIAN II *CP	NOEX	DEV SERV	\$ 31,913	\$ 41,576	\$ 51,238	\$ 37,064	\$ 42,603	\$ 53,253	GGF
18	B	B23	J-1664	2394	PERMIT TECHNICIAN III *CP	NOEX	DEV SERV	\$ 33,508	\$ 43,654	\$ 53,800	\$ 41,487	\$ 47,686	\$ 59,607	GGF
19	B	B23	J-1654	2380	CONSTRUCTION INSPECTOR *CP	NOEX	DEV SERV	\$ 35,184	\$ 45,837	\$ 56,490	\$ 41,487	\$ 47,686	\$ 59,607	GGF
21	B	B24	J-1654	2379	COMBINATION CODE COMPLIANCE IN	NOEX	DEV SERV	\$ 38,791	\$ 50,536	\$ 62,280	\$ 47,024	\$ 54,051	\$ 67,564	GGF
23	B	B25	J-1654	2397	SENIOR COMBINATION CODE COMPLIANCE INSPECTOR *CP	NOEX	DEV SERV	\$ 42,767	\$ 55,716	\$ 68,665	\$ 53,665	\$ 61,683	\$ 77,104	GGF
21	B	B23	J-1674	2405	STORMWATER INSPECTOR I *CP	NOEX	DEV SERV	\$ 38,791	\$ 50,536	\$ 62,280	\$ 41,487	\$ 47,686	\$ 59,607	GGF
23	B	B24	J-1674	2406	STORMWATER INSPECTOR II *CP	NOEX	DEV SERV	\$ 42,767	\$ 55,716	\$ 68,665	\$ 47,024	\$ 54,051	\$ 67,564	GGF
25	B	B25	J-1674	2407	STORMWATER INSPECTOR III *CP	NOEX	DEV SERV	\$ 47,151	\$ 61,427	\$ 75,702	\$ 53,665	\$ 61,683	\$ 77,104	GGF
26	C	C42	J-1653	2377	CIVIL ENGINEER I *CP	EXE/COMP	DEV SERV	\$ 49,508	\$ 64,498	\$ 79,488	\$ 58,505	\$ 73,132	\$ 95,071	GGF
29	C	C43	J-1653	2378	CIVIL ENGINEER II *CP	EXE/COMP	DEV SERV	\$ 57,312	\$ 74,664	\$ 92,017	\$ 62,572	\$ 78,215	\$ 101,679	GGF
17	B	B24	J-1393	1369	PAYROLL TECHNICIAN *CP	NOEX	FIN&MGMT SERV	\$ 31,913	\$ 41,576	\$ 51,238	\$ 47,024	\$ 54,051	\$ 67,564	GGF
19	B	B25	J-1393	1385	SENIOR PAYROLL TECHNICIAN *CP	NOEX	FIN&MGMT SERV	\$ 35,184	\$ 45,837	\$ 56,490	\$ 53,665	\$ 61,683	\$ 77,104	GGF
21	B	B24	J-1383	1358	BUYER *CP	NOEX	FIN&MGMT SERV	\$ 38,791	\$ 50,536	\$ 62,280	\$ 47,024	\$ 54,051	\$ 67,564	GGF
23	B	B25	J-1383	1376	SENIOR BUYER *CP	NOEX	FIN&MGMT SERV	\$ 42,767	\$ 55,716	\$ 68,665	\$ 53,665	\$ 61,683	\$ 77,104	GGF
25	C	C41	J-1387	1362	FINANCIAL ANALYST *CP	EXE/COMP	FIN&MGMT SERV	\$ 47,151	\$ 61,427	\$ 75,702	\$ 54,439	\$ 68,049	\$ 88,463	GGF
26	C	C42	J-1387	1377	SENIOR FINANCIAL ANALYST I *CP	EXE/COMP	FIN&MGMT SERV	\$ 49,508	\$ 64,498	\$ 79,488	\$ 58,505	\$ 73,132	\$ 95,071	GGF
27	C	C43	J-1387	1378	SENIOR FINANCIAL ANALYST II *CP	EXE/COMP	FIN&MGMT SERV	\$ 51,983	\$ 67,723	\$ 83,462	\$ 62,572	\$ 78,215	\$ 101,679	GGF
25	C	C41	J-1404	1382	FINANCIAL ANALYST (GRANT)	EXE/COMP	FIN&MGMT SERV	\$ 47,151	\$ 61,427	\$ 75,702	\$ 54,439	\$ 68,049	\$ 88,463	GNT
26	C	C42	J-1404	1383	SENIOR FINANCIAL ANALYST I (GRANT)	EXE/COMP	FIN&MGMT SERV	\$ 49,508	\$ 64,498	\$ 79,488	\$ 58,505	\$ 73,132	\$ 95,071	GNT
27	C	C43	J-1404	1384	SENIOR FINANCIAL ANALYST II (GRANT)	EXE/COMP	FIN&MGMT SERV	\$ 51,983	\$ 67,723	\$ 83,462	\$ 62,572	\$ 78,215	\$ 101,679	GNT
20	FR STEP		J-1585	1595	FIREFIGHTER *CP	NOEX	FIRE & RESCUE	\$ 36,943	\$ 48,129	\$ 59,315				GGF
23	FR STEP		J-1585	1600	PARAMEDIC/FIREFIGHTER *CP	NOEX	FIRE & RESCUE	\$ 42,767	\$ 55,716	\$ 68,665				GGF
24	FR STEP		J-1585	1599	MASTER PARAMEDIC FIREFIGHTER *CP	NOEX	FIRE & RESCUE	\$ 44,905	\$ 58,501	\$ 72,097				GGF
20	FR STEP		J-1596	1602	FIREFIGHTER (GRANT)	NOEX	FIRE & RESCUE	\$ 36,943	\$ 48,129	\$ 59,315				GNT

**CLASSIFICATION PLAN**

**FY 2022-2023**

**CAREER PATHS**

GRADE	BAND	DBM	JOB #	POS #	POSITION	STATUS	DEPARTMENT	MINIMUM (GR)	MIDPOINT (GR)	MAXIMUM (GR)	MINIMUM (DBM)	MARKET TARGET	MAXIMUM (DBM)	FUND
23	FR STEP		J-1596	1605	PARAMEDIC/FIREFIGHTER *CP (GRANT)	NOEX	FIRE & RESCUE	\$ 42,767	\$ 55,716	\$ 68,665				GNT
24	FR STEP		J-1596	1606	MASTER PARAMEDIC FIREFIGHTER *CP (GRANT)	NOEX	FIRE & RESCUE	\$ 44,905	\$ 58,501	\$ 72,097				GNT
16	B	B22	J-1739	1767	FLEET MECHANIC I *CP	NOEX	PRT/GEN SVC	\$ 30,394	\$ 39,596	\$ 48,798	\$ 37,064	\$ 42,603	\$ 53,253	FSF
18	B	B23	J-1739	1766	FLEET MECHANIC II *CP	NOEX	PRT/GEN SVC	\$ 33,508	\$ 43,654	\$ 53,800	\$ 41,487	\$ 47,686	\$ 59,607	FSF
20	B	B24	J-1739	1768	FLEET MECHANIC III *CP	NOEX	PRT/GEN SVC	\$ 36,943	\$ 48,129	\$ 59,315	\$ 47,024	\$ 54,051	\$ 67,564	FSF
22	B	B25	J-1739	1769	FLEET MECHANIC IV *CP	NOEX	PRT/GEN SVC	\$ 40,730	\$ 53,062	\$ 65,395	\$ 53,665	\$ 61,683	\$ 77,104	FSF
18	B	B22	J-1727	1752	BUILDING MAINTENANCE TECH I *CP	NOEX	PRT/GEN SVC	\$ 33,508	\$ 43,654	\$ 53,800	\$ 37,064	\$ 42,603	\$ 53,253	GGF
19	B	B23	J-1727	1753	BUILDING MAINTENANCE TECH II *CP	NOEX	PRT/GEN SVC	\$ 35,184	\$ 45,837	\$ 56,490	\$ 41,487	\$ 47,686	\$ 59,607	GGF
12	B	B21	J-1841	1910	PARKS MAINTENANCE WORKER *CP	NOEX	PRT/GEN SVC	\$ 25,005	\$ 32,576	\$ 40,147	\$ 32,642	\$ 37,519	\$ 46,900	GGF
13	B	B21	J-1841	1891	MOTOR EQUIPMENT OPERATOR I *CP	NOEX	PRT/GEN SVC	\$ 26,255	\$ 34,204	\$ 42,153	\$ 32,642	\$ 37,519	\$ 46,900	GGF
15	B	B22	J-1841	1893	MOTOR EQUIPMENT OPERATOR II *CP	NOEX	PRT/GEN SVC	\$ 28,946	\$ 37,710	\$ 46,474	\$ 37,064	\$ 42,603	\$ 53,253	GGF
12	B	B21	J-1842	1911	PARKS MAINTENANCE WORKER (SCHOOL)	NOEX	PRT/GEN SVC	\$ 25,005	\$ 32,576	\$ 40,147	\$ 32,642	\$ 37,519	\$ 46,900	SCH
13	B	B21	J-1842	1892	MOTOR EQUIPMENT OPERATOR I (SCHOOL)	NOEX	PRT/GEN SVC	\$ 26,255	\$ 34,204	\$ 42,153	\$ 32,642	\$ 37,519	\$ 46,900	SCH
15	B	B22	J-1842	1894	MOTOR EQUIPMENT OPERATOR II (SCHOOL)	NOEX	PRT/GEN SVC	\$ 28,946	\$ 37,710	\$ 46,474	\$ 37,064	\$ 42,603	\$ 53,253	SCH
14	B	B21	J-1536	1540	RECORDS TECHNICIAN I *CP	NOEX	POLICE	\$ 27,568	\$ 35,915	\$ 44,261	\$ 32,642	\$ 37,519	\$ 46,900	GGF
16	B	B22	J-1536	1538	RECORDS TECHNICIAN II *CP	NOEX	POLICE	\$ 30,394	\$ 39,596	\$ 48,798	\$ 37,064	\$ 42,603	\$ 53,253	GGF
20	PD S		J-1531	1533	POLICE OFFICER UNIFORM DIV *CP	NOEX	POLICE	\$ 36,943	\$ 48,129	\$ 59,315				GGF
22	PD S		J-1531	1534	POLICE OFFICER II *CP	NOEX	POLICE	\$ 40,730	\$ 53,062	\$ 65,395				GGF
23	PD S		J-1531	1535	POLICE OFFICER III *CP	NOEX	POLICE	\$ 42,767	\$ 55,716	\$ 68,665				GGF
24	PD S		J-1531	1536	POLICE OFFICER IV *CP	NOEX	POLICE	\$ 44,905	\$ 58,501	\$ 72,097				GGF
22	B	B31	J-1325	1290	APPRAISER I *CP	EXE/COMP	REAL EST VAL	\$ 40,730	\$ 53,062	\$ 65,395	\$ 47,024	\$ 54,051	\$ 67,564	GGF
24	C	C41	J-1325	1300	APPRAISER II *CP	EXE/COMP	REAL EST VAL	\$ 44,905	\$ 58,501	\$ 72,097	\$ 54,439	\$ 68,049	\$ 88,463	
26	C	C42	J-1325	1297	SENIOR APPRAISER *CP	EXE/COMP	REAL EST VAL	\$ 49,508	\$ 64,498	\$ 79,488	\$ 58,505	\$ 73,132	\$ 95,071	GGF
20	SHRF S		J-1230	1198	DEPUTY SHERIFF *CP	NOEX	SHERIFF	\$ 36,943	\$ 48,129	\$ 59,315				GGF
22	SHRF S		J-1230	1199	MASTER DEPUTY SHERIFF II *CP	NOEX	SHERIFF	\$ 40,730	\$ 53,062	\$ 65,395				GGF
22	SHRF S		J-1230	1205	MASTER DEPUTY SHERIFF II* CP MEDICAL	NOEX	SHERIFF	\$ 40,730	\$ 53,062	\$ 65,395				GGF
23	SHRF S		J-1230	1200	MASTER DEPUTY SHERIFF III *CP	NOEX	SHERIFF	\$ 42,767	\$ 55,716	\$ 68,665				GGF
24	SHRF S		J-1230	1201	MASTER DEPUTY SHERIFF IV *CP	NOEX	SHERIFF	\$ 44,905	\$ 58,501	\$ 72,097				GGF

**Attachment C**  
**Pay Bands**

**Attachment C  
Pay Bands**

DBM	HOURLY				ANNUAL			
	Min	Market Target	Midpoint	Max	Min	Market Target	Midpoint	Max
A13	\$13.5608	\$15.5872	\$16.5224	\$19.4840	\$28,206.46	\$32,421.38	\$34,366.59	\$40,526.72
B21	\$15.6933	\$18.0382	\$19.1206	\$22.5479	\$32,642.06	\$37,519.46	\$39,770.85	\$46,899.63
B22	\$17.8194	\$20.4821	\$21.7110	\$25.6026	\$37,064.35	\$42,602.77	\$45,158.88	\$53,253.41
B23	\$19.9455	\$22.9259	\$24.3014	\$28.6573	\$41,486.64	\$47,685.87	\$50,546.91	\$59,607.18
B24	\$22.6079	\$25.9861	\$27.5453	\$32.4826	\$47,024.43	\$54,051.09	\$57,294.12	\$67,563.81
B25	\$25.8003	\$29.6555	\$31.4349	\$37.0694	\$53,664.62	\$61,683.44	\$65,384.49	\$77,104.35
B31	\$22.6079	\$25.9861	\$27.5453	\$32.4826	\$47,024.43	\$54,051.09	\$57,294.12	\$67,563.81
B32	\$25.8003	\$29.6555	\$31.4349	\$37.0694	\$53,664.62	\$61,683.44	\$65,384.49	\$77,104.35
C41	\$26.1726	\$32.7157	\$34.3516	\$42.5305	\$54,439.01	\$68,048.66	\$71,451.23	\$88,463.44
C42	\$28.1276	\$35.1596	\$36.9175	\$45.7074	\$58,505.41	\$73,131.97	\$76,788.40	\$95,071.39
C43	\$30.0827	\$37.6034	\$39.4835	\$48.8843	\$62,572.02	\$78,215.07	\$82,125.68	\$101,679.34
C44	\$32.5309	\$40.6636	\$42.6968	\$52.8626	\$67,664.27	\$84,580.29	\$88,809.24	\$109,954.21
C45	\$35.4663	\$44.3329	\$46.5496	\$57.6328	\$73,769.90	\$92,212.43	\$96,823.06	\$119,876.22
C51	\$32.5309	\$40.6636	\$42.6968	\$52.8626	\$67,664.27	\$84,580.29	\$88,809.24	\$109,954.21
C52	\$35.4663	\$44.3329	\$46.5496	\$57.6328	\$73,769.90	\$92,212.43	\$96,823.06	\$119,876.22
D61	\$37.9146	\$47.3932	\$49.7629	\$61.6111	\$78,862.37	\$98,577.86	\$103,506.73	\$128,151.09
D62	\$39.8696	\$49.8370	\$52.3289	\$64.7882	\$82,928.77	\$103,660.96	\$108,844.12	\$134,759.46
D63	\$41.8246	\$52.2808	\$54.8949	\$67.9651	\$86,995.17	\$108,744.06	\$114,181.29	\$141,367.41
E81	\$49.6565	\$62.0706	\$65.1742	\$80.6919	\$103,285.52	\$129,106.85	\$135,562.34	\$167,839.15
E82	\$51.6116	\$64.5145	\$67.7402	\$83.8688	\$107,352.13	\$134,190.16	\$140,899.62	\$174,447.10
E83	\$53.5666	\$66.9583	\$70.3062	\$87.0457	\$111,418.53	\$139,273.26	\$146,236.80	\$181,055.06
F101	\$61.3985	\$76.7481	\$80.5856	\$99.7726	\$127,708.88	\$159,636.05	\$167,617.95	\$207,527.01
F103	\$65.3086	\$81.6358	\$85.7176	\$106.1265	\$135,841.89	\$169,802.46	\$168,200.44	\$220,743.12