



CHESTERFIELD COUNTY GOVERNMENT

Classification and Compensation Plan for Fiscal Year 2021

*“Providing a First Choice Community
through
Excellence in Public Service”*

DEPARTMENT OF HUMAN RESOURCES

Mary Martin Selby, Director of Human Resources

I. POLICIES AND PROCEDURES

POLICIES AND PROCEDURES FOR THE ADMINISTRATION OF THE 2020-2021 CLASSIFICATION AND COMPENSATION PLAN

This Classification and Compensation Plan is part of the 2020-2021 operating budget, as approved by the Board of Supervisors, and is effective June 27, 2020.

§ 1. Pay Philosophy:

In an effort to attract, motivate, and retain quality employees committed to providing a high level of public service, it is the county's philosophy to maximize external market competitiveness while maintaining internal equity. At no time shall race, religion, creed, color, gender, national origin, age, or disability be considered in making any classification or compensation decisions.

In addition to other factors, the county follows a pay for performance approach when evaluating employee pay increases. Employees experiencing performance or behavior issues as evidenced by a low EDP rating, disciplinary probation, or major disciplinary actions or employees working under performance improvement plans may not be eligible for any type of salary increase.

§ 2. Job Evaluation System:

Internally consistent pay relationships are based on the content of the work performed, the skills required and the relative contribution of the work to the county's overall objectives. Positions are evaluated at the time of creation and when duties and responsibilities have significantly changed. Several methods are used to evaluate jobs to determine their relative worth and may include point factor analysis, a review of market data relative to that job and internal equity within the department and county-wide. Based on the results of the job evaluation, a pay grade is assigned. In certain cases, because of market demand for a particular job title, a job may have an expanded range (i.e. Grade 38/39).

§ 3. Maintenance of the Classification and Compensation Plan:

The Department of Human Resources (HR), under the direction of the County Administrator, is responsible for administration and maintenance of the Classification and Compensation Plan. On a continuous basis, HR staff monitor the market and local compensation trends. HR staff periodically conduct benchmarking surveys of county positions to ensure pay rates remain competitive in the market. Regrades based on market rates may be recommended at that time.

The Department of Human Resources also conducts continuing studies of the internal relationships between classifications to ensure internal equity. Based upon an analysis of salary data, turnover, recruitment effectiveness, incumbents' salaries, economic conditions, and the county's ability to pay, the County Administrator will review and approve increases, reductions, or amendments to the Classification and Compensation Plan as deemed necessary. The County Administrator may revise the Classification and Compensation Plan throughout the fiscal year at the County Administrator's discretion.

§ 4. **Creating New Positions:**

The Board of Supervisors must authorize all new full-time positions. Typically, this occurs as part of the annual budget process in accordance with Department of Budget and Management policies and procedures. Positions may also be created throughout the year by special Board action. New position agenda items will be coordinated with the Budget and Management Department, HR, Deputy County Administrators and the Office of the Clerk to the Board. Before Board approval, HR will provide advice on a proposed classification for the position. After Board approval, HR will classify the position, assign a position number, and notify the department of this information so a personnel requisition can be prepared and submitted to initiate the recruitment process. Grant funded positions should be designated as such. Departments should allow more time for creation and classification of a new full-time position than for part-time positions.

When a department has identified a need for a new part-time position, the department should submit a request for a position to HR at least two weeks prior to advertising. The request to HR should state that funding is available and must include a short summary of the position's hours, duties, requirements etc. HR will classify the position, assign a position number, and notify the department so a personnel requisition can be prepared and submitted to initiate the recruitment process. A PDQ may be attached instead of including duties and responsibilities in the request. It is the department's responsibility to consult with the Budget & Management Department to ensure that funding is available for the creation of the part-time position. **Refer to Administrative Procedure 6-8 for further details.**

§ 5. **Definitions:**

- A. **Acting Appointment** - The temporary assignment of an employee to a position in a higher classification for an anticipated period of at least sixty (60) calendar days, pending recruitment and selection. In some cases, HR may approve an acting assignment period of less than sixty days. An acting appointment can result from a vacant position or a position in which the incumbent is on leave for an extended period of time. (See section 9)
- B. **Administrative Increase** – The salary adjustment available to new employees hired during the fiscal year who will not have accrued one year of service as of the start of the next fiscal year, and therefore are not eligible for the merit increase for the fiscal year. The administrative increase also applies to reinstated employees whose separation period was greater than 30 days. (See section 16) Because there are no merit increases for FY21, there will be no administrative increases.
- C. **Career Development Plan** – A structured path for career growth that encourages employees to enhance their job knowledge and skills. Plans should result in an increase in job skills and responsibilities. New career development plans and revisions to existing plans must be approved by Human Resources. Employees who advance by participating in career development plans do not go through a competitive recruitment process and may or may not change salary grades. (See Career Development Plan Guidelines for

additional information.) Employees in county sponsored career development plans may exceed the maximum of their pay range.

- D. Classification - A group of positions that perform similar duties, require similar qualifications, and are compensated in the same salary grade.
- E. Demotion - The voluntary or involuntary assignment of an employee to a different position in a classification with a lower salary grade than the employee's current position. (See section 12)
- F. Effective Date – Reclassifications and Special Salary Adjustments are effective the first day of the pay period following the approval date. All other personnel transactions that impact an employee’s pay are effective the first day of the pay period in which the transaction occurs or is approved by HR or the County Administrator.
- G. Exempt Employee - An employee who is exempt from guidelines and regulations established by the Fair Labor Standards Act (FLSA).
- H. Index of Classifications - A list of authorized classifications and the salary grade and FLSA designation for each. Refer to Sections II and III of this Classification and Compensation Plan for the Index.
- I. Merit Date - The date on which an employee is eligible for a performance evaluation and a merit increase. Chesterfield County has a common merit date of July 1 for all employees. Merit increases are effective the first day of the pay period in which July 1 falls. There will be no merit increase in FY21.
- J. Nonexempt Employee - An employee who is subject to guidelines and regulations established by the Fair Labor Standards Act (FLSA).
- K. Pay Structure Adjustment - A percentage increase to the pay structure effective the first day of the fiscal year. There will be no structure adjustment in FY21.
- L. Position - A group of currently assigned duties and responsibilities that require the full-time or part-time employment of one person. The Board of Supervisors must authorize all new full-time positions.
- M. Promotion - The selection of a current employee in a competitive recruitment process to fill a position in a classification having a higher salary grade than the employee's current position. (See section 11)
- N. Reclassification - A personnel transaction that occurs when position duties and responsibilities have changed substantially, resulting in an increase or decrease in job content, sufficient to change the salary grade assigned to that position. (See section 13)
- O. Regrade – An increase in salary grade assigned to a classification, as a result of market movement, typically effective the first day of the fiscal year. Employees whose salaries are

less than the range minimum due to a regrade shall be raised to the minimum effective June 27, 2020.

- P. Salary Reduction - In certain circumstances, an employee's salary or hourly rate of pay may be temporarily reduced due to, for example, the loss of a license or certification because the loss prevents the employee from performing the full duties of the job (i.e. loss of a driver's license for a position that requires driving). If the employee later obtains the required license or certification within the timeframe required by the department, the employee's salary may be increased by the dollar amount of the pay reduction, not by a percentage of pay.
- Q. Special Salary Adjustment – In unique situations, an in-grade adjustment utilized to retain key employees, resolve internal equity issues, or provide compensation for additional duties. In the event of a special salary adjustment request, to avoid a potential employee morale issue, the transaction should not be shared with the employee in advance of the approval, in case the request is denied. Special Salary Adjustments for full-time employees are initiated by the Department Director, reviewed by HR, and require approval by the County Administrator. Special Salary Adjustments equal to or less than 2% for full-time employees and Special Salary Adjustments for part-time employees are initiated by the Department Director and require approval by HR. Employees may not receive more than one Special Salary Adjustment in a 36-month period.
- R. Trainee – A new employee with less than the minimum qualifications to perform the job. (See section 8B)
- S. Transfer - The voluntary or involuntary assignment of an employee to a different position with the same salary grade, resulting from recruitment or managerial action. Also, the reassignment of an employee to a different supervisor. (See section 10)
- T. Underfill - The filling of a vacant position at a lower classification than that which is authorized. Underfilling a position should be used only if there is a valid business need and requires written justification and HR approval. The employee's salary will be reviewed on a case-by-case basis but will be increased to at least the minimum of the new range when removed from underfill status.

§ 6. **Merit Increases:**

Due to the current economic situation, there will be no merit increase in FY21.

Chesterfield County has a common merit date of July 1 for all employees. When merit increases are given, they are effective the first day of the pay period in which July 1 falls. Under limited circumstances, an employee may receive a performance evaluation and/or merit increase on a date other than July 1. Such exceptions to the July 1 merit date are stated within affected policies and procedures. A full merit increase would be received each successive July 1, provided the employee continues to meet performance expectations. Those employees who do not receive a merit increase because of performance must be identified by their department prior to July 1st of each year. **Refer to Administrative**

Procedure 6-5 for further details.

Full-time Chesterfield County Public Schools (CCPS) employees being hired into a full-time County Government position with a break in service of 30 days or less between the two positions will receive a merit increase on July 1 provided the employee's performance at CCPS is proficient or better. The merit increase may be prorated if the employee's CCPS service and County Government service does not equate to 12-months on July 1.

Merit increases are processed prior to other salary adjustments effective July 1, including salary adjustments due to pay structure movement, position reclassification, classification title regrade, promotion, and progression in an approved career development plan. If, after applying the merit increase and other applicable salary adjustments, the employee is below the new minimum for his pay grade, the employee's salary is increased to the new minimum.

An employee's salary may not exceed the maximum of their salary range except when the employee is participating in a county sponsored career development plan. All other employees above the maximum of their range will not receive a merit increase or a lump sum payment. Full-time employees not in career development who are at the maximum of their range, who meet or exceed expectations, may receive a lump sum payment in lieu of all, or a portion of, their merit increase. An employee may choose to defer all or a portion of the lump sum payment into a deferred compensation account. If this is the case, the employee should contact HR to complete the necessary forms.

§ 7. **Cash Awards:**

Based on their performance, employees may also be eligible for two types of cash awards (Celebrating Success Award and First Choice Award). **Refer to Administrative Procedure 6-14 for further details.**

§ 8. **New Hires:**

A. **Hire within Grade:** Department Directors have the discretion to authorize a salary in the first quartile of the position's range. If a new employee substantially exceeds the minimum qualifications of the position, a salary higher than the first quartile may be necessary. If a salary higher than the first quartile of the range is necessary, written justification should be directed to HR for approval prior to making the job offer. New hire salaries in the fourth quartile require County Administrator approval. When determining a starting salary, departments should consider all job-related knowledge, skills and abilities the new hire will bring to the position including, but not limited to, fluency in sign language or foreign languages helpful to the customers served, special certifications and years of directly related work experience. Part-time new hire pay rates above the first quartile may be approved by HR. **Refer to Administrative Procedure 6-7 for further details.**

To maintain internal equity, Department Directors are encouraged to research salaries of current employees within their department and take this into

consideration when making salary offers.

- B.** Trainee: If it becomes necessary to appoint a new employee with less than the minimum qualifications, the employee should receive a trainee rate of 5% below the minimum salary for the classification. The employee may start at the minimum salary of the classification if approved by Human Resources. Trainees are limited to twelve (12) months in such status, at which time they must be moved to the minimum of the range or terminated. Extensions to the 12-month period or transfer options within the department must be approved by HR. The effective date for the removal of trainee status shall be the first day of the pay period in which the transaction occurred. In most cases, employees in trainee status are not eligible to receive merit increases. Upon removal from trainee status, an employee will not be credited with any merit increase that occurred while in such status.

To ensure consistency in the calculation method for determining pay rates for employees hired at a trainee status, the following method should be used:

Minimum of pay grade X adjustment percentile = Trainee pay rate

The following is an example of the calculation, based on grade 38:

$$\$43,218 \times .95 \text{ (for 5\% below minimum)} = \$41,057$$

§ 9. **Acting Appointments:**

Acting appointments may be made for vacant positions or positions in which the incumbent is on leave for an extended period of time. They are temporary assignments, pending recruitment and selection or return of the current incumbent, and shall not be used for promotional purposes. The anticipated duration of the acting status should be at least sixty (60) calendar days, but in some cases, the acting assignment period may be less than sixty days. Prior to the beginning of acting status, the department shall consult with HR and request authorization for such action, specifying the estimated duration of the acting assignment.

Employees placed in an acting appointment are limited to twelve (12) months in such status, at which time the department must advertise for the position and go through a competitive recruitment process to fill the position. HR must approve extensions to the 12-month period.

In some cases, a Department Director may choose to rotate the acting status among more than one staff member. In this case, the anticipated duration of the acting status should be at least sixty (60) calendar days cumulatively.

The salary of the acting appointee is adjusted to the minimum salary of the grade in which appointed, or to a rate 5% above the employee's current salary, whichever is greater. The salary for an acting appointee to a Department Director or Deputy County Administrator position will be determined on a case-by-case basis by HR. At the end of acting status,

unless the employee is promoted permanently to the position, the employee's rate of pay is adjusted to that received prior to appointment to acting status. If an employee is in an acting capacity on July 1, the performance appraisal is based on the employee's performance in the non-acting position and the merit increase is calculated using the pre-acting salary. After the merit increase is awarded, the 5% acting pay (or other approved percentage increase in the case of a Department Director or Deputy County Administrator) is added back to the new salary.

§ 10. **Transfers:**

Transfers typically do not result in or warrant a salary increase. However, for a transfer resulting from competitive recruitment, a salary increase may be considered when the position that the employee is transferring to is in a different job classification and it is determined that the position requires new and/or additional skills than the position the employee is transferring from. With appropriate justification, a salary increase of up to 5% in most cases may be approved by HR. Written justification describing the new skills and/or how the job differs should be directed to HR for approval prior to making the job offer. The department should consider internal equity when determining the salary increase amount to request.

Transfers to another department may result in a negotiated reduction in pay if substantial retraining is necessary or if a funding or internal equity concern exists. **Refer to Administrative Procedure 6-7 for further details.**

§ 11. **Promotions:**

Promoted employees may be eligible for a promotion increase of 10%. For in-grade promotions (i.e. from grade 37 to grade 37+10%, grade 39 to 39/40, grade 38/39 to 39), a promotional increase of up to 7.5% is calculated on the employee's salary.

Employees compensated below the minimum of the range after the promotion increase will receive an increase to the new range minimum. HR may approve an increase less than 10% or an additional increase through the third quartile of the salary range with appropriate justification. An increase in the fourth quartile requires approval from the County Administrator. Such transactions require written justification to HR from the Department Director.

Promotions in Public Safety may be handled according to specific departmental policies.

§12. **Demotions:**

The salary of the demoted employee can be reduced by any amount as long as the salary is within the employee's new range but must be reduced by at least 5% or to the maximum of the new range, whichever is lower. For voluntary demotions only, the Department Director may request to continue the employee's salary at the rate of pay prior to demotion provided such salary falls within the range of pay for the new position. A memorandum containing the circumstances surrounding the demotion should be sent to HR for approval

prior to submitting the employee's Personnel Action Form. If the demoted employee's salary is not reduced, the employee is ineligible for an increase as a result of future reclassification or promotion to the prior grade level for twelve months from the date of demotion.

§ 13. **Reclassifications:**

Reclassifications are effective the first day of the pay period following the approval date, unless otherwise noted in the study report, attached comments or annual budget.

When a position is reclassified to a higher salary grade, the incumbent may be eligible for a 5% increase to base salary, or increase to minimum of the new salary range, whichever is higher. Such increases are not available to employees during their initial probationary period unless the employee's current salary is below the minimum of the new range.

HR may approve an additional increase up to midpoint of the salary range with appropriate justification. An increase above range midpoint requires approval from the County Administrator.

When a position is reclassified to a lower grade, the department may reduce the incumbent's base salary by 5% or to the maximum of the new range, whichever is lower. **Refer to Administrative Procedure 6-8 for further details.**

§ 14. **Overtime Pay, Compensatory Time:**

It is county policy to comply with applicable wage and hour laws and regulations regarding overtime pay and compensatory time. Employees with questions or concerns about their status under the Fair Labor Standards Act (FLSA) should immediately raise the issue with their department management or HR. **Refer to Administrative Procedure 6-17 for further details.**

§ 15. **Part-time Employment:**

Unless stated otherwise, part-time employees are governed by the same compensation policies as full-time employees:

A. When a current part-time employee is hired for a full-time position, the Department Director may offer an annual salary within the first quartile of the employee's classification salary range. When establishing a salary for the employee, the department should also consider the VRS deduction the employee will incur. The employee does not receive the promotional increase. If the part-time to full-time status change is within the same department, use personnel action 41-Part-time to Full-time. If the part-time to full-time status change is to a new department, use personnel action 76-Part-time to Full-time to New Department. (See section 10)

B. When a part-time employee is hired for another part-time position at a higher grade as a result of a competitive process, the transaction is coded as a promotion on the

personnel action form. (See section 11)

- C. When a part-time employee is hired for another part-time position in the same grade, it is coded as a transfer. Use personnel action 71-Transfer. The Department Director can offer starting pay within the first quartile of the salary range. Starting pay rates above the first quartile of the salary range require HR approval.
- D. When a full-time employee changes to part-time status, it is considered a change of employment status with loss of full-time benefits. Once the employee and department have negotiated an acceptable pay rate within the range assigned to that classification, a memorandum should be sent to HR for approval.
- E. For information on benefits eligibility criteria for part-time employees, **refer to Administrative Procedure 6-11.**

§ 16. **Administrative Increases:**

Due to the current economic situation, there will be no administrative increase in FY21.

Administrative increases are provided to employees who were hired during the fiscal year and will not have accrued one year of service as of the start of the next fiscal year and to reinstated employees whose separation periods were greater than 30 days during the fiscal year. Such employees are within their twelve-month probationary period, and therefore are not eligible for a merit increase at the start of the next fiscal year.

The administrative increase is prorated for the period between the employee's hire date or reinstatement date and the last day of the fiscal year. The proration calculation is based on the same percentage increase as the merit for the fiscal year. An administrative increase does not end the twelve-month probationary period for the employee.

II. INDEX OF CLASSIFICATIONS

Alphabetical Order

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
A			
Absentee Coordinator	1207	Exempt	38
Account Clerk	1602	Nonexempt	33
Accountant	1614	Exempt	37
Accountant II (CD)	1675	Exempt	37
Accountant III (CD)	1676	Exempt	37
Accounting AP Analyst	1641	Exempt	38
Accounting AP Analyst II (CD)	1651	Exempt	38
Accounting AP Analyst III (CD)	1652	Exempt	38
Accounting AP Specialist	1642	Nonexempt	36
Accounting AP Specialist II (CD)	1649	Nonexempt	36
Accounting AP Specialist III (CD)	1650	Nonexempt	36
Accounting Manager	1634	Exempt	42
Accounts Payable Manager	1628	Exempt	41
Accounts Payable Specialist	1608	Nonexempt	36
Accreditation Manager	2840	Exempt	39
Administrative Analyst	1020	Exempt	38
Administrative Analyst II (CD)	1058	Exempt	38
Administrative Analyst III (CD)	1059	Exempt	38
Administrative Assistant	1012	Nonexempt	37
Administrative Assistant II (CD)	1038	Nonexempt	37
Administrative Assistant III (CD)	1039	Nonexempt	37
Administrative Manager	1024	Exempt	39
Administrative Secretary	1010	Nonexempt	36
Administrative Secretary II (CD)	1044	Nonexempt	36
Administrative Secretary III (CD)	1045	Nonexempt	36
Administrative Supervisor	1018	Exempt	38
Adolescent Reporting Program Administrator	7707	Exempt	40
Airport Operations Manager	3824	Nonexempt	39
ALS Training Coordinator	3001	Exempt	40
Alternative Transportation Manager	5507	Exempt	39
Analyst	9012	Exempt	41
Animal Services Manager	2613	Exempt	41
Animal Services Officer	2616	Nonexempt	36+10
Animal Services Officer First Class (CD)	2617	Nonexempt	36+10
Animal Services Supervisor	2614	Nonexempt	39
Animal Shelter Supervisor	2608	Nonexempt	37+10
Appraisal Specialist	1906	Nonexempt	37
Appraisal Specialist II (CD)	1933	Nonexempt	37
Appraisal Specialist III (CD)	1934	Nonexempt	37
Appraisal Specialist IV (CD)	1935	Nonexempt	37
Appraiser I (CD)	1926	Exempt	38
Appraiser II (CD)	1924	Exempt	38+10
Appraiser III (CD)	1922	Exempt	39
Appraiser IV (CD)	1920	Exempt	39+10
Arborist	3904	Nonexempt	39
Architect	9015	Exempt	44
ARP Community Service Program Coordinator	7709	Exempt	38+5
Assessment Automation Manager	1927	Exempt	42
Assessment Manager	1928	Exempt	42
Assessment Support Analyst	1929	Exempt	38
Assessment Support Analyst II (CD)	1930	Exempt	38
Assessment Support Analyst III (CD)	1931	Exempt	38
Assessment Support Analyst IV (CD)	1932	Exempt	38
Assistant Animal Services Supervisor	2615	Nonexempt	37+10
Assistant Building & Grounds Superintendent	3818	Exempt	39
Assistant Chief Plant Operator	4608	Nonexempt	39
Assistant Child Safety Coordinator	2806	Nonexempt	37
Assistant Commonwealth's Attorney	8006	Exempt	99
Assistant County Attorney I	8017	Exempt	99
Assistant County Attorney II	8018	Exempt	99
Assistant Custodial Supervisor	3403	Nonexempt	35
Assistant Customer Service Supervisor	1121	Nonexempt	36+10
Assistant Director of Accounting	1636	Exempt	43
Assistant Director of Budget & Management	1810	Exempt	43

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Assistant Director of Building Inspections	4214	Exempt	43
Assistant Director of Citizen Information and Resources	7207	Exempt	42
Assistant Director of Community Corrections Services	7810	Exempt	42
Assistant Director of Economic Development	6508	Exempt	99
Assistant Director of Emergency Communications	3111	Exempt	43
Assistant Director of Environmental Engineering	4310	Exempt	43
Assistant Director of General Services	4106	Exempt	43
Assistant Director of Human Resources	2217	Exempt	43
Assistant Director of Internal Audit	1708	Exempt	43
Assistant Director of Juvenile Detention Home	7618	Exempt	42
Assistant Director of Learning & Performance Center	2219	Exempt	42
Assistant Director of Library Services	7422	Exempt	43
Assistant Director of MHSS	5708	Exempt	43
Assistant Director of Parks & Recreation/Parks	6932	Exempt	43
Assistant Director of Parks & Recreation/Recreation	6933	Exempt	43
Assistant Director of Planning	5926	Exempt	43
Assistant Director of Real Estate Assessments	1914	Exempt	43
Assistant Director of Risk Management-Environmental Health & Safety	2522	Exempt	43
Assistant Director of Risk Management-Financial Services	2523	Exempt	43
Assistant Director of Social Services	7308	Exempt	43
Assistant Director of Transportation	6210	Exempt	43
Assistant Director of Utilities	5202	Exempt	43
Assistant Fire Chief	2913	Exempt	FO4
Assistant Fleet Division Manager	3619	Exempt	41+5
Assistant Plant Manager	4612	Exempt	41
Assistant Procurement Director	1317	Exempt	43
Assistant Real Property Manager	6006	Exempt	41
Assistant Registrar	1202	Nonexempt	36
Assistant Water Operations Manager	5104	Nonexempt	40
Audio/Visual Production Specialist	2402	Nonexempt	37
Audit Manager	1709	Exempt	43
Automation Analyst	8110	Exempt	38/39
Automation Analyst II (CD)	8129	Exempt	38/39
Automation Analyst III (CD)	8130	Exempt	38/39
Automation Coordinator	8114	Exempt	41/42
Automation Specialist	8108	Exempt	37
Automation Specialist II (CD)	8131	Exempt	37
Automation Specialist III (CD)	8132	Exempt	37
Automation Technician	8102	Nonexempt	35
Automation Technician II (CD)	8133	Nonexempt	35
Automation Technician III (CD)	8134	Nonexempt	35
Automotive Attendant	3602	Nonexempt	34
Automotive Maintenance Superintendent	3616	Exempt	41
Automotive Maintenance Supervisor	3614	Nonexempt	38
Automotive Parts Supervisor	1412	Nonexempt	38
Automotive Program Specialist	3609	Nonexempt	37
Automotive Technician	3612	Nonexempt	37
Automotive Technician II (CD)	3626	Nonexempt	37
Automotive Technician III (CD)	3627	Nonexempt	37
Automotive Technician IV (CD)	3628	Nonexempt	37
Automotive Technician Apprentice	3604	Nonexempt	34
B			
Background Investigator	2757	Nonexempt	38
Bacteriologist	6308	Exempt	38+5
Battalion Chief	2908	Exempt	FO3
Benefit Programs Assistant	7107	Nonexempt	35
Benefit Programs Manager	7109	Exempt	41
Benefit Programs Specialist	7111	Nonexempt	37
Benefit Programs Specialist II (CD)	7112	Nonexempt	37
Benefit Programs Specialist III (CD)	7113	Nonexempt	37
Benefit Programs Specialist IV (CD)	7114	Nonexempt	37
Benefit Programs Supervisor	7110	Exempt	40
Benefit Programs Trainer	7116	Exempt	39
Bilingual Interpreter	6804	Nonexempt	36
Biologist	6310	Exempt	38+5

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Board Member	6602	Nonexempt	99
Budget Analyst	1820	Exempt	39
Budget Analyst II (CD)	1821	Exempt	40
Budget Manager	1816	Exempt	42
Building Inspection Supervisor	4210	Exempt	40
Building Inspector I	4202	Nonexempt	37
Building Inspector II (CD)	4206	Nonexempt	38
Building Inspector III (CD)	4208	Nonexempt	39
Business Revitalization Coordinator	6500	Exempt	39
Business Tax Assessment Specialist	2005	Nonexempt	37
Business Tax Assessment Specialist I (CD)	2015	Nonexempt	37
Business Tax Assessment Specialist II (CD)	2016	Nonexempt	37
Business Tax Assessment Supervisor	2007	Nonexempt	38
Business Tax Manager	2021	Exempt	40
C			
Capital Projects Division Manager	4506	Exempt	43
Capital Projects Field Coordinator	4502	Nonexempt	39
Capital Projects Field Coordinator II (CD)	4507	Nonexempt	39
Capital Projects Field Coordinator III (CD)	4508	Nonexempt	39
Capital Projects Manager	4504	Exempt	41
Career Animal Services Officer (CD)	2620	Nonexempt	36+10
Career Forensic Investigator (CD)	2756	Nonexempt	38
Career Police Detective (CD)	2740	Nonexempt	P2
Career Police Officer (CD)	2730	Nonexempt	P2
Career Sheriff Deputy (CD)	3207	Nonexempt	S2
Carpenter	3512	Nonexempt	36
Carpenter II (CD)	3500	Nonexempt	36
Carpenter III (CD)	3501	Nonexempt	36
Casemanager	5604	Nonexempt	38+5
Casemanager II (CD)	5616	Nonexempt	38+5
Casemanager III (CD)	5617	Nonexempt	38+5
Cashier	1102	Nonexempt	34
CDBG/HOME Grants Coordinator	5932	Exempt	40
Chemist	6306	Exempt	38+5
Chief Deputy Circuit Court Clerk	7914	Exempt	43
Chief Deputy Commissioner of Revenue	2014	Exempt	43
Chief Deputy Commonwealth Attorney	8010	Exempt	99
Chief Deputy Treasurer	2106	Exempt	43
Chief Information Officer	9224	Exempt	99
Chief of Administrative Services	1026	Exempt	41
Chief of Building Inspections	4212	Exempt	41
Chief of Environmental Inspections	4306	Exempt	40
Chief of Parks	6920	Exempt	41
Chief of Parks - Planning & Construction Services	6921	Exempt	42
Chief Plant Operator	4610	Nonexempt	40
Child Advocacy Center Administrator	7501	Exempt	40
Child Advocacy Forensic Interviewer	7502	Exempt	39
Child Care Aide	6802	Nonexempt	33
Child Safety Coordinator	2830	Exempt	39
Child Safety Officer	2805	Nonexempt	36
Claims Adjuster	2508	Exempt	39
Claims Technician (CD)	2501	Nonexempt	37
Claims Technician II (CD)	2500	Nonexempt	37
Classification Supervisor	3213	Nonexempt	39
Clerk of Circuit Court	9302	Exempt	99
Clerk to the Board	9104	Exempt	41
Clinician	5606	Exempt	38+5
Code Compliance Specialist	5908	Nonexempt	38
Code Compliance Supervisor	5918	Exempt	40
Code Compliance Specialist II (CD)	5939	Nonexempt	38
Code Compliance Specialist III (CD)	5940	Nonexempt	38
Code Compliance Specialist IV (CD)	5941	Nonexempt	38
COE Student	6702	Nonexempt	99
Commissioner of the Revenue	9304	Exempt	99
Commonwealth's Attorney	9306	Exempt	99

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Communication/Electronics Installation Supervisor	3701	Nonexempt	38
Communication/Electronics Installation Technician	3702	Nonexempt	36
Communication/Electronics Specialist	3704	Nonexempt	38
Communication/Electronics Systems Analyst	3708	Nonexempt	39
Communication/Electronics Systems Supervisor	3709	Nonexempt	40
Communication/Electronics Technician	3705	Nonexempt	37
Community Corrections Technician	7800	Nonexempt	35
Community Corrections Treatment Program Coordinator	7807	Exempt	40
Community Engagement Coordinator	7205	Exempt	39
Community Enhancement Inspector	5931	Nonexempt	38
Community Partnership Coordinator	7201	Nonexempt	38
Community Resource Analyst	7206	Exempt	39
Construction Assistant	4500	Nonexempt	37
Construction Inspections Supervisor	4810	Exempt	39
Consumer Services Representative	5312	Nonexempt	37+5
Contract Officer I	1300	Exempt	38
Cook	3302	Nonexempt	35+5
Corporal Animal Services Officer (CD)	2621	Nonexempt	36+10
Corporal Police Detective (CD)	2742	Nonexempt	P2
Corporal Police Officer (CD)	2732	Nonexempt	P2
County Administrator	9264	Exempt	99
County Agent	6931	Exempt	43
County Attorney	9262	Exempt	99
Creative Services Associate	2422	Nonexempt	37
Creative Services Specialist	2421	Exempt	38
Crime Prevention Coordinator	2812	Nonexempt	38
Crisis Clinician	5609	Exempt	40+10
Custodial Services Manager	3905	Nonexempt	39
Custodial Supervisor	3406	Nonexempt	37
Custodian	3402	Nonexempt	33
Custodian II (CD)	3407	Nonexempt	33
Custodian III (CD)	3408	Nonexempt	33
Custodian Lead	3404	Nonexempt	34
Custodian Lead II (CD)	3409	Nonexempt	34
Custodian Lead III (CD)	3410	Nonexempt	34
Customer Operations Administrator	1116	Exempt	41
Customer Operations Manager	1114	Exempt	39
Customer Operations Supervisor	1112	Nonexempt	37
Customer Service Representative	1106	Nonexempt	35
Customer Service Representative II (CD)	1117	Nonexempt	35
Customer Service Representative III (CD)	1118	Nonexempt	35
Customer Service Supervisor	1110	Nonexempt	37
Customer Service Technician	1104	Nonexempt	34
D			
Day Support Counselor	5304	Nonexempt	35+5
Defensive Driving Instructor	2808	Exempt	38
Delivery Driver	1403	Nonexempt	34
Dentist	5822	Exempt	99
Deputy Clerk	7903	Nonexempt	35+10
Deputy Clerk Supervisor	7908	Exempt	40
Deputy Clerk to Planning Commission	5901	Nonexempt	38
Deputy Clerk to the Board	2304	Nonexempt	38
Deputy Commissioner of Revenue	2012	Exempt	41
Deputy Commissioner of Revenue TRIPP	2013	Exempt	42
Deputy Commonwealth's Attorney	8008	Exempt	99
Deputy County Administrator	9260	Exempt	99
Deputy County Attorney	8016	Exempt	99
Deputy Emergency Management Coordinator	3008	Exempt	40
Deputy Fire Chief	2914	Exempt	FO5
Deputy Police Chief	2720	Exempt	P7
Deputy Registrar	1204	Exempt	40
Developer/Administrator	9013	Exempt	42
Development Manager	6512	Exempt	42
Developmental Specialist	5610	Exempt	40
Developmental Specialist II (CD)	5618	Exempt	40

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Developmental Specialist III (CD)	5619	Exempt	40
Dietitian	5824	Exempt	40
Digital Media Coordinator	2419	Exempt	38
Director of Accounting	9202	Exempt	99
Director of Budget & Management	9204	Exempt	99
Director of Building Inspections	9206	Exempt	99
Director of Citizen Information and Resources	9211	Exempt	99
Director of Communications & Media	9236	Exempt	99
Director of Community Corrections	9208	Exempt	99
Director of Community Enhancement	9215	Exempt	99
Director of Economic Development	9212	Exempt	99
Director of Emergency Communications	9214	Exempt	44
Director of Environmental Engineering	9216	Exempt	99
Director of Finance	9217	Exempt	99
Director of General Services	9218	Exempt	99
Director of Human Resources	9223	Exempt	99
Director of Internal Audit	9222	Exempt	99
Director of Juvenile Justice	9265	Exempt	99
Director of Learning & Performance Center	9231	Exempt	99
Director of Library Services	9228	Exempt	99
Director of Parks & Recreation	9232	Exempt	99
Director of Planning	9234	Exempt	99
Director of Real Estate Assessments	9240	Exempt	99
Director of Risk Management	9244	Exempt	99
Director of Social Services	9246	Exempt	99
Director of Transportation	9248	Exempt	99
Director of Utilities	9250	Exempt	99
Domestic Violence Coordinator	2832	Exempt	39
Drainage Superintendent	5102	Nonexempt	40
Drug Court Administrator	7912	Exempt	41
E			
ECC Assistant Shift Supervisor	3106	Nonexempt	39
ECC Manager	3110	Exempt	42
ECC Officer	3104	Nonexempt	37
ECC Officer II (CD)	3112	Nonexempt	37
ECC Officer III (CD)	3113	Nonexempt	37
ECC Officer IV (CD)	3114	Nonexempt	37
ECC Shift Supervisor	3108	Nonexempt	40
ECC Training Facilitator	3100	Exempt	39
Economic Development Associate Project Manager	6504	Exempt	38
Economic Development Division Manager	6513	Exempt	43
Economic Development Project Manager	6510	Exempt	40
Economic Development Research Coordinator	6506	Exempt	38
Economic Development Senior Project Manager	6511	Exempt	41
Education Supervisor	6928	Nonexempt	38
Elections Manager	1205	Exempt	39
Electrician	3516	Nonexempt	37
Electrician II (CD)	3524	Nonexempt	37
Electrician III (CD)	3525	Nonexempt	37
Electrician IV (CD)	3526	Nonexempt	37
Electrician V (CD)	3527	Nonexempt	37
Electronic Surveillance Technician	2814	Nonexempt	37
Electronics Control Specialist	3707	Nonexempt	37
Emergency Management Coordinator	3010	Exempt	42
Emergency Medical Services Instructor	3000	Nonexempt	99
Emergency Vehicle Technician	3621	Nonexempt	37+10
Emergency Vehicle Technician II (CD)	3629	Nonexempt	37+10
Emergency Vehicle Technician III (CD)	3630	Nonexempt	37+10
Emergency Vehicle Technician IV (CD)	3631	Nonexempt	37+10
EMS Quality Management Coordinator	3005	Exempt	40
EMS Revenue Recovery Program Manager	1600	Exempt	38
EMS Training Coordinator	3006	Exempt	40
Energy Management Administrator	4105	Exempt	40
Engineer (CD)	9014	Exempt	43
Engineering Assistant	6202	Nonexempt	38

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Engineering Data Supervisor	6112	Exempt	40
Engineering Supervisor	6208	Exempt	42
Environmental Educator	6302	Nonexempt	38
Environmental Health & Safety Coordinator	2520	Exempt	40
Environmental Health & Safety Coordinator II (CD)	2524	Exempt	40
Environmental Health & Safety Manager	2521	Exempt	41
Environmental Inspection Supervisor	4304	Nonexempt	39
Environmental Technician	2511	Nonexempt	38
Equipment Mechanic	3610	Nonexempt	36
Equipment Operator	3504	Nonexempt	35
Equipment Operator II (CD)	3528	Nonexempt	35
Equipment Operator III (CD)	3529	Nonexempt	35
Executive Assistant	1036	Nonexempt	38
Executive Assistant II (CD)	1040	Nonexempt	38
Executive Assistant III (CD)	1041	Nonexempt	38
Executive Director of CSB	9252	Exempt	99
F			
Fabrication & Production Specialist	3505	Nonexempt	35
Facility Maintenance Supervisor	3816	Nonexempt	39
Facility Maintenance Technician	3807	Nonexempt	36
Facility Maintenance Technician II (CD)	3825	Nonexempt	36
Facility Maintenance Technician III (CD)	3826	Nonexempt	36
Facility Maintenance Technician IV (CD)	3827	Nonexempt	36
Facility Maintenance Technician V (CD)	3828	Nonexempt	36
Family Services Aide	7012	Nonexempt	36
Family Services Programs Manager	7019	Exempt	41+10
Family Services Specialist	7118	Nonexempt	38
Family Services Supervisor I	7017	Exempt	40+10
Family Services Supervisor II	7018	Exempt	41
Family Services Trainer	7020	Nonexempt	39
Farmer's Market Manager	6929	Nonexempt	38
Financial Manager	1625	Exempt	41
Financial Reporting Analyst I	1637	Exempt	38
Financial Reporting Analyst II	1638	Exempt	39
Financial Reporting Analyst II, Senior (CD)	1662	Exempt	39
Financial Reporting Analyst II, Specialist (CD)	1661	Exempt	39
Financial Reporting Analyst III	1639	Exempt	40
Financial Reporting Analyst III, Senior (CD)	1664	Exempt	40
Financial Reporting Analyst III, Specialist (CD)	1663	Exempt	40
Financial Reporting Analyst IV	1640	Exempt	41
Financial Reporting Analyst IV, Senior (CD)	1666	Exempt	41
Financial Reporting Analyst IV, Specialist (CD)	1665	Exempt	41
Financial Reporting Manager	1648	Exempt	42
Financial System Specialist II (CD)	1653	Exempt	37
Financial System Specialist III (CD)	1654	Exempt	37
Financial Systems Analyst	1646	Exempt	38/39
Financial Systems Analyst II (CD)	1655	Exempt	38/39
Financial Systems Analyst III (CD)	1656	Exempt	38/39
Financial Systems Coordinator	1644	Exempt	41/42
Financial Systems Coordinator II (CD)	1659	Exempt	41/42
Financial Systems Coordinator III (CD)	1660	Exempt	41/42
Financial Systems Manager	1643	Exempt	42
Financial Systems Senior Analyst	1645	Exempt	39/40
Financial Systems Senior Analyst II (CD)	1657	Exempt	39/40
Financial Systems Senior Analyst III (CD)	1658	Exempt	39/40
Financial Systems Specialist	1647	Exempt	37
Financial/Grants Analyst	1626	Exempt	40
Financial/Grants Analyst II (CD)	1667	Exempt	40
Financial/Grants Analyst III (CD)	1668	Exempt	40
Fire & Life Safety Educator	3003	Nonexempt	38
Fire Captain	2906	Nonexempt	FO2
Fire Chief	9254	Exempt	99
Fire Information Systems & Planning Manager	3012	Exempt	42
Fire Lieutenant	2904	Nonexempt	FO1
Fire Planning Research Analyst	3004	Exempt	40

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Firefighter I (CD)	2916	Nonexempt	F1
Firefighter II (CD)	2917	Nonexempt	F2
Firefighter III (CD)	2918	Nonexempt	F2
Firefighter IV (CD)	2919	Nonexempt	F3
Firefighter Recruit	2915	Nonexempt	F1
Firefighter V (CD)	2920	Nonexempt	F3
Fiscal Manager	1630	Exempt	40
Fiscal Services Coordinator	1632	Exempt	41
Food Service Manager	3304	Exempt	38
Forensic Audio/Visual Analyst	2811	Nonexempt	37
Forensic Investigator	2750	Nonexempt	37
Fraud Investigator-Social Services	7106	Nonexempt	38
G			
General Services Division Manager	4108	Exempt	42
GIS Analyst	6108	Exempt	39
GIS Analyst II (CD)	6119	Exempt	39
GIS Analyst III (CD)	6120	Exempt	39
GIS Specialist	6106	Nonexempt	38
GIS Specialist II (CD)	6107	Nonexempt	38
GIS Specialist III (CD)	6109	Nonexempt	38
GIS Supervisor	6118	Exempt	41
GIS Technician	6104	Nonexempt	37
Government Affairs Analyst	2308	Exempt	39
Graphics Specialist	6102	Nonexempt	37
Graphics Specialist II (CD)	6123	Nonexempt	37
Graphics Specialist III (CD)	6124	Nonexempt	37
Graphics Specialist IV (CD)	6125	Nonexempt	37
Grounds Supervisor	3817	Nonexempt	38
H			
Heavy Equipment Operator	3508	Nonexempt	36
Heavy Equipment Operator II (CD)	3530	Nonexempt	36
Heavy Equipment Operator III (CD)	3531	Nonexempt	36
Heavy Equipment Operator IV (CD)	3532	Nonexempt	36
Historical Interpreter I	6924	Nonexempt	35
Historical Interpreter II	6925	Nonexempt	36
Historical Interpreter Supervisor	6926	Nonexempt	38
Horticulture & Custodial Services Manager	3900	Nonexempt	39
Horticulturist	3902	Nonexempt	37
Housing Programs Specialist	7117	Nonexempt	37
Human Resources Administrator	2215	Exempt	41
Human Resources Analyst	2210	Exempt	38
Human Resources Analyst II (CD)	2238	Exempt	38
Human Resources Analyst III (CD)	2239	Exempt	38
Human Resources Manager	2214	Exempt	42
Human Resources Specialist	2206	Exempt	37
Human Resources Specialist II (CD)	2240	Exempt	37
Human Resources Specialist III (CD)	2241	Exempt	37
Human Resources Technician	2202	Nonexempt	35
Human Services Assistant	7125	Nonexempt	35
HVAC Mechanic	3518	Nonexempt	37+5
HVAC Mechanic II (CD)	3538	Nonexempt	37+5
HVAC Mechanic III (CD)	3539	Nonexempt	37+5
HVAC Mechanic IV (CD)	3540	Nonexempt	37+5
HVAC Technician	4002	Nonexempt	36
HVAC Technician II (CD)	4008	Nonexempt	36
HVAC Technician III (CD)	4009	Nonexempt	36
HVAC Technician IV (CD)	4010	Nonexempt	36
HVAC Technician Lead	4001	Nonexempt	36+5
I			
Inmate Casemanager	3200	Nonexempt	38+5
Inmate Casemanager II (CD)	3230	Nonexempt	38+5
Inmate Casemanager III (CD)	3231	Nonexempt	38+5
Inmate Records LIDS Technician	3201	Nonexempt	36+10
Inmate Records LIDS Technician II (CD)	3228	Nonexempt	36+10
Inmate Records LIDS Technician III (CD)	3229	Nonexempt	36+10

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Interagency Services Administrator	1808	Exempt	42
Intergovernment Relations Administrator	9112	Exempt	42
Intern Graduate	6706	Nonexempt	99
Intern Undergraduate	6704	Nonexempt	99
IST Senior Engineer (CD)	9022	Exempt	43
J			
Judicial Operations Administrator	7910	Exempt	41
Juvenile Detention Activity Specialist	7606	Nonexempt	36
Juvenile Detention Aide	7602	Nonexempt	34
Juvenile Detention Home Incarceration Officer	7608	Nonexempt	37
Juvenile Detention Senior Home Incarceration Officer (CD)	7627	Nonexempt	37
Juvenile Detention Home Incarceration Supervisor	7609	Nonexempt	38+5
Juvenile Detention Program Administrator	7612	Exempt	40
Juvenile Detention Shift Supervisor	7611	Exempt	39
Juvenile Detention Training, Transportation & QA Coordinator	7621	Exempt	39
Juvenile Detention Weekend Program Supervisor	7622	Exempt	38+5
K			
Kennelmaster	2602	Nonexempt	35+10
L			
Labor Crew Chief	3810	Nonexempt	35+5
Laboratory Supervisor	6314	Exempt	40
Laboratory Technician	6304	Nonexempt	37
Laboratory Technician II	6315	Nonexempt	37
Laboratory Technician III	6316	Nonexempt	37
Laboratory Technician IV	6317	Nonexempt	37
Law Clerk	7916	Exempt	99
Lead Analyst (CD)	9019	Exempt	41
Lead Cashier	1103	Nonexempt	34+5
Lead Developer/Administrator (CD)	9021	Exempt	42
Lead Environmental, Health & Safety Coordinator (CD)	2526	Exempt	40+10
Lead Family Services Specialist I	7123	Nonexempt	39
Lead Family Services Specialist II	7124	Nonexempt	39+10
Lead IT Auditor	1707	Exempt	41
Legal Secretary	1008	Nonexempt	36
Legal Secretary II (CD)	1009	Nonexempt	36
Legal Secretary III (CD)	1011	Nonexempt	36
Leisure Coach	5314	Nonexempt	35+5
Librarian	7412	Exempt	39
Librarian II (CD)	7413	Exempt	39
Librarian III (CD)	7425	Exempt	39
Librarian IV (CD)	7415	Exempt	39
Library Assistant	7402	Nonexempt	34
Library Assistant Branch Manager	7416	Exempt	39+5
Library Assistant II (CD)	7426	Nonexempt	34
Library Assistant III (CD)	7417	Nonexempt	34
Library Assistant IV (CD)	7427	Nonexempt	34
Library Assistant Manager	7423	Exempt	39+5
Library Branch Manager	7418	Exempt	40+5
Library Manager	7419	Exempt	40+5
Library Page	7400	Nonexempt	32
Library Program Coordinator	7414	Exempt	39
Library Regional Manager	7424	Exempt	41
Library Specialist	7405	Nonexempt	37
License Inspector/Chief of Operations	9229	Exempt	99
Licensed Practical Nurse	5805	Nonexempt	38
Locksmith	3509	Nonexempt	36
Locksmith II (CD)	3535	Nonexempt	36
Locksmith III (CD)	3536	Nonexempt	36
Locksmith IV (CD)	3537	Nonexempt	36
Logistics Supervisor	1414	Nonexempt	37+5
Logistics Technician	1410	Nonexempt	36
Logistics Technician-Evidence	2843	Nonexempt	36+10
M			
Mail Clerk	1402	Nonexempt	34
Maintenance Worker	3802	Nonexempt	34

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Maintenance Worker II (CD)	3829	Nonexempt	34
Maintenance Worker III (CD)	3830	Nonexempt	34
Marketing Specialist	2405	Nonexempt	37
Mask Repair Technician	2900	Nonexempt	36
Master Animal Services Officer (CD)	2619	Nonexempt	36+10
Master Forensic Investigator (CD)	2754	Nonexempt	38
Master Kennelmaster (CD)	2603	Nonexempt	35
Master Logistics Technician (CD)	1418	Nonexempt	36
Master Police Detective (CD)	2738	Nonexempt	P2
Master Police Officer (CD)	2728	Nonexempt	P2
Master Sheriff Deputy (CD)	3206	Nonexempt	S2
Medical Assistant	5818	Nonexempt	37
Medication Assistant	5313	Nonexempt	35
Medium Heavy Truck Technician	3622	Nonexempt	37+5
Medium Heavy Truck Technician II (CD)	3632	Nonexempt	37+5
Medium Heavy Truck Technician III (CD)	3633	Nonexempt	37+5
Medium Heavy Truck Technician IV (CD)	3634	Nonexempt	37+5
Meter Reader	4702	Nonexempt	35
Meter Reader II (CD)	4709	Nonexempt	35
Meter Reader III (CD)	4710	Nonexempt	35
Meter Reader IV (CD)	4711	Nonexempt	35
MH Counselor	5602	Nonexempt	37+5
MHSS Controller	5711	Exempt	42
MHSS Employment Assistant	5402	Nonexempt	36
MHSS Employment Specialist	5404	Nonexempt	37+5
MHSS Employment Supervisor	5406	Exempt	38+10
MHSS Family Support Worker	5600	Nonexempt	35
MHSS Services Manager	5704	Exempt	42
MHSS Services Supervisor	5702	Exempt	41
MHSS Special Projects Manager	5703	Exempt	42
MHSS Vocational Services Worker I	5400	Nonexempt	99
MHSS Vocational Services Worker II	5401	Nonexempt	34
MHSS Vocational Services Worker III	5407	Nonexempt	35
N			
Nurse Manager	5813	Exempt	43
Nurse Practitioner	5815	Exempt	43
Nurse Supervisor	5814	Exempt	42
O			
Office Assistant	1002	Nonexempt	33
Operations Manager	1027	Exempt	42
Opioid Outreach Coordinator	2833	Exempt	39
Organizational Change and Surveys Coordinator	2233	Exempt	40+5
P			
Painter	3510	Nonexempt	36
Painter II (CD)	3533	Nonexempt	36
Painter III (CD)	3534	Nonexempt	36
Paralegal	8004	Nonexempt	38
Park District Manager	6914	Exempt	40
Parks Construction Services Manager	6934	Exempt	40
Parts Technician	1408	Nonexempt	36
Payroll Analyst	1506	Exempt	38
Payroll Analyst II (CD)	1671	Exempt	38
Payroll Analyst III (CD)	1672	Exempt	38
Payroll Manager	1510	Exempt	42
Payroll Specialist	1504	Exempt	37
Payroll Specialist II (CD)	1669	Exempt	37
Payroll Specialist III (CD)	1670	Exempt	37
Peer Clinician	5607	Nonexempt	38+5
Performance Support Coordinator	2229	Exempt	40+5
Permit Technician I	4218	Nonexempt	35
Permit Technician II (CD)	4219	Nonexempt	36
Permit Technician III (CD)	4220	Nonexempt	37
Physician	5816	Exempt	99
Planner	5906	Exempt	38+5
Planner II (CD)	5942	Exempt	38+5

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Planner III (CD)	5943	Exempt	38+5
Planner IV (CD)	5944	Exempt	38+5
Planning Administrator	5922	Exempt	41
Planning Manager	5928	Exempt	42
Planning Technician	5902	Nonexempt	37
Planning Technician II (CD)	5936	Nonexempt	37
Planning Technician III (CD)	5937	Nonexempt	37
Planning Technician IV (CD)	5938	Nonexempt	37
Plant Manager	4614	Exempt	42
Plant Operator	4602	Nonexempt	36+5
Plumber	3523	Nonexempt	37
Plumber II (CD)	3541	Nonexempt	37
Plumber III (CD)	3542	Nonexempt	37
Plumber IV (CD)	3543	Nonexempt	37
Police Analysis Information Coordinator	2834	Exempt	40
Police Captain	2716	Exempt	P5
Police Chief	9256	Exempt	99
Police Detective	2734	Nonexempt	P1
Police Detective First Class (CD)	2706	Nonexempt	P1
Police Intelligence Analyst	2816	Nonexempt	38
Police Intelligence Analyst II (CD)	2845	Nonexempt	38
Police Intelligence Analyst III (CD)	2846	Nonexempt	38
Police Latent Print Examiner	2824	Nonexempt	39
Police Lieutenant	2714	Nonexempt	P4
Police Major	2718	Exempt	P6
Police Officer	2722	Nonexempt	P1
Police Officer First Class (CD)	2724	Nonexempt	P1
Police Planner	2826	Exempt	38
Police Property Administrator	2842	Exempt	41
Police Property Supervisor	2828	Nonexempt	38
Police Records Administrator	2836	Exempt	40
Police Recruit	2733	Nonexempt	P0
Police Senior Records Specialist I	2850	Nonexempt	36
Police Senior Records Specialist II (CD)	2851	Nonexempt	36
Police Senior Records Specialist III (CD)	2852	Nonexempt	36
Police Sergeant	2712	Nonexempt	P3
Police Service Aide	2760	Nonexempt	36
Police Specialist	2721	Nonexempt	38
Practice Manager/Nurse Practitioner	5801	Exempt	44
Principal Account Clerk	1606	Nonexempt	35
Principal Account Clerk II (CD)	1677	Nonexempt	35
Principal Account Clerk III (CD)	1678	Nonexempt	35
Principal Accountant	1622	Exempt	38
Principal Accountant II (CD)	1679	Exempt	38
Principal Accountant III (CD)	1680	Exempt	38
Principal Automation Analyst	8113	Exempt	41
Principal Budget Analyst	1824	Exempt	41
Principal Budget Analyst II (CD)	1825	Exempt	41
Principal Contract Officer	1312	Exempt	41
Principal Contract Officer II	1311	Exempt	41+10
Principal Court Clerk	7917	Nonexempt	37
Principal Creative Services Analyst	2424	Exempt	40
Principal Deputy Clerk	7907	Nonexempt	37+10
Principal Engineer	6206	Exempt	41
Principal GIS Analyst	6111	Exempt	40+10
Principal Human Resources Analyst	2211	Exempt	40
Principal Human Resources Analyst II (CD)	2234	Exempt	40
Principal Human Resources Analyst III (CD)	2235	Exempt	40
Principal Labor Crew Chief	3814	Nonexempt	37+5
Principal Maintenance Worker	3806	Nonexempt	35
Principal Maintenance Worker II (CD)	3831	Nonexempt	35
Principal Maintenance Worker III (CD)	3832	Nonexempt	35
Principal Performance Analyst	2232	Exempt	41
Principal Planner	5916	Exempt	40+5
Principal Planner II (CD)	5948	Exempt	40+5

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Principal Planner III (CD)	5949	Exempt	40+5
Principal Planner IV (CD)	5950	Exempt	40+5
Principal Plant Operator (CD)	4606	Nonexempt	38+5
Principal Recreation Specialist	6916	Exempt	39
Principal Training Analyst	2228	Exempt	40
Principal Utility Inspector	4808	Nonexempt	38+10
Principal Utility Inspector II (CD)	4814	Nonexempt	38+10
Principal Utility Inspector III (CD)	4815	Nonexempt	38+10
Principal Utility Inspector IV (CD)	4816	Nonexempt	38+10
Principal Youth Counselor (CD)	7625	Nonexempt	37+5
Printer	3514	Nonexempt	35
Probation Officer	7811	Nonexempt	38
Probation Supervisor	7812	Exempt	39
Procurement Assistant	1318	Nonexempt	37
Procurement Assistant II (CD)	1319	Nonexempt	37
Procurement Assistant III (CD)	1320	Nonexempt	37
Procurement Director	9239	Exempt	99
Psychiatric Nurse	5806	Exempt	40
Psychiatrist	5614	Exempt	99
Psychologist	5612	Exempt	40
Public Information Manager	2412	Exempt	40
Public Information Officer	2414	Exempt	38
Public Information Specialist	2416	Nonexempt	37
Public Safety Aide	2802	Nonexempt	35
Public Safety Records Supervisor	2820	Nonexempt	38
Q			
Quality Assurance Coordinator	6312	Exempt	38+5
R			
Real Estate Development and Housing Coordinator	5935	Exempt	40
Real Property Agent	6004	Nonexempt	39
Real Property Agent II	6009	Nonexempt	39
Real Property Agent III	6010	Nonexempt	39
Real Property Agent IV	6011	Nonexempt	39
Real Property Manager	6008	Exempt	43
Real Property Technician	6002	Nonexempt	37
Records Specialist I	1048	Nonexempt	35
Records Specialist II (CD)	1049	Nonexempt	35
Records Specialist III (CD)	1050	Nonexempt	35
Records Supervisor	1035	Nonexempt	38
Recreation Activity Specialist I	6902	Nonexempt	31
Recreation Activity Specialist II	6904	Nonexempt	32
Recreation Activity Specialist III	6906	Nonexempt	33
Recreation Activity Specialist IV	6908	Nonexempt	34
Recreation Manager	6918	Exempt	41
Recreation Scheduling Specialist	6909	Nonexempt	36
Recreation Specialist	6910	Nonexempt	37
Recruiter	2208	Exempt	37
Registered Nurse	5808	Exempt	40
Registered Nurse Correctional Health Coordinator	5804	Exempt	41
Registrar	9312	Exempt	99
Registration and Elections Management Assistant	1206	Exempt	39
Regulatory Compliance Officer	2758	Nonexempt	P1
Residential Aide	5303	Nonexempt	34+5
Residential Aide Lead	5305	Nonexempt	35+5
Residential Counselor	5306	Nonexempt	37+5
Residential Supervisor	5308	Exempt	38+10
Revenue Collection Agent	2108	Nonexempt	36+10
Revenue Collection Supervisor	2107	Nonexempt	37+10
Revitalization Manager	5930	Exempt	41
Risk Management Specialist	2504	Nonexempt	37+10
Risk Management Technician	2503	Nonexempt	36
S			
Safety & Loss Prevention Officer	2510	Exempt	39
School Bus Technician	3624	Nonexempt	37+5
School Bus Technician II (CD)	3635	Nonexempt	37+5

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
School Bus Technician III (CD)	3636	Nonexempt	37+5
School Bus Technician IV (CD)	3637	Nonexempt	37+5
School Crossing Guard	2800	Nonexempt	34
School Services Manager	7613	Exempt	40
Secretary	1006	Nonexempt	35
Secretary II (CD)	1042	Nonexempt	35
Secretary III (CD)	1043	Nonexempt	35
Security Coordinator	2512	Exempt	39+5
Security Electronic Equipment Technician	2517	Nonexempt	36
Security Manager	2518	Exempt	41
Security Technician	2519	Nonexempt	35
Senior Account Clerk	1604	Nonexempt	34
Senior Accounting Technician	1612	Nonexempt	36
Senior Accounting Technician II (CD)	1681	Nonexempt	36
Senior Accounting Technician III (CD)	1682	Nonexempt	36
Senior Administrative Analyst	1022	Exempt	39
Senior Administrative Analyst II (CD)	1054	Exempt	39
Senior Administrative Analyst III (CD)	1055	Exempt	39
Senior Advocate	6806	Exempt	40
Senior Analyst (CD)	9018	Exempt	41
Senior Animal Services Officer (CD)	2618	Nonexempt	36+10
Senior Appraisal Specialist	1905	Nonexempt	37+10
Senior Appraisal Specialist II (CD)	1936	Nonexempt	37+10
Senior Appraisal Specialist III (CD)	1937	Nonexempt	37+10
Senior Architect (CD)	9023	Exempt	43
Senior Assistant County Attorney	8014	Exempt	99
Senior Assistant Registrar	1203	Nonexempt	37
Senior Auditor (CD)	1704	Exempt	40
Senior Automation Analyst	8112	Exempt	39/40
Senior Automation Analyst II (CD)	8135	Exempt	39/40
Senior Automation Analyst III (CD)	8136	Exempt	39/40
Senior Automation Technician	8104	Nonexempt	36
Senior Automation Technician II (CD)	8137	Nonexempt	36
Senior Automation Technician III (CD)	8138	Nonexempt	36
Senior Benefit Programs Specialist	7115	Nonexempt	38
Senior Budget Analyst	1822	Exempt	40+5
Senior Budget Analyst II (CD)	1823	Exempt	40+5
Senior Claims Adjuster	2509	Exempt	40
Senior Claims Technician (CD)	2499	Nonexempt	37
Senior Claims Technician II (CD)	2498	Nonexempt	38
Senior Clinician	5608	Exempt	40
Senior Contract Officer	1308	Exempt	40
Senior Contract Officer II (CD)	1321	Exempt	40
Senior Contract Officer III (CD)	1322	Exempt	40
Senior Customer Service Representative	1108	Nonexempt	36
Senior Customer Service Representative II (CD)	1119	Nonexempt	36
Senior Customer Service Representative III (CD)	1120	Nonexempt	36
Senior Deputy Clerk	7905	Nonexempt	36+10
Senior Deputy County Attorney	8019	Exempt	99
Senior Deputy License Inspector	4404	Nonexempt	38
Senior Developer/Administrator (CD)	9020	Exempt	42
Senior Engineer	6204	Exempt	40
Senior Engineer II (CD)	6212	Exempt	40
Senior Engineer III (CD)	6213	Exempt	40
Senior Engineer IV (CD)	6214	Exempt	40
Senior Engineering Assistant	6203	Nonexempt	39
Senior Environmental Construction Inspector	4302	Nonexempt	38
Senior Environmental Construction Inspector II (CD)	4311	Nonexempt	38
Senior Environmental Construction Inspector III (CD)	4312	Nonexempt	38
Senior Environmental Construction Inspector IV (CD)	4313	Nonexempt	38
Senior Environmental, Health & Safety Coordinator (CD)	2525	Exempt	40+10
Senior Executive Assistant	1037	Nonexempt	39
Senior Executive Assistant II (CD)	1046	Nonexempt	39
Senior Executive Assistant III (CD)	1047	Nonexempt	39
Senior Family Services Specialist	7119	Nonexempt	38+10

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Senior Family Services Specialist II (CD)	7120	Nonexempt	38+10
Senior Family Services Specialist III (CD)	7121	Nonexempt	38+10
Senior Family Services Specialist IV (CD)	7122	Nonexempt	38+10
Senior Forensic Investigator (CD)	2752	Nonexempt	37
Senior GIS Analyst	6110	Exempt	40
Senior GIS Analyst II (CD)	6121	Exempt	40
Senior GIS Analyst III (CD)	6122	Exempt	40
Senior Human Resources Analyst	2212	Exempt	39
Senior Human Resources Analyst II (CD)	2236	Exempt	39
Senior Human Resources Analyst III (CD)	2237	Exempt	39
Senior Human Resources Technician	2204	Nonexempt	36
Senior Human Resources Technician II (CD)	2242	Nonexempt	36
Senior Human Resources Technician III (CD)	2243	Nonexempt	36
Senior Human Services Assistant	7126	Nonexempt	36
Senior Kennelmaster (CD)	2601	Nonexempt	35
Senior Labor Crew Chief	3812	Nonexempt	36+5
Senior Library Specialist	7409	Nonexempt	38
Senior Logistics Technician (CD)	1417	Nonexempt	36
Senior Maintenance Worker	3804	Nonexempt	34+10
Senior Meter Reader	4704	Nonexempt	36
Senior Meter Reader II (CD)	4712	Nonexempt	36
Senior Meter Reader III (CD)	4713	Nonexempt	36
Senior Meter Reader IV (CD)	4714	Nonexempt	36
Senior Office Assistant	1004	Nonexempt	34
Senior Office Assistant II (CD)	1056	Nonexempt	34
Senior Office Assistant III (CD)	1057	Nonexempt	34
Senior Paralegal	8005	Nonexempt	39
Senior Parts Technician	1416	Nonexempt	36+10
Senior Payroll Analyst	1508	Exempt	39
Senior Payroll Analyst II (CD)	1673	Exempt	39
Senior Payroll Analyst III (CD)	1674	Exempt	39
Senior Planner	5912	Exempt	39+5
Senior Planner II (CD)	5945	Exempt	39+5
Senior Planner III (CD)	5946	Exempt	39+5
Senior Planner IV (CD)	5947	Exempt	39+5
Senior Plant Operator (CD)	4604	Nonexempt	37+5
Senior Police Detective (CD)	2736	Nonexempt	P1
Senior Police Intelligence Analyst	2827	Exempt	39
Senior Police Officer (CD)	2726	Nonexempt	P1
Senior Printer	3513	Nonexempt	36
Senior Records Specialist I	1051	Nonexempt	36
Senior Records Specialist II (CD)	1052	Nonexempt	36
Senior Records Specialist III (CD)	1053	Nonexempt	36
Senior Recreation Specialist	6912	Exempt	38
Senior Residential Counselor	5307	Nonexempt	38
Senior Residential Supervisor	5310	Exempt	39+10
Senior School Bus Technician	3625	Nonexempt	37+10
Senior Specialist (CD)	9017	Exempt	40
Senior Technician (CD)	9016	Nonexempt	39
Senior Training Analyst	2226	Exempt	39
Senior Training Analyst II (CD)	2230	Exempt	39
Senior Training Analyst III (CD)	2231	Exempt	39
Senior Transportation Planner	6211	Exempt	39+5
Senior Utility Inspector	4806	Nonexempt	38
Senior Utility Inspector II (CD)	4811	Nonexempt	38
Senior Utility Inspector III (CD)	4812	Nonexempt	38
Senior Utility Inspector IV (CD)	4813	Nonexempt	38
Senior Utility Supervisor	5010	Nonexempt	39
Senior Water Quality Analyst	6412	Exempt	39+5
Senior Youth Counselor (CD)	7624	Nonexempt	37
Sheriff	9308	Exempt	99
Sheriff Booking Technician	3202	Nonexempt	36
Sheriff Captain	3218	Exempt	S5
Sheriff Chief Deputy	3222	Exempt	S7
Sheriff Classification Officer	3212	Nonexempt	37

CD = Career Development

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Sheriff Classification Officer II (CD)	3237	Nonexempt	37
Sheriff Classification Officer III (CD)	3238	Nonexempt	37
Sheriff Classification Officer IV (CD)	3239	Nonexempt	37
Sheriff Deputy	3204	Nonexempt	51
Sheriff Deputy First Class (CD)	3210	Nonexempt	51
Sheriff First Lieutenant (CD)	3240	Exempt	54
Sheriff Lieutenant	3216	Exempt	54
Sheriff Major	3220	Exempt	56
Sheriff Master Sergeant (CD)	3227	Nonexempt	53
Sheriff Security Systems Coordinator	3208	Nonexempt	39
Sheriff Security Systems Coordinator II (CD)	3232	Nonexempt	39
Sheriff Security Systems Coordinator III (CD)	3233	Nonexempt	39
Sheriff Sergeant	3214	Nonexempt	53
Sheriff Sergeant First Class (CD)	3226	Nonexempt	53
Sheriff Staff Sergeant (CD)	3225	Nonexempt	53
Sign Installer	3502	Nonexempt	33
Special Assistant for Board & Community Affairs	2314	Exempt	41
Special Projects Manager	1028	Exempt	40
Specialist	9011	Exempt	40
Sports Tourism Coordinator	6935	Exempt	40
Staff Auditor	1702	Exempt	39
Stormwater Manager	6415	Exempt	40
Strategy & Performance Coordinator	2227	Exempt	40+5
T			
Tax Accountant	2100	Nonexempt	37
Tax Assessment Specialist	2002	Nonexempt	37
Tax Assessment Specialist I (CD)	2019	Nonexempt	37
Tax Assessment Specialist II (CD)	2020	Nonexempt	37
Tax Assessment Supervisor	2004	Nonexempt	38
Tax Compliance Auditor	2006	Exempt	38
Tax Compliance Auditor I (CD)	2017	Exempt	38
Tax Compliance Auditor II (CD)	2018	Exempt	38
Tax Compliance Supervisor	2008	Exempt	39
Tax Refund Supervisor	2098	Nonexempt	37
Technician	9010	Nonexempt	39
Temporary Office Assistant	1005	Nonexempt	35
Trades Assistant	3506	Nonexempt	35
Trades Supervisor	3521	Nonexempt	39
Training Analyst	2224	Exempt	38
Training Specialist	2222	Exempt	37
Transit Manager	5508	Exempt	40
Transportation Assistant	5502	Nonexempt	36
Transportation Program Coordinator	5504	Nonexempt	37
Transportation Supervisor	5506	Exempt	37
Treasurer	9310	Exempt	99
Treatment Program Youth Counselor (CD)	7626	Nonexempt	37+5
U			
Unlicensed Plant Operator	4601	Nonexempt	35+5
Utility Capital Project Accountant	1617	Exempt	40
Utility Engineering Data Manager	6114	Exempt	42
Utility Field Services Manager	4708	Exempt	39
Utility Field Services Supervisor	4706	Nonexempt	38
Utility Laboratory Analyst II (CD)	6318	Exempt	38
Utility Laboratory Analyst III (CD)	6319	Exempt	38
Utility Laboratory Analyst IV (CD)	6320	Exempt	38
Utility Locator	4804	Nonexempt	36
Utility Locator II (CD)	4820	Nonexempt	36
Utility Locator III (CD)	4821	Nonexempt	36
Utility Locator IV (CD)	4822	Nonexempt	36
Utility Plant Mechanic	5006	Nonexempt	36
Utility Plant Mechanic II (CD)	5017	Nonexempt	36
Utility Plant Mechanic III (CD)	5018	Nonexempt	36
Utility Plant Mechanic IV (CD)	5019	Nonexempt	36
Utility Rate Analyst	1616	Exempt	38
Utility Records Supervisor	4904	Nonexempt	38

CLASSIFICATION TITLES IN ALPHABETICAL ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Utility Services Supervisor	1618	Exempt	38
Utility Supervisor	5008	Nonexempt	38
Utility TV Technician	4802	Nonexempt	35+5
Utility TV Technician II (CD)	4825	Nonexempt	35+5
Utility TV Technician III (CD)	4826	Nonexempt	35+5
Utility TV Technician IV (CD)	4827	Nonexempt	35+5
Utility Worker I	5011	Nonexempt	35+5
Utility Worker II (CD)	5012	Nonexempt	35+5
Utility Worker III (CD)	5013	Nonexempt	35+5
Utility Worker IV (CD)	5014	Nonexempt	35+5
V			
Van Driver	5500	Nonexempt	35
Victim Witness Casemanager	8003	Exempt	38
Victim Witness Program Director	9102	Exempt	38
Videographer	2418	Exempt	38
Videographer & Television Producer	2423	Exempt	40
Volunteer Coordinator	7202	Nonexempt	38
W			
Warehouse Technician	1406	Nonexempt	36
Warrant Service Officer	2759	Nonexempt	P1
Warrants Specialist	4901	Nonexempt	36
Warrants Specialist II (CD)	3234	Nonexempt	36
Warrants Specialist III (CD)	3235	Nonexempt	36
Warrants Specialist IV (CD)	3236	Nonexempt	36
Warrants Supervisor	2819	Nonexempt	38
Wastewater Collection Superintendent	5108	Exempt	40
Water Operations Manager	5106	Exempt	41
Water Quality Analyst	6408	Exempt	38+5
Water Quality Analyst II (CD)	6419	Exempt	38+5
Water Quality Analyst III (CD)	6420	Exempt	38+5
Water Quality Analyst IV (CD)	6421	Exempt	38+5
Water Quality Compliance Specialist	6410	Exempt	39+5
Water Quality Compliance Technician	6411	Nonexempt	37
Water Quality Compliance Technician II (CD)	6416	Nonexempt	37
Water Quality Compliance Technician III (CD)	6417	Nonexempt	37
Water Quality Compliance Technician IV (CD)	6418	Nonexempt	37
Water Quality Manager	6414	Exempt	40
Water Quality Specialist	6407	Nonexempt	37
Water Quality Technician	6406	Nonexempt	36
Y			
Youth Counselor	7623	Nonexempt	37

III. INDEX OF CLASSIFICATIONS

Class Code Order

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Office Assistant	1002	Nonexempt	33
Senior Office Assistant	1004	Nonexempt	34
Temporary Office Assistant	1005	Nonexempt	35
Secretary	1006	Nonexempt	35
Legal Secretary	1008	Nonexempt	36
Legal Secretary II (CD)	1009	Nonexempt	36
Administrative Secretary	1010	Nonexempt	36
Legal Secretary III (CD)	1011	Nonexempt	36
Administrative Assistant	1012	Nonexempt	37
Administrative Supervisor	1018	Exempt	38
Administrative Analyst	1020	Exempt	38
Senior Administrative Analyst	1022	Exempt	39
Administrative Manager	1024	Exempt	39
Chief of Administrative Services	1026	Exempt	41
Operations Manager	1027	Exempt	42
Special Projects Manager	1028	Exempt	40
Records Supervisor	1035	Nonexempt	38
Executive Assistant	1036	Nonexempt	38
Senior Executive Assistant	1037	Nonexempt	39
Administrative Assistant II (CD)	1038	Nonexempt	37
Administrative Assistant III (CD)	1039	Nonexempt	37
Executive Assistant II (CD)	1040	Nonexempt	38
Executive Assistant III (CD)	1041	Nonexempt	38
Secretary II (CD)	1042	Nonexempt	35
Secretary III (CD)	1043	Nonexempt	35
Administrative Secretary II (CD)	1044	Nonexempt	36
Administrative Secretary III (CD)	1045	Nonexempt	36
Senior Executive Assistant II (CD)	1046	Nonexempt	39
Senior Executive Assistant III (CD)	1047	Nonexempt	39
Records Specialist I	1048	Nonexempt	35
Records Specialist II (CD)	1049	Nonexempt	35
Records Specialist III (CD)	1050	Nonexempt	35
Senior Records Specialist I	1051	Nonexempt	36
Senior Records Specialist II (CD)	1052	Nonexempt	36
Senior Records Specialist III (CD)	1053	Nonexempt	36
Senior Administrative Analyst II (CD)	1054	Exempt	39
Senior Administrative Analyst III (CD)	1055	Exempt	39
Senior Office Assistant II (CD)	1056	Nonexempt	34
Senior Office Assistant III (CD)	1057	Nonexempt	34
Administrative Analyst II (CD)	1058	Exempt	38
Administrative Analyst III (CD)	1059	Exempt	38
Cashier	1102	Nonexempt	34
Lead Cashier	1103	Nonexempt	34+5
Customer Service Technician	1104	Nonexempt	34
Customer Service Representative	1106	Nonexempt	35
Senior Customer Service Representative	1108	Nonexempt	36
Customer Service Supervisor	1110	Nonexempt	37
Customer Operations Supervisor	1112	Nonexempt	37
Customer Operations Manager	1114	Exempt	39
Customer Operations Administrator	1116	Exempt	41
Customer Service Representative II (CD)	1117	Nonexempt	35
Customer Service Representative III (CD)	1118	Nonexempt	35
Senior Customer Service Representative II (CD)	1119	Nonexempt	36
Senior Customer Service Representative III (CD)	1120	Nonexempt	36
Assistant Customer Service Supervisor	1121	Nonexempt	36+10
Assistant Registrar	1202	Nonexempt	36
Senior Assistant Registrar	1203	Nonexempt	37
Deputy Registrar	1204	Exempt	40
Elections Manager	1205	Exempt	39
Registration and Elections Management Assistant	1206	Exempt	39
Absentee Coordinator	1207	Exempt	38
Contract Officer I	1300	Exempt	38
Senior Contract Officer	1308	Exempt	40
Principal Contract Officer II	1311	Exempt	41+10
Principal Contract Officer	1312	Exempt	41

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Assistant Procurement Director	1317	Exempt	43
Procurement Assistant	1318	Nonexempt	37
Procurement Assistant II (CD)	1319	Nonexempt	37
Procurement Assistant III (CD)	1320	Nonexempt	37
Senior Contract Officer II (CD)	1321	Exempt	40
Senior Contract Officer III (CD)	1322	Exempt	40
Mail Clerk	1402	Nonexempt	34
Delivery Driver	1403	Nonexempt	34
Warehouse Technician	1406	Nonexempt	36
Parts Technician	1408	Nonexempt	36
Logistics Technician	1410	Nonexempt	36
Automotive Parts Supervisor	1412	Nonexempt	38
Logistics Supervisor	1414	Nonexempt	37+5
Senior Parts Technician	1416	Nonexempt	36+10
Senior Logistics Technician (CD)	1417	Nonexempt	36
Master Logistics Technician (CD)	1418	Nonexempt	36
Payroll Specialist	1504	Exempt	37
Payroll Analyst	1506	Exempt	38
Senior Payroll Analyst	1508	Exempt	39
Payroll Manager	1510	Exempt	42
EMS Revenue Recovery Program Manager	1600	Exempt	38
Account Clerk	1602	Nonexempt	33
Senior Account Clerk	1604	Nonexempt	34
Principal Account Clerk	1606	Nonexempt	35
Accounts Payable Specialist	1608	Nonexempt	36
Senior Accounting Technician	1612	Nonexempt	36
Accountant	1614	Exempt	37
Utility Rate Analyst	1616	Exempt	38
Utility Capital Project Accountant	1617	Exempt	40
Utility Services Supervisor	1618	Exempt	38
Principal Accountant	1622	Exempt	38
Financial Manager	1625	Exempt	41
Financial/Grants Analyst	1626	Exempt	40
Accounts Payable Manager	1628	Exempt	41
Fiscal Manager	1630	Exempt	40
Fiscal Services Coordinator	1632	Exempt	41
Accounting Manager	1634	Exempt	42
Assistant Director of Accounting	1636	Exempt	43
Financial Reporting Analyst I	1637	Exempt	38
Financial Reporting Analyst II	1638	Exempt	39
Financial Reporting Analyst III	1639	Exempt	40
Financial Reporting Analyst IV	1640	Exempt	41
Accounting AP Analyst	1641	Exempt	38
Accounting AP Specialist	1642	Nonexempt	36
Financial Systems Manager	1643	Exempt	42
Financial Systems Coordinator	1644	Exempt	41/42
Financial Systems Senior Analyst	1645	Exempt	39/40
Financial Systems Analyst	1646	Exempt	38/39
Financial Systems Specialist	1647	Exempt	37
Financial Reporting Manager	1648	Exempt	42
Accounting AP Specialist II (CD)	1649	Nonexempt	36
Accounting AP Specialist III (CD)	1650	Nonexempt	36
Accounting AP Analyst II (CD)	1651	Exempt	38
Accounting AP Analyst III (CD)	1652	Exempt	38
Financial System Specialist II (CD)	1653	Exempt	37
Financial System Specialist III (CD)	1654	Exempt	37
Financial Systems Analyst II (CD)	1655	Exempt	38/39
Financial Systems Analyst III (CD)	1656	Exempt	38/39
Financial Systems Senior Analyst II (CD)	1657	Exempt	39/40
Financial Systems Senior Analyst III (CD)	1658	Exempt	39/40
Financial Systems Coordinator II (CD)	1659	Exempt	41/42
Financial Systems Coordinator III (CD)	1660	Exempt	41/42
Financial Reporting Analyst II, Specialist (CD)	1661	Exempt	39
Financial Reporting Analyst II, Senior (CD)	1662	Exempt	39
Financial Reporting Analyst III, Specialist (CD)	1663	Exempt	40

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Financial Reporting Analyst III, Senior (CD)	1664	Exempt	40
Financial Reporting Analyst IV, Specialist (CD)	1665	Exempt	41
Financial Reporting Analyst IV, Senior (CD)	1666	Exempt	41
Financial/Grants Analyst II (CD)	1667	Exempt	40
Financial/Grants Analyst III (CD)	1668	Exempt	40
Payroll Specialist II (CD)	1669	Exempt	37
Payroll Specialist III (CD)	1670	Exempt	37
Payroll Analyst II (CD)	1671	Exempt	38
Payroll Analyst III (CD)	1672	Exempt	38
Senior Payroll Analyst II (CD)	1673	Exempt	39
Senior Payroll Analyst III (CD)	1674	Exempt	39
Accountant II (CD)	1675	Exempt	37
Accountant III (CD)	1676	Exempt	37
Principal Account Clerk II (CD)	1677	Nonexempt	35
Principal Account Clerk III (CD)	1678	Nonexempt	35
Principal Accountant II (CD)	1679	Exempt	38
Principal Accountant III (CD)	1680	Exempt	38
Senior Accounting Technician II (CD)	1681	Nonexempt	36
Senior Accounting Technician III (CD)	1682	Nonexempt	36
Staff Auditor	1702	Exempt	39
Senior Auditor (CD)	1704	Exempt	40
Lead IT Auditor	1707	Exempt	41
Assistant Director of Internal Audit	1708	Exempt	43
Audit Manager	1709	Exempt	43
Interagency Services Administrator	1808	Exempt	42
Assistant Director of Budget & Management	1810	Exempt	43
Budget Manager	1816	Exempt	42
Budget Analyst	1820	Exempt	39
Budget Analyst II (CD)	1821	Exempt	40
Senior Budget Analyst	1822	Exempt	40+5
Senior Budget Analyst II (CD)	1823	Exempt	40+5
Principal Budget Analyst	1824	Exempt	41
Principal Budget Analyst II (CD)	1825	Exempt	41
Senior Appraisal Specialist	1905	Nonexempt	37+10
Appraisal Specialist	1906	Nonexempt	37
Assistant Director of Real Estate Assessments	1914	Exempt	43
Appraiser IV (CD)	1920	Exempt	39+10
Appraiser III (CD)	1922	Exempt	39
Appraiser II (CD)	1924	Exempt	38+10
Appraiser I (CD)	1926	Exempt	38
Assessment Automation Manager	1927	Exempt	42
Assessment Manager	1928	Exempt	42
Assessment Support Analyst	1929	Exempt	38
Assessment Support Analyst II (CD)	1930	Exempt	38
Assessment Support Analyst III (CD)	1931	Exempt	38
Assessment Support Analyst IV (CD)	1932	Exempt	38
Appraisal Specialist II (CD)	1933	Nonexempt	37
Appraisal Specialist III (CD)	1934	Nonexempt	37
Appraisal Specialist IV (CD)	1935	Nonexempt	37
Senior Appraisal Specialist II (CD)	1936	Nonexempt	37+10
Senior Appraisal Specialist III (CD)	1937	Nonexempt	37+10
Tax Assessment Specialist	2002	Nonexempt	37
Tax Assessment Supervisor	2004	Nonexempt	38
Business Tax Assessment Specialist	2005	Nonexempt	37
Tax Compliance Auditor	2006	Exempt	38
Business Tax Assessment Supervisor	2007	Nonexempt	38
Tax Compliance Supervisor	2008	Exempt	39
Deputy Commissioner of Revenue	2012	Exempt	41
Deputy Commissioner of Revenue TRIPP	2013	Exempt	42
Chief Deputy Commissioner of Revenue	2014	Exempt	43
Business Tax Assessment Specialist I (CD)	2015	Nonexempt	37
Business Tax Assessment Specialist II (CD)	2016	Nonexempt	37
Tax Compliance Auditor I (CD)	2017	Exempt	38
Tax Compliance Auditor II (CD)	2018	Exempt	38
Tax Assessment Specialist I (CD)	2019	Nonexempt	37

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Tax Assessment Specialist II (CD)	2020	Nonexempt	37
Business Tax Manager	2021	Exempt	40
Tax Refund Supervisor	2098	Nonexempt	37
Tax Accountant	2100	Nonexempt	37
Chief Deputy Treasurer	2106	Exempt	43
Revenue Collection Supervisor	2107	Nonexempt	37+10
Revenue Collection Agent	2108	Nonexempt	36+10
Human Resources Technician	2202	Nonexempt	35
Senior Human Resources Technician	2204	Nonexempt	36
Human Resources Specialist	2206	Exempt	37
Recruiter	2208	Exempt	37
Human Resources Analyst	2210	Exempt	38
Principal Human Resources Analyst	2211	Exempt	40
Senior Human Resources Analyst	2212	Exempt	39
Human Resources Manager	2214	Exempt	42
Human Resources Administrator	2215	Exempt	41
Assistant Director of Human Resources	2217	Exempt	43
Assistant Director of Learning & Performance Center	2219	Exempt	42
Training Specialist	2222	Exempt	37
Training Analyst	2224	Exempt	38
Senior Training Analyst	2226	Exempt	39
Strategy & Performance Coordinator	2227	Exempt	40+5
Principal Training Analyst	2228	Exempt	40
Performance Support Coordinator	2229	Exempt	40+5
Senior Training Analyst II (CD)	2230	Exempt	39
Senior Training Analyst III (CD)	2231	Exempt	39
Principal Performance Analyst	2232	Exempt	41
Organizational Change and Surveys Coordinator	2233	Exempt	40+5
Principal Human Resources Analyst II (CD)	2234	Exempt	40
Principal Human Resources Analyst III (CD)	2235	Exempt	40
Senior Human Resources Analyst II (CD)	2236	Exempt	39
Senior Human Resources Analyst III (CD)	2237	Exempt	39
Human Resources Analyst II (CD)	2238	Exempt	38
Human Resources Analyst III (CD)	2239	Exempt	38
Human Resources Specialist II (CD)	2240	Exempt	37
Human Resources Specialist III (CD)	2241	Exempt	37
Senior Human Resources Technician II (CD)	2242	Nonexempt	36
Senior Human Resources Technician III (CD)	2243	Nonexempt	36
Deputy Clerk to the Board	2304	Nonexempt	38
Government Affairs Analyst	2308	Exempt	39
Special Assistant for Board & Community Affairs	2314	Exempt	41
Audio/Visual Production Specialist	2402	Nonexempt	37
Marketing Specialist	2405	Nonexempt	37
Public Information Manager	2412	Exempt	40
Public Information Officer	2414	Exempt	38
Public Information Specialist	2416	Nonexempt	37
Videographer	2418	Exempt	38
Digital Media Coordinator	2419	Exempt	38
Creative Services Specialist	2421	Exempt	38
Creative Services Associate	2422	Nonexempt	37
Videographer & Television Producer	2423	Exempt	40
Principal Creative Services Analyst	2424	Exempt	40
Senior Claims Technician II (CD)	2498	Nonexempt	38
Senior Claims Technician (CD)	2499	Nonexempt	37
Claims Technician II (CD)	2500	Nonexempt	37
Claims Technician (CD)	2501	Nonexempt	37
Risk Management Technician	2503	Nonexempt	36
Risk Management Specialist	2504	Nonexempt	37+10
Claims Adjuster	2508	Exempt	39
Senior Claims Adjuster	2509	Exempt	40
Safety & Loss Prevention Officer	2510	Exempt	39
Environmental Technician	2511	Nonexempt	38
Security Coordinator	2512	Exempt	39+5
Security Electronic Equipment Technician	2517	Nonexempt	36
Security Manager	2518	Exempt	41

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Security Technician	2519	Nonexempt	35
Environmental Health & Safety Coordinator	2520	Exempt	40
Environmental Health & Safety Manager	2521	Exempt	41
Assistant Director of Risk Management-Environmental Health & Safety	2522	Exempt	43
Assistant Director of Risk Management-Financial Services	2523	Exempt	43
Environmental Health & Safety Coordinator II (CD)	2524	Exempt	40
Senior Environmental, Health & Safety Coordinator (CD)	2525	Exempt	40+10
Lead Environmental, Health & Safety Coordinator (CD)	2526	Exempt	40+10
Senior Kennelmaster (CD)	2601	Nonexempt	35
Kennelmaster	2602	Nonexempt	35+10
Master Kennelmaster (CD)	2603	Nonexempt	35
Animal Shelter Supervisor	2608	Nonexempt	37+10
Animal Services Manager	2613	Exempt	41
Animal Services Supervisor	2614	Nonexempt	39
Assistant Animal Services Supervisor	2615	Nonexempt	37+10
Animal Services Officer	2616	Nonexempt	36+10
Animal Services Officer First Class (CD)	2617	Nonexempt	36+10
Senior Animal Services Officer (CD)	2618	Nonexempt	36+10
Master Animal Services Officer (CD)	2619	Nonexempt	36+10
Career Animal Services Officer (CD)	2620	Nonexempt	36+10
Corporal Animal Services Officer (CD)	2621	Nonexempt	36+10
Police Detective First Class (CD)	2706	Nonexempt	P1
Police Sergeant	2712	Nonexempt	P3
Police Lieutenant	2714	Nonexempt	P4
Police Captain	2716	Exempt	P5
Police Major	2718	Exempt	P6
Deputy Police Chief	2720	Exempt	P7
Police Specialist	2721	Nonexempt	38
Police Officer	2722	Nonexempt	P1
Police Officer First Class (CD)	2724	Nonexempt	P1
Senior Police Officer (CD)	2726	Nonexempt	P1
Master Police Officer (CD)	2728	Nonexempt	P2
Career Police Officer (CD)	2730	Nonexempt	P2
Corporal Police Officer (CD)	2732	Nonexempt	P2
Police Recruit	2733	Nonexempt	P0
Police Detective	2734	Nonexempt	P1
Senior Police Detective (CD)	2736	Nonexempt	P1
Master Police Detective (CD)	2738	Nonexempt	P2
Career Police Detective (CD)	2740	Nonexempt	P2
Corporal Police Detective (CD)	2742	Nonexempt	P2
Forensic Investigator	2750	Nonexempt	37
Senior Forensic Investigator (CD)	2752	Nonexempt	37
Master Forensic Investigator (CD)	2754	Nonexempt	38
Career Forensic Investigator (CD)	2756	Nonexempt	38
Background Investigator	2757	Nonexempt	38
Regulatory Compliance Officer	2758	Nonexempt	P1
Warrant Service Officer	2759	Nonexempt	P1
Police Service Aide	2760	Nonexempt	36
School Crossing Guard	2800	Nonexempt	34
Public Safety Aide	2802	Nonexempt	35
Child Safety Officer	2805	Nonexempt	36
Assistant Child Safety Coordinator	2806	Nonexempt	37
Defensive Driving Instructor	2808	Exempt	38
Forensic Audio/Visual Analyst	2811	Nonexempt	37
Crime Prevention Coordinator	2812	Nonexempt	38
Electronic Surveillance Technician	2814	Nonexempt	37
Police Intelligence Analyst	2816	Nonexempt	38
Warrants Supervisor	2819	Nonexempt	38
Public Safety Records Supervisor	2820	Nonexempt	38
Police Latent Print Examiner	2824	Nonexempt	39
Police Planner	2826	Exempt	38
Senior Police Intelligence Analyst	2827	Exempt	39
Police Property Supervisor	2828	Nonexempt	38
Child Safety Coordinator	2830	Exempt	39
Domestic Violence Coordinator	2832	Exempt	39

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Opioid Outreach Coordinator	2833	Exempt	39
Police Analysis Information Coordinator	2834	Exempt	40
Police Records Administrator	2836	Exempt	40
Accreditation Manager	2840	Exempt	39
Police Property Administrator	2842	Exempt	41
Logistics Technician-Evidence	2843	Nonexempt	36+10
Police Intelligence Analyst II (CD)	2845	Nonexempt	38
Police Intelligence Analyst III (CD)	2846	Nonexempt	38
Police Senior Records Specialist I	2850	Nonexempt	36
Police Senior Records Specialist II (CD)	2851	Nonexempt	36
Police Senior Records Specialist III (CD)	2852	Nonexempt	36
Mask Repair Technician	2900	Nonexempt	36
Fire Lieutenant	2904	Nonexempt	FO1
Fire Captain	2906	Nonexempt	FO2
Battalion Chief	2908	Exempt	FO3
Assistant Fire Chief	2913	Exempt	FO4
Deputy Fire Chief	2914	Exempt	FO5
Firefighter Recruit	2915	Nonexempt	F1
Firefighter I (CD)	2916	Nonexempt	F1
Firefighter II (CD)	2917	Nonexempt	F2
Firefighter III (CD)	2918	Nonexempt	F2
Firefighter IV (CD)	2919	Nonexempt	F3
Firefighter V (CD)	2920	Nonexempt	F3
Emergency Medical Services Instructor	3000	Nonexempt	99
ALS Training Coordinator	3001	Exempt	40
Fire & Life Safety Educator	3003	Nonexempt	38
Fire Planning Research Analyst	3004	Exempt	40
EMS Quality Management Coordinator	3005	Exempt	40
EMS Training Coordinator	3006	Exempt	40
Deputy Emergency Management Coordinator	3008	Exempt	40
Emergency Management Coordinator	3010	Exempt	42
Fire Information Systems & Planning Manager	3012	Exempt	42
ECC Training Facilitator	3100	Exempt	39
ECC Officer	3104	Nonexempt	37
ECC Assistant Shift Supervisor	3106	Nonexempt	39
ECC Shift Supervisor	3108	Nonexempt	40
ECC Manager	3110	Exempt	42
Assistant Director of Emergency Communications	3111	Exempt	43
ECC Officer II (CD)	3112	Nonexempt	37
ECC Officer III (CD)	3113	Nonexempt	37
ECC Officer IV (CD)	3114	Nonexempt	37
Inmate Casemanager	3200	Nonexempt	38+5
Inmate Records LIDS Technician	3201	Nonexempt	36+10
Sheriff Booking Technician	3202	Nonexempt	36
Sheriff Deputy	3204	Nonexempt	S1
Master Sheriff Deputy (CD)	3206	Nonexempt	S2
Career Sheriff Deputy (CD)	3207	Nonexempt	S2
Sheriff Security Systems Coordinator	3208	Nonexempt	39
Sheriff Deputy First Class (CD)	3210	Nonexempt	S1
Sheriff Classification Officer	3212	Nonexempt	37
Classification Supervisor	3213	Nonexempt	39
Sheriff Sergeant	3214	Nonexempt	S3
Sheriff Lieutenant	3216	Exempt	S4
Sheriff Captain	3218	Exempt	S5
Sheriff Major	3220	Exempt	S6
Sheriff Chief Deputy	3222	Exempt	S7
Sheriff Staff Sergeant (CD)	3225	Nonexempt	S3
Sheriff Sergeant First Class (CD)	3226	Nonexempt	S3
Sheriff Master Sergeant (CD)	3227	Nonexempt	S3
Inmate Records LIDS Technician II (CD)	3228	Nonexempt	36+10
Inmate Records LIDS Technician III (CD)	3229	Nonexempt	36+10
Inmate Casemanager II (CD)	3230	Nonexempt	38+5
Inmate Casemanager III (CD)	3231	Nonexempt	38+5
Sheriff Security Systems Coordinator II (CD)	3232	Nonexempt	39
Sheriff Security Systems Coordinator III (CD)	3233	Nonexempt	39

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Warrants Specialist II (CD)	3234	Nonexempt	36
Warrants Specialist III (CD)	3235	Nonexempt	36
Warrants Specialist IV (CD)	3236	Nonexempt	36
Sheriff Classification Officer II (CD)	3237	Nonexempt	37
Sheriff Classification Officer III (CD)	3238	Nonexempt	37
Sheriff Classification Officer IV (CD)	3239	Nonexempt	37
Sheriff First Lieutenant (CD)	3240	Exempt	54
Cook	3302	Nonexempt	35+5
Food Service Manager	3304	Exempt	38
Custodian	3402	Nonexempt	33
Assistant Custodial Supervisor	3403	Nonexempt	35
Custodian Lead	3404	Nonexempt	34
Custodial Supervisor	3406	Nonexempt	37
Custodian II (CD)	3407	Nonexempt	33
Custodian III (CD)	3408	Nonexempt	33
Custodian Lead II (CD)	3409	Nonexempt	34
Custodian Lead III (CD)	3410	Nonexempt	34
Carpenter II (CD)	3500	Nonexempt	36
Carpenter III (CD)	3501	Nonexempt	36
Sign Installer	3502	Nonexempt	33
Equipment Operator	3504	Nonexempt	35
Fabrication & Production Specialist	3505	Nonexempt	35
Trades Assistant	3506	Nonexempt	35
Heavy Equipment Operator	3508	Nonexempt	36
Locksmith	3509	Nonexempt	36
Painter	3510	Nonexempt	36
Carpenter	3512	Nonexempt	36
Senior Printer	3513	Nonexempt	36
Printer	3514	Nonexempt	35
Electrician	3516	Nonexempt	37
HVAC Mechanic	3518	Nonexempt	37+5
Trades Supervisor	3521	Nonexempt	39
Plumber	3523	Nonexempt	37
Electrician II (CD)	3524	Nonexempt	37
Electrician III (CD)	3525	Nonexempt	37
Electrician IV (CD)	3526	Nonexempt	37
Electrician V (CD)	3527	Nonexempt	37
Equipment Operator II (CD)	3528	Nonexempt	35
Equipment Operator III (CD)	3529	Nonexempt	35
Heavy Equipment Operator II (CD)	3530	Nonexempt	36
Heavy Equipment Operator III (CD)	3531	Nonexempt	36
Heavy Equipment Operator IV (CD)	3532	Nonexempt	36
Painter II (CD)	3533	Nonexempt	36
Painter III (CD)	3534	Nonexempt	36
Locksmith II (CD)	3535	Nonexempt	36
Locksmith III (CD)	3536	Nonexempt	36
Locksmith IV (CD)	3537	Nonexempt	36
HVAC Mechanic II (CD)	3538	Nonexempt	37+5
HVAC Mechanic III (CD)	3539	Nonexempt	37+5
HVAC Mechanic IV (CD)	3540	Nonexempt	37+5
Plumber II (CD)	3541	Nonexempt	37
Plumber III (CD)	3542	Nonexempt	37
Plumber IV (CD)	3543	Nonexempt	37
Automotive Attendant	3602	Nonexempt	34
Automotive Technician Apprentice	3604	Nonexempt	34
Automotive Program Specialist	3609	Nonexempt	37
Equipment Mechanic	3610	Nonexempt	36
Automotive Technician	3612	Nonexempt	37
Automotive Maintenance Supervisor	3614	Nonexempt	38
Automotive Maintenance Superintendent	3616	Exempt	41
Assistant Fleet Division Manager	3619	Exempt	41+5
Emergency Vehicle Technician	3621	Nonexempt	37+10
Medium Heavy Truck Technician	3622	Nonexempt	37+5
School Bus Technician	3624	Nonexempt	37+5
Senior School Bus Technician	3625	Nonexempt	37+10

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Automotive Technician II (CD)	3626	Nonexempt	37
Automotive Technician III (CD)	3627	Nonexempt	37
Automotive Technician IV (CD)	3628	Nonexempt	37
Emergency Vehicle Technician II (CD)	3629	Nonexempt	37+10
Emergency Vehicle Technician III (CD)	3630	Nonexempt	37+10
Emergency Vehicle Technician IV (CD)	3631	Nonexempt	37+10
Medium Heavy Truck Technician II (CD)	3632	Nonexempt	37+5
Medium Heavy Truck Technician III (CD)	3633	Nonexempt	37+5
Medium Heavy Truck Technician IV (CD)	3634	Nonexempt	37+5
School Bus Technician II (CD)	3635	Nonexempt	37+5
School Bus Technician III (CD)	3636	Nonexempt	37+5
School Bus Technician IV (CD)	3637	Nonexempt	37+5
Communication/Electronics Installation Supervisor	3701	Nonexempt	38
Communication/Electronics Installation Technician	3702	Nonexempt	36
Communication/Electronics Specialist	3704	Nonexempt	38
Communication/Electronics Technician	3705	Nonexempt	37
Electronics Control Specialist	3707	Nonexempt	37
Communication/Electronics Systems Analyst	3708	Nonexempt	39
Communication/Electronics Systems Supervisor	3709	Nonexempt	40
Maintenance Worker	3802	Nonexempt	34
Senior Maintenance Worker	3804	Nonexempt	34+10
Principal Maintenance Worker	3806	Nonexempt	35
Facility Maintenance Technician	3807	Nonexempt	36
Labor Crew Chief	3810	Nonexempt	35+5
Senior Labor Crew Chief	3812	Nonexempt	36+5
Principal Labor Crew Chief	3814	Nonexempt	37+5
Facility Maintenance Supervisor	3816	Nonexempt	39
Grounds Supervisor	3817	Nonexempt	38
Assistant Building & Grounds Superintendent	3818	Exempt	39
Airport Operations Manager	3824	Nonexempt	39
Facility Maintenance Technician II (CD)	3825	Nonexempt	36
Facility Maintenance Technician III (CD)	3826	Nonexempt	36
Facility Maintenance Technician IV (CD)	3827	Nonexempt	36
Facility Maintenance Technician V (CD)	3828	Nonexempt	36
Maintenance Worker II (CD)	3829	Nonexempt	34
Maintenance Worker III (CD)	3830	Nonexempt	34
Principal Maintenance Worker II (CD)	3831	Nonexempt	35
Principal Maintenance Worker III (CD)	3832	Nonexempt	35
Horticulture & Custodial Services Manager	3900	Nonexempt	39
Horticulturist	3902	Nonexempt	37
Arborist	3904	Nonexempt	39
Custodial Services Manager	3905	Nonexempt	39
HVAC Technician Lead	4001	Nonexempt	36+5
HVAC Technician	4002	Nonexempt	36
HVAC Technician II (CD)	4008	Nonexempt	36
HVAC Technician III (CD)	4009	Nonexempt	36
HVAC Technician IV (CD)	4010	Nonexempt	36
Energy Management Administrator	4105	Exempt	40
Assistant Director of General Services	4106	Exempt	43
General Services Division Manager	4108	Exempt	42
Building Inspector I	4202	Nonexempt	37
Building Inspector II (CD)	4206	Nonexempt	38
Building Inspector III (CD)	4208	Nonexempt	39
Building Inspection Supervisor	4210	Exempt	40
Chief of Building Inspections	4212	Exempt	41
Assistant Director of Building Inspections	4214	Exempt	43
Permit Technician I	4218	Nonexempt	35
Permit Technician II (CD)	4219	Nonexempt	36
Permit Technician III (CD)	4220	Nonexempt	37
Senior Environmental Construction Inspector	4302	Nonexempt	38
Environmental Inspection Supervisor	4304	Nonexempt	39
Chief of Environmental Inspections	4306	Exempt	40
Assistant Director of Environmental Engineering	4310	Exempt	43
Senior Environmental Construction Inspector II (CD)	4311	Nonexempt	38
Senior Environmental Construction Inspector III (CD)	4312	Nonexempt	38

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Senior Environmental Construction Inspector IV (CD)	4313	Nonexempt	38
Senior Deputy License Inspector	4404	Nonexempt	38
Construction Assistant	4500	Nonexempt	37
Capital Projects Field Coordinator	4502	Nonexempt	39
Capital Projects Manager	4504	Exempt	41
Capital Projects Division Manager	4506	Exempt	43
Capital Projects Field Coordinator II (CD)	4507	Nonexempt	39
Capital Projects Field Coordinator III (CD)	4508	Nonexempt	39
Unlicensed Plant Operator	4601	Nonexempt	35+5
Plant Operator	4602	Nonexempt	36+5
Senior Plant Operator (CD)	4604	Nonexempt	37+5
Principal Plant Operator (CD)	4606	Nonexempt	38+5
Assistant Chief Plant Operator	4608	Nonexempt	39
Chief Plant Operator	4610	Nonexempt	40
Assistant Plant Manager	4612	Exempt	41
Plant Manager	4614	Exempt	42
Meter Reader	4702	Nonexempt	35
Senior Meter Reader	4704	Nonexempt	36
Utility Field Services Supervisor	4706	Nonexempt	38
Utility Field Services Manager	4708	Exempt	39
Meter Reader II (CD)	4709	Nonexempt	35
Meter Reader III (CD)	4710	Nonexempt	35
Meter Reader IV (CD)	4711	Nonexempt	35
Senior Meter Reader II (CD)	4712	Nonexempt	36
Senior Meter Reader III (CD)	4713	Nonexempt	36
Senior Meter Reader IV (CD)	4714	Nonexempt	36
Utility TV Technician	4802	Nonexempt	35+5
Utility Locator	4804	Nonexempt	36
Senior Utility Inspector	4806	Nonexempt	38
Principal Utility Inspector	4808	Nonexempt	38+10
Construction Inspections Supervisor	4810	Exempt	39
Senior Utility Inspector II (CD)	4811	Nonexempt	38
Senior Utility Inspector III (CD)	4812	Nonexempt	38
Senior Utility Inspector IV (CD)	4813	Nonexempt	38
Principal Utility Inspector II (CD)	4814	Nonexempt	38+10
Principal Utility Inspector III (CD)	4815	Nonexempt	38+10
Principal Utility Inspector IV (CD)	4816	Nonexempt	38+10
Utility Locator II (CD)	4820	Nonexempt	36
Utility Locator III (CD)	4821	Nonexempt	36
Utility Locator IV (CD)	4822	Nonexempt	36
Utility TV Technician II (CD)	4825	Nonexempt	35+5
Utility TV Technician III (CD)	4826	Nonexempt	35+5
Utility TV Technician IV (CD)	4827	Nonexempt	35+5
Warrants Specialist	4901	Nonexempt	36
Utility Records Supervisor	4904	Nonexempt	38
Utility Plant Mechanic	5006	Nonexempt	36
Utility Supervisor	5008	Nonexempt	38
Senior Utility Supervisor	5010	Nonexempt	39
Utility Worker I	5011	Nonexempt	35+5
Utility Worker II (CD)	5012	Nonexempt	35+5
Utility Worker III (CD)	5013	Nonexempt	35+5
Utility Worker IV (CD)	5014	Nonexempt	35+5
Utility Plant Mechanic II (CD)	5017	Nonexempt	36
Utility Plant Mechanic III (CD)	5018	Nonexempt	36
Utility Plant Mechanic IV (CD)	5019	Nonexempt	36
Drainage Superintendent	5102	Nonexempt	40
Assistant Water Operations Manager	5104	Nonexempt	40
Water Operations Manager	5106	Exempt	41
Wastewater Collection Superintendent	5108	Exempt	40
Assistant Director of Utilities	5202	Exempt	43
Residential Aide	5303	Nonexempt	34+5
Day Support Counselor	5304	Nonexempt	35+5
Residential Aide Lead	5305	Nonexempt	35+5
Residential Counselor	5306	Nonexempt	37+5
Senior Residential Counselor	5307	Nonexempt	38

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Residential Supervisor	5308	Exempt	38+10
Senior Residential Supervisor	5310	Exempt	39+10
Consumer Services Representative	5312	Nonexempt	37+5
Medication Assistant	5313	Nonexempt	35
Leisure Coach	5314	Nonexempt	35+5
MHSS Vocational Services Worker I	5400	Nonexempt	99
MHSS Vocational Services Worker II	5401	Nonexempt	34
MHSS Employment Assistant	5402	Nonexempt	36
MHSS Employment Specialist	5404	Nonexempt	37+5
MHSS Employment Supervisor	5406	Exempt	38+10
MHSS Vocational Services Worker III	5407	Nonexempt	35
Van Driver	5500	Nonexempt	35
Transportation Assistant	5502	Nonexempt	36
Transportation Program Coordinator	5504	Nonexempt	37
Transportation Supervisor	5506	Exempt	37
Alternative Transportation Manager	5507	Exempt	39
Transit Manager	5508	Exempt	40
MHSS Family Support Worker	5600	Nonexempt	35
MH Counselor	5602	Nonexempt	37+5
Casemanager	5604	Nonexempt	38+5
Clinician	5606	Exempt	38+5
Peer Clinician	5607	Nonexempt	38+5
Senior Clinician	5608	Exempt	40
Crisis Clinician	5609	Exempt	40+10
Developmental Specialist	5610	Exempt	40
Psychologist	5612	Exempt	40
Psychiatrist	5614	Exempt	99
Casemanager II (CD)	5616	Nonexempt	38+5
Casemanager III (CD)	5617	Nonexempt	38+5
Developmental Specialist II (CD)	5618	Exempt	40
Developmental Specialist III (CD)	5619	Exempt	40
MHSS Services Supervisor	5702	Exempt	41
MHSS Special Projects Manager	5703	Exempt	42
MHSS Services Manager	5704	Exempt	42
Assistant Director of MHSS	5708	Exempt	43
MHSS Controller	5711	Exempt	42
Practice Manager/Nurse Practitioner	5801	Exempt	44
Registered Nurse Correctional Health Coordinator	5804	Exempt	41
Licensed Practical Nurse	5805	Nonexempt	38
Psychiatric Nurse	5806	Exempt	40
Registered Nurse	5808	Exempt	40
Nurse Manager	5813	Exempt	43
Nurse Supervisor	5814	Exempt	42
Nurse Practitioner	5815	Exempt	43
Physician	5816	Exempt	99
Medical Assistant	5818	Nonexempt	37
Dentist	5822	Exempt	99
Dietitian	5824	Exempt	40
Deputy Clerk to Planning Commission	5901	Nonexempt	38
Planning Technician	5902	Nonexempt	37
Planner	5906	Exempt	38+5
Code Compliance Specialist	5908	Nonexempt	38
Senior Planner	5912	Exempt	39+5
Principal Planner	5916	Exempt	40+5
Code Compliance Supervisor	5918	Exempt	40
Planning Administrator	5922	Exempt	41
Assistant Director of Planning	5926	Exempt	43
Planning Manager	5928	Exempt	42
Revitalization Manager	5930	Exempt	41
Community Enhancement Inspector	5931	Nonexempt	38
CDBG/HOME Grants Coordinator	5932	Exempt	40
Real Estate Development and Housing Coordinator	5935	Exempt	40
Planning Technician II (CD)	5936	Nonexempt	37
Planning Technician III (CD)	5937	Nonexempt	37
Planning Technician IV (CD)	5938	Nonexempt	37

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Code Compliance Specialist II (CD)	5939	Nonexempt	38
Code Compliance Specialist III (CD)	5940	Nonexempt	38
Code Compliance Specialist IV (CD)	5941	Nonexempt	38
Planner II (CD)	5942	Exempt	38+5
Planner III (CD)	5943	Exempt	38+5
Planner IV (CD)	5944	Exempt	38+5
Senior Planner II (CD)	5945	Exempt	39+5
Senior Planner III (CD)	5946	Exempt	39+5
Senior Planner IV (CD)	5947	Exempt	39+5
Principal Planner II (CD)	5948	Exempt	40+5
Principal Planner III (CD)	5949	Exempt	40+5
Principal Planner IV (CD)	5950	Exempt	40+5
Real Property Technician	6002	Nonexempt	37
Real Property Agent	6004	Nonexempt	39
Assistant Real Property Manager	6006	Exempt	41
Real Property Manager	6008	Exempt	43
Real Property Agent II	6009	Nonexempt	39
Real Property Agent III	6010	Nonexempt	39
Real Property Agent IV	6011	Nonexempt	39
Graphics Specialist	6102	Nonexempt	37
GIS Technician	6104	Nonexempt	37
GIS Specialist	6106	Nonexempt	38
GIS Specialist II (CD)	6107	Nonexempt	38
GIS Analyst	6108	Exempt	39
GIS Specialist III (CD)	6109	Nonexempt	38
Senior GIS Analyst	6110	Exempt	40
Principal GIS Analyst	6111	Exempt	40+10
Engineering Data Supervisor	6112	Exempt	40
Utility Engineering Data Manager	6114	Exempt	42
GIS Supervisor	6118	Exempt	41
GIS Analyst II (CD)	6119	Exempt	39
GIS Analyst III (CD)	6120	Exempt	39
Senior GIS Analyst II (CD)	6121	Exempt	40
Senior GIS Analyst III (CD)	6122	Exempt	40
Graphics Specialist II (CD)	6123	Nonexempt	37
Graphics Specialist III (CD)	6124	Nonexempt	37
Graphics Specialist IV (CD)	6125	Nonexempt	37
Engineering Assistant	6202	Nonexempt	38
Senior Engineering Assistant	6203	Nonexempt	39
Senior Engineer	6204	Exempt	40
Principal Engineer	6206	Exempt	41
Engineering Supervisor	6208	Exempt	42
Assistant Director of Transportation	6210	Exempt	43
Senior Transportation Planner	6211	Exempt	39+5
Senior Engineer II (CD)	6212	Exempt	40
Senior Engineer III (CD)	6213	Exempt	40
Senior Engineer IV (CD)	6214	Exempt	40
Environmental Educator	6302	Nonexempt	38
Laboratory Technician	6304	Nonexempt	37
Chemist	6306	Exempt	38+5
Bacteriologist	6308	Exempt	38+5
Biologist	6310	Exempt	38+5
Quality Assurance Coordinator	6312	Exempt	38+5
Laboratory Supervisor	6314	Exempt	40
Laboratory Technician II	6315	Nonexempt	37
Laboratory Technician III	6316	Nonexempt	37
Laboratory Technician IV	6317	Nonexempt	37
Utility Laboratory Analyst II (CD)	6318	Exempt	38
Utility Laboratory Analyst III (CD)	6319	Exempt	38
Utility Laboratory Analyst IV (CD)	6320	Exempt	38
Water Quality Technician	6406	Nonexempt	36
Water Quality Specialist	6407	Nonexempt	37
Water Quality Analyst	6408	Exempt	38+5
Water Quality Compliance Specialist	6410	Exempt	39+5
Water Quality Compliance Technician	6411	Nonexempt	37

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Senior Water Quality Analyst	6412	Exempt	39+5
Water Quality Manager	6414	Exempt	40
Stormwater Manager	6415	Exempt	40
Water Quality Compliance Technician II (CD)	6416	Nonexempt	37
Water Quality Compliance Technician III (CD)	6417	Nonexempt	37
Water Quality Compliance Technician IV (CD)	6418	Nonexempt	37
Water Quality Analyst II (CD)	6419	Exempt	38+5
Water Quality Analyst III (CD)	6420	Exempt	38+5
Water Quality Analyst IV (CD)	6421	Exempt	38+5
Business Revitalization Coordinator	6500	Exempt	39
Economic Development Associate Project Manager	6504	Exempt	38
Economic Development Research Coordinator	6506	Exempt	38
Assistant Director of Economic Development	6508	Exempt	99
Economic Development Project Manager	6510	Exempt	40
Economic Development Senior Project Manager	6511	Exempt	41
Development Manager	6512	Exempt	42
Economic Development Division Manager	6513	Exempt	43
Board Member	6602	Nonexempt	99
COE Student	6702	Nonexempt	99
Intern Undergraduate	6704	Nonexempt	99
Intern Graduate	6706	Nonexempt	99
Child Care Aide	6802	Nonexempt	33
Bilingual Interpreter	6804	Nonexempt	36
Senior Advocate	6806	Exempt	40
Recreation Activity Specialist I	6902	Nonexempt	31
Recreation Activity Specialist II	6904	Nonexempt	32
Recreation Activity Specialist III	6906	Nonexempt	33
Recreation Activity Specialist IV	6908	Nonexempt	34
Recreation Scheduling Specialist	6909	Nonexempt	36
Recreation Specialist	6910	Nonexempt	37
Senior Recreation Specialist	6912	Exempt	38
Park District Manager	6914	Exempt	40
Principal Recreation Specialist	6916	Exempt	39
Recreation Manager	6918	Exempt	41
Chief of Parks	6920	Exempt	41
Chief of Parks - Planning & Construction Services	6921	Exempt	42
Historical Interpreter I	6924	Nonexempt	35
Historical Interpreter II	6925	Nonexempt	36
Historical Interpreter Supervisor	6926	Nonexempt	38
Education Supervisor	6928	Nonexempt	38
Farmer's Market Manager	6929	Nonexempt	38
County Agent	6931	Exempt	43
Assistant Director of Parks & Recreation/Parks	6932	Exempt	43
Assistant Director of Parks & Recreation/Recreation	6933	Exempt	43
Parks Construction Services Manager	6934	Exempt	40
Sports Tourism Coordinator	6935	Exempt	40
Family Services Aide	7012	Nonexempt	36
Family Services Supervisor I	7017	Exempt	40+10
Family Services Supervisor II	7018	Exempt	41
Family Services Programs Manager	7019	Exempt	41+10
Family Services Trainer	7020	Nonexempt	39
Fraud Investigator-Social Services	7106	Nonexempt	38
Benefit Programs Assistant	7107	Nonexempt	35
Benefit Programs Manager	7109	Exempt	41
Benefit Programs Supervisor	7110	Exempt	40
Benefit Programs Specialist	7111	Nonexempt	37
Benefit Programs Specialist II (CD)	7112	Nonexempt	37
Benefit Programs Specialist III (CD)	7113	Nonexempt	37
Benefit Programs Specialist IV (CD)	7114	Nonexempt	37
Senior Benefit Programs Specialist	7115	Nonexempt	38
Benefit Programs Trainer	7116	Exempt	39
Housing Programs Specialist	7117	Nonexempt	37
Family Services Specialist	7118	Nonexempt	38
Senior Family Services Specialist	7119	Nonexempt	38+10
Senior Family Services Specialist II (CD)	7120	Nonexempt	38+10

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Senior Family Services Specialist III (CD)	7121	Nonexempt	38+10
Senior Family Services Specialist IV (CD)	7122	Nonexempt	38+10
Lead Family Services Specialist I	7123	Nonexempt	39
Lead Family Services Specialist II	7124	Nonexempt	39+10
Human Services Assistant	7125	Nonexempt	35
Senior Human Services Assistant	7126	Nonexempt	36
Community Partnership Coordinator	7201	Nonexempt	38
Volunteer Coordinator	7202	Nonexempt	38
Community Engagement Coordinator	7205	Exempt	39
Community Resource Analyst	7206	Exempt	39
Assistant Director of Citizen Information and Resources	7207	Exempt	42
Assistant Director of Social Services	7308	Exempt	43
Library Page	7400	Nonexempt	32
Library Assistant	7402	Nonexempt	34
Library Specialist	7405	Nonexempt	37
Senior Library Specialist	7409	Nonexempt	38
Librarian	7412	Exempt	39
Librarian II (CD)	7413	Exempt	39
Library Program Coordinator	7414	Exempt	39
Librarian IV (CD)	7415	Exempt	39
Library Assistant Branch Manager	7416	Exempt	39+5
Library Assistant III (CD)	7417	Nonexempt	34
Library Branch Manager	7418	Exempt	40+5
Library Manager	7419	Exempt	40+5
Assistant Director of Library Services	7422	Exempt	43
Library Assistant Manager	7423	Exempt	39+5
Library Regional Manager	7424	Exempt	41
Librarian III (CD)	7425	Exempt	39
Library Assistant II (CD)	7426	Nonexempt	34
Library Assistant IV (CD)	7427	Nonexempt	34
Child Advocacy Center Administrator	7501	Exempt	40
Child Advocacy Forensic Interviewer	7502	Exempt	39
Juvenile Detention Aide	7602	Nonexempt	34
Juvenile Detention Activity Specialist	7606	Nonexempt	36
Juvenile Detention Home Incarceration Officer	7608	Nonexempt	37
Juvenile Detention Home Incarceration Supervisor	7609	Nonexempt	38+5
Juvenile Detention Shift Supervisor	7611	Exempt	39
Juvenile Detention Program Administrator	7612	Exempt	40
School Services Manager	7613	Exempt	40
Assistant Director of Juvenile Detention Home	7618	Exempt	42
Juvenile Detention Training, Transportation & QA Coordinator	7621	Exempt	39
Juvenile Detention Weekend Program Supervisor	7622	Exempt	38+5
Youth Counselor	7623	Nonexempt	37
Senior Youth Counselor (CD)	7624	Nonexempt	37
Principal Youth Counselor (CD)	7625	Nonexempt	37+5
Treatment Program Youth Counselor (CD)	7626	Nonexempt	37+5
Juvenile Detention Senior Home Incarceration Officer (CD)	7627	Nonexempt	37
Adolescent Reporting Program Administrator	7707	Exempt	40
ARP Community Service Program Coordinator	7709	Exempt	38+5
Community Corrections Technician	7800	Nonexempt	35
Community Corrections Treatment Program Coordinator	7807	Exempt	40
Assistant Director of Community Corrections Services	7810	Exempt	42
Probation Officer	7811	Nonexempt	38
Probation Supervisor	7812	Exempt	39
Deputy Clerk	7903	Nonexempt	35+10
Senior Deputy Clerk	7905	Nonexempt	36+10
Principal Deputy Clerk	7907	Nonexempt	37+10
Deputy Clerk Supervisor	7908	Exempt	40
Judicial Operations Administrator	7910	Exempt	41
Drug Court Administrator	7912	Exempt	41
Chief Deputy Circuit Court Clerk	7914	Exempt	43
Law Clerk	7916	Exempt	99
Principal Court Clerk	7917	Nonexempt	37
Victim Witness Casemanager	8003	Exempt	38
Paralegal	8004	Nonexempt	38

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Senior Paralegal	8005	Nonexempt	39
Assistant Commonwealth's Attorney	8006	Exempt	99
Deputy Commonwealth's Attorney	8008	Exempt	99
Chief Deputy Commonwealth Attorney	8010	Exempt	99
Senior Assistant County Attorney	8014	Exempt	99
Deputy County Attorney	8016	Exempt	99
Assistant County Attorney I	8017	Exempt	99
Assistant County Attorney II	8018	Exempt	99
Senior Deputy County Attorney	8019	Exempt	99
Automation Technician	8102	Nonexempt	35
Senior Automation Technician	8104	Nonexempt	36
Automation Specialist	8108	Exempt	37
Automation Analyst	8110	Exempt	38/39
Senior Automation Analyst	8112	Exempt	39/40
Principal Automation Analyst	8113	Exempt	41
Automation Coordinator	8114	Exempt	41/42
Automation Analyst II (CD)	8129	Exempt	38/39
Automation Analyst III (CD)	8130	Exempt	38/39
Automation Specialist II (CD)	8131	Exempt	37
Automation Specialist III (CD)	8132	Exempt	37
Automation Technician II (CD)	8133	Nonexempt	35
Automation Technician III (CD)	8134	Nonexempt	35
Senior Automation Analyst II (CD)	8135	Exempt	39/40
Senior Automation Analyst III (CD)	8136	Exempt	39/40
Senior Automation Technician II (CD)	8137	Nonexempt	36
Senior Automation Technician III (CD)	8138	Nonexempt	36
Technician	9010	Nonexempt	39
Specialist	9011	Exempt	40
Analyst	9012	Exempt	41
Developer/Administrator	9013	Exempt	42
Engineer (CD)	9014	Exempt	43
Architect	9015	Exempt	44
Senior Technician (CD)	9016	Nonexempt	39
Senior Specialist (CD)	9017	Exempt	40
Senior Analyst (CD)	9018	Exempt	41
Lead Analyst (CD)	9019	Exempt	41
Senior Developer/Administrator (CD)	9020	Exempt	42
Lead Developer/Administrator (CD)	9021	Exempt	42
IST Senior Engineer (CD)	9022	Exempt	43
Senior Architect (CD)	9023	Exempt	43
Victim Witness Program Director	9102	Exempt	38
Clerk to the Board	9104	Exempt	41
Intergovernment Relations Administrator	9112	Exempt	42
Director of Accounting	9202	Exempt	99
Director of Budget & Management	9204	Exempt	99
Director of Building Inspections	9206	Exempt	99
Director of Community Corrections	9208	Exempt	99
Director of Citizen Information and Resources	9211	Exempt	99
Director of Economic Development	9212	Exempt	99
Director of Emergency Communications	9214	Exempt	44
Director of Community Enhancement	9215	Exempt	99
Director of Environmental Engineering	9216	Exempt	99
Director of Finance	9217	Exempt	99
Director of General Services	9218	Exempt	99
Director of Internal Audit	9222	Exempt	99
Director of Human Resources	9223	Exempt	99
Chief Information Officer	9224	Exempt	99
Director of Library Services	9228	Exempt	99
License Inspector/Chief of Operations	9229	Exempt	99
Director of Learning & Performance Center	9231	Exempt	99
Director of Parks & Recreation	9232	Exempt	99
Director of Planning	9234	Exempt	99
Director of Communications & Media	9236	Exempt	99
Procurement Director	9239	Exempt	99
Director of Real Estate Assessments	9240	Exempt	99

CD = Career Development

CLASSIFICATION TITLES IN CLASS CODE ORDER

<u>Classification Title</u>	<u>Class Code</u>	<u>FLSA</u>	<u>Grade</u>
Director of Risk Management	9244	Exempt	99
Director of Social Services	9246	Exempt	99
Director of Transportation	9248	Exempt	99
Director of Utilities	9250	Exempt	99
Executive Director of CSB	9252	Exempt	99
Fire Chief	9254	Exempt	99
Police Chief	9256	Exempt	99
Deputy County Administrator	9260	Exempt	99
County Attorney	9262	Exempt	99
County Administrator	9264	Exempt	99
Director of Juvenile Justice	9265	Exempt	99
Clerk of Circuit Court	9302	Exempt	99
Commissioner of the Revenue	9304	Exempt	99
Commonwealth's Attorney	9306	Exempt	99
Sheriff	9308	Exempt	99
Treasurer	9310	Exempt	99
Registrar	9312	Exempt	99

IV. SALARY STRUCTURES

FY2021 PAY STRUCTURE (ANNUAL)

Grade	Minimum	Maximum
31	\$17,008	\$29,045
32	\$19,430	\$33,179
33	\$22,202	\$37,914
34	\$25,365	\$43,315
35	\$28,981	\$49,488
36	\$33,110	\$56,541
37	\$37,831	\$64,602
38	\$43,218	\$73,802
39	\$49,381	\$84,322
40	\$56,417	\$96,338
41	\$64,456	\$110,066
42	\$73,642	\$125,750
43	\$84,135	\$143,669
44	\$96,123	\$164,139
45	\$109,822	\$187,529
99	Not classified	

FY2021 PAY STRUCTURE (HOURLY)

Grade	Minimum	Maximum
31	\$8.18	\$13.96
32	\$9.34	\$15.95
33	\$10.67	\$18.23
34	\$12.19	\$20.82
35	\$13.93	\$23.79
36	\$15.92	\$27.18
37	\$18.19	\$31.06
38	\$20.78	\$35.48
39	\$23.74	\$40.54
40	\$27.12	\$46.32
41	\$30.99	\$52.92
42	\$35.40	\$60.46
43	\$40.45	\$69.07
44	\$46.21	\$78.91
45	\$52.80	\$90.16
99	Not classified	

FY2021 NEW HIRE APPROVAL PROCESS (ANNUAL)

Grade	(First Quartile)	(Second Quartile)	(Third Quartile)	(Fourth Quartile)
	Department Discretion	HRM Approval Req'd		Co Admin Approval Req'd
31	\$17,008 - \$20,017	\$20,018 - \$23,027	\$23,028 - \$26,036	\$26,037 - \$29,045
32	\$19,430 - \$22,867	\$22,868 - \$26,305	\$26,306 - \$29,742	\$29,743 - \$33,179
33	\$22,202 - \$26,130	\$26,131 - \$30,058	\$30,059 - \$33,987	\$33,988 - \$37,914
34	\$25,365 - \$29,853	\$29,854 - \$34,340	\$34,341 - \$38,828	\$38,829 - \$43,315
35	\$28,981 - \$34,108	\$34,109 - \$39,235	\$39,236 - \$44,362	\$44,363 - \$49,488
36	\$33,110 - \$38,968	\$38,969 - \$44,826	\$44,827 - \$50,684	\$50,685 - \$56,541
37	\$37,831 - \$44,524	\$44,525 - \$51,217	\$51,218 - \$57,910	\$57,911 - \$64,602
38	\$43,218 - \$50,864	\$50,865 - \$58,510	\$58,511 - \$66,157	\$66,158 - \$73,802
39	\$49,381 - \$58,116	\$58,117 - \$66,852	\$66,853 - \$75,587	\$75,588 - \$84,322
40	\$56,417 - \$66,397	\$66,398 - \$76,378	\$76,379 - \$86,358	\$86,359 - \$96,338
41	\$64,456 - \$75,859	\$75,860 - \$87,261	\$87,262 - \$98,664	\$98,665 - \$110,066
42	\$73,642 - \$86,669	\$86,670 - \$99,696	\$99,697 - \$112,724	\$112,725 - \$125,750
43	\$84,135 - \$99,019	\$99,020 - \$113,902	\$113,903 - \$128,786	\$128,787 - \$143,669
44	\$96,123 - \$113,127	\$113,128 - \$130,131	\$130,132 - \$147,136	\$147,137 - \$164,139
45	\$109,822 - \$129,249	\$129,250 - \$148,676	\$148,677 - \$168,103	\$168,104 - \$187,529

FY2021 NEW HIRE APPROVAL PROCESS (HOURLY)

Grade	(First Quartile)	(Second Quartile)	(Third Quartile)	(Fourth Quartile)
	Department Discretion	HRM Approval Req'd		Co Admin Approval Req'd
31	\$8.18 - \$9.63	\$9.64 - \$11.07	\$11.08 - \$12.52	\$12.53 - \$13.96
32	\$9.34 - \$10.99	\$11.00 - \$12.65	\$12.66 - \$14.30	\$14.31 - \$15.95
33	\$10.67 - \$12.56	\$12.57 - \$14.45	\$14.46 - \$16.35	\$16.36 - \$18.23
34	\$12.19 - \$14.35	\$14.36 - \$16.51	\$16.52 - \$18.67	\$18.68 - \$20.82
35	\$13.93 - \$16.40	\$16.41 - \$18.86	\$18.87 - \$21.33	\$21.34 - \$23.79
36	\$15.92 - \$18.74	\$18.75 - \$21.55	\$21.56 - \$24.37	\$24.38 - \$27.18
37	\$18.19 - \$21.41	\$21.42 - \$24.63	\$24.64 - \$27.85	\$27.86 - \$31.06
38	\$20.78 - \$24.46	\$24.47 - \$28.13	\$28.14 - \$31.81	\$31.82 - \$35.48
39	\$23.74 - \$27.94	\$27.95 - \$32.14	\$32.15 - \$36.35	\$36.36 - \$40.54
40	\$27.12 - \$31.92	\$31.93 - \$36.72	\$36.73 - \$41.53	\$41.54 - \$46.32
41	\$30.99 - \$36.47	\$36.48 - \$41.96	\$41.97 - \$47.44	\$47.45 - \$52.92
42	\$35.40 - \$41.67	\$41.68 - \$47.93	\$47.94 - \$54.20	\$54.21 - \$60.46
43	\$40.45 - \$47.61	\$47.62 - \$54.76	\$54.77 - \$61.92	\$61.93 - \$69.07
44	\$46.21 - \$54.39	\$54.40 - \$62.56	\$62.57 - \$70.74	\$70.75 - \$78.91
45	\$52.80 - \$62.14	\$62.15 - \$71.48	\$71.49 - \$80.83	\$80.84 - \$90.16

FY2021 NEW HIRE APPROVAL PROCESS (ANNUAL)

Grade	(First Quartile)		(Second Quartile)		(Third Quartile)		(Fourth Quartile)	
	Department Discretion		HRM Approval Req'd		HRM Approval Req'd		Co Admin Approval	
31	\$17,008	- \$20,017	\$20,018	- \$23,027	\$23,028	- \$26,036	\$26,037	- \$29,045
31+5	\$17,858	- \$21,018	\$21,019	- \$24,178	\$24,179	- \$27,338	\$27,339	- \$30,497
31+10	\$18,709	- \$22,019	\$22,020	- \$25,329	\$25,330	- \$28,640	\$28,641	- \$31,950
32	\$19,430	- \$22,867	\$22,868	- \$26,305	\$26,306	- \$29,742	\$29,743	- \$33,179
32+5	\$20,402	- \$24,011	\$24,012	- \$27,620	\$27,621	- \$31,229	\$31,230	- \$34,838
32+10	\$21,373	- \$25,154	\$25,155	- \$28,935	\$28,936	- \$32,716	\$32,717	- \$36,497
33	\$22,202	- \$26,130	\$26,131	- \$30,058	\$30,059	- \$33,987	\$33,988	- \$37,914
33+5	\$23,312	- \$27,437	\$27,438	- \$31,561	\$31,562	- \$35,686	\$35,687	- \$39,810
33+10	\$24,422	- \$28,743	\$28,744	- \$33,064	\$33,065	- \$37,385	\$37,386	- \$41,705
34	\$25,365	- \$29,853	\$29,854	- \$34,340	\$34,341	- \$38,828	\$38,829	- \$43,315
34+5	\$26,633	- \$31,345	\$31,346	- \$36,057	\$36,058	- \$40,769	\$40,770	- \$45,481
34+10	\$27,902	- \$32,838	\$32,839	- \$37,774	\$37,775	- \$42,711	\$42,712	- \$47,647
35	\$28,981	- \$34,108	\$34,109	- \$39,235	\$39,236	- \$44,362	\$44,363	- \$49,488
35+5	\$30,430	- \$35,813	\$35,814	- \$41,196	\$41,197	- \$46,580	\$46,581	- \$51,962
35+10	\$31,879	- \$37,519	\$37,520	- \$43,158	\$43,159	- \$48,798	\$48,799	- \$54,437
36	\$33,110	- \$38,968	\$38,969	- \$44,826	\$44,827	- \$50,684	\$50,685	- \$56,541
36+5	\$34,766	- \$40,916	\$40,917	- \$47,067	\$47,068	- \$53,218	\$53,219	- \$59,368
36+10	\$36,421	- \$42,865	\$42,866	- \$49,308	\$49,309	- \$55,752	\$55,753	- \$62,195
37	\$37,831	- \$44,524	\$44,525	- \$51,217	\$51,218	- \$57,910	\$57,911	- \$64,602
37+5	\$39,723	- \$46,750	\$46,751	- \$53,777	\$53,778	- \$60,805	\$60,806	- \$67,832
37+10	\$41,614	- \$48,976	\$48,977	- \$56,338	\$56,339	- \$63,701	\$63,702	- \$71,062
38	\$43,218	- \$50,864	\$50,865	- \$58,510	\$58,511	- \$66,157	\$66,158	- \$73,802
38+5	\$45,379	- \$53,407	\$53,408	- \$61,436	\$61,437	- \$69,464	\$69,465	- \$77,492
38+10	\$47,540	- \$55,950	\$55,951	- \$64,361	\$64,362	- \$72,772	\$72,773	- \$81,182
38/39	\$43,218	- \$53,494	\$53,495	- \$63,770	\$63,771	- \$74,047	\$74,048	- \$84,322
39	\$49,381	- \$58,116	\$58,117	- \$66,852	\$66,853	- \$75,587	\$75,588	- \$84,322
39+5	\$51,850	- \$61,022	\$61,023	- \$70,194	\$70,195	- \$79,367	\$79,368	- \$88,538
39+10	\$54,319	- \$63,928	\$63,929	- \$73,537	\$73,538	- \$83,146	\$83,147	- \$92,754
39/40	\$49,381	- \$61,120	\$61,121	- \$72,860	\$72,861	- \$84,599	\$84,600	- \$96,338
40	\$56,417	- \$66,397	\$66,398	- \$76,378	\$76,379	- \$86,358	\$86,359	- \$96,338
40+5	\$59,238	- \$69,717	\$69,718	- \$80,196	\$80,197	- \$90,676	\$90,677	- \$101,155
40+10	\$62,059	- \$73,037	\$73,038	- \$84,015	\$84,016	- \$94,994	\$94,995	- \$105,972
41	\$64,456	- \$75,859	\$75,860	- \$87,261	\$87,262	- \$98,664	\$98,665	- \$110,066
41+5	\$67,679	- \$79,651	\$79,652	- \$91,624	\$91,625	- \$103,597	\$103,598	- \$115,569
41+10	\$70,902	- \$83,444	\$83,445	- \$95,687	\$95,688	- \$108,530	\$108,531	- \$121,703
41/42	\$64,456	- \$79,780	\$79,781	- \$95,103	\$95,104	- \$110,427	\$110,428	- \$125,750
42	\$73,642	- \$86,669	\$86,670	- \$99,696	\$99,697	- \$112,724	\$112,725	- \$125,750
43	\$84,135	- \$99,019	\$99,020	- \$113,902	\$113,903	- \$128,786	\$128,787	- \$143,669
44	\$96,123	- \$113,127	\$113,128	- \$130,131	\$130,132	- \$147,136	\$147,137	- \$164,139
45	\$109,822	- \$129,249	\$129,250	- \$148,676	\$148,677	- \$168,103	\$168,104	- \$187,529

FY2021 NEW HIRE APPROVAL PROCESS (HOURLY)

Grade	(First Quartile)	(Second Quartile)	(Third Quartile)	(Fourth Quartile)
	Department Discretion	HRM Approval Req'd		Co Admin Approval
31	\$8.18 - \$9.63	\$9.64 - \$11.07	\$11.08 - \$12.52	\$12.53 - \$13.96
31+5	\$8.59 - \$10.11	\$10.12 - \$11.62	\$11.63 - \$13.15	\$13.16 - \$14.66
31+10	\$9.00 - \$10.59	\$10.60 - \$12.18	\$12.19 - \$13.77	\$13.78 - \$15.36
32	\$9.34 - \$10.99	\$11.00 - \$12.65	\$12.66 - \$14.30	\$14.31 - \$15.95
32+5	\$9.81 - \$11.54	\$11.55 - \$13.28	\$13.29 - \$15.02	\$15.03 - \$16.75
32+10	\$10.27 - \$12.09	\$12.10 - \$13.91	\$13.92 - \$15.73	\$15.74 - \$17.55
33	\$10.67 - \$12.56	\$12.57 - \$14.45	\$14.46 - \$16.35	\$16.36 - \$18.23
33+5	\$11.20 - \$13.19	\$13.20 - \$15.17	\$15.18 - \$17.16	\$17.17 - \$19.14
33+10	\$11.74 - \$13.82	\$13.83 - \$15.90	\$15.91 - \$17.98	\$17.99 - \$20.05
34	\$12.19 - \$14.35	\$14.36 - \$16.51	\$16.52 - \$18.67	\$18.68 - \$20.82
34+5	\$12.80 - \$15.06	\$15.07 - \$17.33	\$17.34 - \$19.60	\$19.61 - \$21.86
34+10	\$13.41 - \$15.78	\$15.79 - \$18.16	\$18.17 - \$20.53	\$20.54 - \$22.90
35	\$13.93 - \$16.40	\$16.41 - \$18.86	\$18.87 - \$21.33	\$21.34 - \$23.79
35+5	\$14.63 - \$17.21	\$17.22 - \$19.80	\$19.81 - \$22.40	\$22.41 - \$24.98
35+10	\$15.32 - \$18.03	\$18.04 - \$20.75	\$20.76 - \$23.46	\$23.47 - \$26.17
36	\$15.92 - \$18.74	\$18.75 - \$21.55	\$21.56 - \$24.37	\$24.38 - \$27.18
36+5	\$16.72 - \$19.67	\$19.68 - \$22.63	\$22.64 - \$25.59	\$25.60 - \$28.54
36+10	\$17.51 - \$20.61	\$20.62 - \$23.71	\$23.72 - \$26.81	\$26.82 - \$29.90
37	\$18.19 - \$21.41	\$21.42 - \$24.63	\$24.64 - \$27.85	\$27.86 - \$31.06
37+5	\$19.10 - \$22.48	\$22.49 - \$25.86	\$25.87 - \$29.24	\$29.25 - \$32.61
37+10	\$20.01 - \$23.55	\$23.56 - \$27.09	\$27.10 - \$30.63	\$30.64 - \$34.17
38	\$20.78 - \$24.46	\$24.47 - \$28.13	\$28.14 - \$31.81	\$31.82 - \$35.48
38+5	\$21.82 - \$25.68	\$25.69 - \$29.54	\$29.55 - \$33.40	\$33.41 - \$37.25
38+10	\$22.86 - \$26.90	\$26.91 - \$30.94	\$30.95 - \$34.99	\$35.00 - \$39.03
38/39	\$20.78 - \$25.72	\$25.73 - \$30.66	\$30.67 - \$35.61	\$35.62 - \$40.54
39	\$23.74 - \$27.94	\$27.95 - \$32.14	\$32.15 - \$36.35	\$36.36 - \$40.54
39+5	\$24.93 - \$29.34	\$29.35 - \$33.75	\$33.76 - \$38.16	\$38.17 - \$42.57
39+10	\$26.11 - \$30.73	\$30.74 - \$35.35	\$35.36 - \$39.98	\$39.99 - \$44.59
39/40	\$23.74 - \$29.39	\$29.40 - \$35.03	\$35.04 - \$40.68	\$40.69 - \$46.32
40	\$27.12 - \$31.92	\$31.93 - \$36.72	\$36.73 - \$41.53	\$41.54 - \$46.32
40+5	\$28.48 - \$33.52	\$33.53 - \$38.56	\$38.57 - \$43.60	\$43.61 - \$48.64
40+10	\$29.83 - \$35.11	\$35.12 - \$40.39	\$40.40 - \$45.68	\$45.69 - \$50.95
41	\$30.99 - \$36.47	\$36.48 - \$41.96	\$41.97 - \$47.44	\$47.45 - \$52.92
41+5	\$32.54 - \$38.30	\$38.31 - \$44.05	\$44.06 - \$49.81	\$49.82 - \$55.57
41+10	\$34.09 - \$40.12	\$40.13 - \$46.15	\$46.16 - \$52.19	\$52.20 - \$58.21
41/42	\$30.99 - \$38.36	\$38.37 - \$45.73	\$45.74 - \$53.10	\$53.11 - \$60.46
42	\$35.40 - \$41.67	\$41.68 - \$47.93	\$47.94 - \$54.20	\$54.21 - \$60.46
43	\$40.45 - \$47.61	\$47.62 - \$54.76	\$54.77 - \$61.92	\$61.93 - \$69.07
44	\$46.21 - \$54.39	\$54.40 - \$62.56	\$62.57 - \$70.74	\$70.75 - \$78.91
45	\$52.80 - \$62.14	\$62.15 - \$71.48	\$71.49 - \$80.83	\$80.84 - \$90.16

**FIRE POLICE AND SHERIFF
ANNUAL SALARY STRUCTURES**

FIRE FY2021 UNIFORMED PAY STRUCTURE

Grade	Minimum	Maximum
F1	\$44,289	\$73,688
F2	\$50,605	\$86,413
F3	\$57,690	\$98,511
F01	\$65,767	\$112,304
F02	\$74,974	\$128,026
F03	\$85,470	\$145,949
F04	\$97,436	\$166,382
F05	\$111,077	\$189,675

*Minimum and maximum may be higher for positions in Career Development/ALS.

POLICE FY2021 SWORN PAY STRUCTURE

Grade	Minimum	Maximum
P0	\$44,289	
P1	\$47,000	\$78,199
P2	\$53,909	\$92,055
P3	\$58,982	\$100,718
P4	\$67,387	\$115,070
P5	\$76,990	\$131,468
P6	\$87,961	\$150,202
P7	\$100,495	\$171,605

*Minimum and maximum may be higher for positions in Career Development.

SHERIFF FY2021 SWORN PAY STRUCTURE

Grade	Minimum	Maximum
S1	\$42,075	\$72,950
S2	\$45,441	\$78,786
S3	\$53,125	\$90,716
S4	\$60,695	\$103,643
S5	\$69,344	\$118,412
S6	\$79,226	\$135,286
S7	\$90,516	\$154,565

