

Attachment to Resolution R-2017-32

Powhatan County

Employee Classification and Compensation Plan - Amended April 24, 2017

Compensation Scale

Effective April 24, 2017

Grade	Annual			Hourly			Grade
	Minimum	Mid-Point	Maximum	Minimum	Mid-Point	Maximum	
1	16,970	21,213	25,455	8.16	10.20	12.24	1
2	17,819	22,273	26,728	8.57	10.71	12.85	2
3	18,710	23,387	28,065	9.00	11.24	13.49	3
4	19,645	24,557	29,468	9.44	11.81	14.17	4
5	20,627	25,784	30,941	9.92	12.40	14.88	5
6	21,659	27,074	32,488	10.41	13.02	15.62	6
7	22,742	28,427	34,113	10.93	13.67	16.40	7
8	23,879	29,849	35,818	11.48	14.35	17.22	8
9	25,073	31,341	37,609	12.05	15.07	18.08	9
10	26,326	32,908	39,490	12.66	15.82	18.99	10
11	27,643	34,554	41,464	13.29	16.61	19.93	11
12	29,025	36,281	43,537	13.95	17.44	20.93	12
13	30,476	38,095	45,714	14.65	18.32	21.98	13
14	32,000	40,000	48,000	15.38	19.23	23.08	14
15	33,600	42,000	50,400	16.15	20.19	24.23	15
16	35,280	44,100	52,920	16.96	21.20	25.44	16
17	37,044	46,305	55,566	17.81	22.26	26.71	17
18	38,896	48,620	58,344	18.70	23.38	28.05	18
19	40,841	51,051	61,262	19.64	24.54	29.45	19
20	42,883	53,604	64,325	20.62	25.77	30.93	20
21	45,027	56,284	67,541	21.65	27.06	32.47	21
22	47,279	59,098	70,918	22.73	28.41	34.10	22
23	49,643	62,053	74,464	23.87	29.83	35.80	23
24	54,607	68,258	81,910	26.25	32.82	39.38	24
25	60,067	75,084	90,101	28.88	36.10	43.32	25
26	66,074	82,593	99,111	31.77	39.71	47.65	26
27	72,682	90,852	109,022	34.94	43.68	52.41	27
28	79,950	99,937	119,925	38.44	48.05	57.66	28
29	87,945	109,931	131,917	42.28	52.85	63.42	29

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Position Classifications

By Department Effective April 24, 2017

Dept	Position Number	Position Title	Grade	FLSA
CA	103	Deputy County Administrator	29	E
CA	108	Senior Executive Associate/ Deputy Clerk	19	N
CA	109	Executive Associate	17	N
CA	111	HR Manager	26	E
CA	121	Director of Economic Development	27	E
CAT	202	Paralegal	19	N
CWA	303	Deputy Commonwealth's Attorney	28	E
CWA	304	Assistant Commonwealth's Attorney	26	E
CWA	305	Administrative Associate - Commonwealth Attorney	15	N
CCC	403	Chief Deputy Clerk – Circuit Court	19	N
CCC	406	Deputy Clerk III – Circuit Court	15	N
CCC	410	Deputy Clerk II – Circuit Court	14	N
CCC	412	Deputy Clerk I – Circuit Court	12	N
CDD	501	Director of Community Development	27	E
CDD	502	Planning and Zoning Manager	24	E
CDD	503	Zoning Administrator	22	E
CDD	504	Environmental Coordinator	21	E
CDD	505	Planner II	21	E
CDD	506	Erosion and Sediment Inspector	17	N
CDD	507	Planner I	19	N
CDD	508	Planning and Zoning Technician	12	N
CDD	511	Building Official	24	E
CDD	512	Building Plan Reviewer	21	E
CDD	513	Building Inspector	19	N
CDD	515	Building Permit Technician	12	N
CDD	517	Community Development Technician	12	N
COR	603	Chief Deputy Revenue Commissioner	19	N
COR	606	Deputy Revenue Clerk III	15	N
COR	610	Deputy Revenue Clerk II	14	N
COR	612	Deputy Revenue Clerk I	12	N
TRO	703	Chief Deputy Treasurer	19	N
TRO	706	Deputy Treasurer Clerk III	15	N
TRO	710	Deputy Treasurer Clerk II	14	N
TRO	712	Deputy Treasurer Clerk I	12	N
FIN	801	Director of Finance	27	E
FIN	804	Accountant	21	E
FIN	806	Accounting Analyst	19	N
FIN	808	HR and Accounting Analyst	19	N

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Dept	Position Number	Position Title	Grade	FLSA
ITD	901	Director of Information Technology	27	E
ITD	903	IT Systems Administrator	22	N
ITD	905	IT Technician	17	N
ITD	907	Communications and IT Specialist	19	N
ITD	911	GIS Coordinator	22	E
ITD	913	GIS Technician	17	N
ITD	915	Media Technician	10	N
LIB	1001	Library Director	26	E
LIB	1003	Library Administrative Coordinator	15	N
LIB	1005	Library Systems Technician	12	N
LIB	1007	Library Youth Services Coordinator	12	N
LIB	1009	Senior Library Clerk	10	N
LIB	1011	Library Clerk	8	N
LIB	1015	Library Aide	6	N
LIB	1017	Librarian	20	E
FRD	1101	Fire & Rescue Chief	28	E
FRD	1102	Assistant Fire & Rescue Chief	24	E
FRD	1103	Fire Marshall	20	N
FRD	1104	Emergency Management Coordinator	20	N
FRD	1105	EMS Coordinator	20	N
FRD	1106	Administrative Associate - Fire & Rescue	15	N
FRD	1108	Fire & Rescue Recruitment Coordinator	19	N
FRD	1109	Firefighter	17	N
FRD	1121	Director of Public Safety Communications	27	E

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Dept	Position Number	Position Title	Grade	FLSA
PWD	1201	Director of Public Works	27	E
PWD	1204	Utilities Manager	24	E
PWD	1206	Facilities & Grounds Manager	24	E
PWD	1207	Administrative Associate - Public Works	15	N
PWD	1209	Administrative Assistant - Public Works	10	N
PWD	1222	Utilities Operations Superintendent	21	N
PWD	1223	Utilities Operator I	17	N
PWD	1224	Utilities Operator II	16	N
PWD	1225	Utilities Operator III	15	N
PWD	1226	Utilities Maintenance Technician	12	N
PWD	1232	Convenience Center Supervisor	15	N
PWD	1233	Convenience Center Lead Operator	7	N
PWD	1235	Convenience Center Operator	5	N
PWD	1242	Facilities Supervisor	19	N
PWD	1243	Grounds Supervisor	19	N
PWD	1244	Maintenance Worker III	14	N
PWD	1245	Maintenance Worker II	10	N
PWD	1246	Maintenance Worker I	8	N
REG	1301	Director of Elections	20	E
REG	1302	Deputy Voter Registrar	17	N

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Dept	Position Number	Position Title	Grade	FLSA
PSO	1402	Undersheriff	26	E
PSO	1403	Chief Deputy Sheriff	26	E
PSO	1404	Captain	25	E
PSO	1405	Lieutenant	23	N
PSO	1406	First Sergeant	22	N
PSO	1407	Sergeant	21	N
PSO	1412	Senior Detective	21	N
PSO	1414	Detective	20	N
PSO	1418	Deputy Sheriff	17	N
PSO	1421	Victim Witness Program Coordinator	17	N
PSO	1422	Administrative Associate - Sheriff	15	N
PSO	1423	Crime Analyst	15	N
PSO	1424	Sheriff System Technician	15	N
PSO	1426	Civil Clerk II	14	N
PSO	1427	Civil Clerk I	12	N
PSO	1431	Communications Manager	19	N
PSO	1432	Communications Supervisor	17	N
PSO	1433	Communications Specialist	14	N
PSO	1442	Animal Control Technician II	12	N
PSO	1443	Animal Control Technician I	8	N
PSO	1444	Administrative Assistant - Animal Control	10	N
SSD	1501	Director of Social Services	28	E
SSD	1503	Administrative Services Manager	22	E
SSD	1505	Benefit Programs Manager	22	E
SSD	1507	Family Services Manager	23	E
SSD	1509	Senior Benefit Programs Specialist	16	N
SSD	1511	Benefit Programs Specialist	15	N
SSD	1513	Senior Family Services Specialist	19	N
SSD	1515	Family Services Specialist	17	N
SSD	1517	Social Services Systems Technician	15	N
SSD	1519	Administrative Assistant - Social Services	10	N
SSD	1525	Children's Services Act Program Coordinator	19	N
SSD	1527	Community Action Program Coordinator	15	N
SSD	1529	Community Juvenile Officer	15	N
PRD	1605	Recreation Coordinator	21	E
PRD	1609	Recreation Technician	8	N

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Dept	Position Number	Position Title	Grade	FLSA
CA	103	Deputy County Administrator	29	E
CWA	303	Deputy Commonwealth's Attorney	28	E
SSD	1501	Director of Social Services	28	E
FRD	1101	Fire & Rescue Chief	28	E
CDD	501	Director of Community Development	27	E
CA	121	Director of Economic Development	27	E
FIN	801	Director of Finance	27	E
ITD	901	Director of Information Technology	27	E
FRD	1121	Director of Public Safety Communications	27	E
PWD	1201	Director of Public Works	27	E
CWA	304	Assistant Commonwealth's Attorney	26	E
PSO	1403	Chief Deputy Sheriff	26	E
CA	111	HR Manager	26	E
LIB	1001	Library Director	26	E
PSO	1402	Undersheriff	26	E
PSO	1404	Captain	25	E
FRD	1102	Assistant Fire & Rescue Chief	24	E
CDD	511	Building Official	24	E
PWD	1206	Facilities & Grounds Manager	24	E
CDD	502	Planning and Zoning Manager	24	E
PWD	1204	Utilities Manager	24	E
SSD	1507	Family Services Manager	23	E
PSO	1405	Lieutenant	23	N
SSD	1503	Administrative Services Manager	22	E
SSD	1505	Benefit Programs Manager	22	E
PSO	1406	First Sergeant	22	N
ITD	911	GIS Coordinator	22	E
ITD	903	IT Systems Administrator	22	N
CDD	503	Zoning Administrator	22	E
FIN	804	Accountant	21	E
CDD	512	Building Plan Reviewer	21	E
CDD	504	Environmental Coordinator	21	E
PRD	1605	Recreation Coordinator	21	E
PSO	1412	Senior Detective	21	N
CDD	505	Planner II	21	E
PSO	1407	Sergeant	21	N
PWD	1222	Utilities Operations Superintendent	21	N

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Dept	Position Number	Position Title	Grade	FLSA
PSO	1414	Detective	20	N
REG	1301	Director of Elections	20	E
FRD	1104	Emergency Management Coordinator	20	N
FRD	1105	EMS Coordinator	20	N
FRD	1103	Fire Marshall	20	N
LIB	1017	Librarian	20	E
FIN	806	Accounting Analyst	19	N
CDD	513	Building Inspector	19	N
CCC	403	Chief Deputy Clerk – Circuit Court	19	N
COR	603	Chief Deputy Revenue Commissioner	19	N
TRO	703	Chief Deputy Treasurer	19	N
SSD	1525	Children's Services Act Program Coordinator	19	N
ITD	907	Communications and IT Specialist	19	N
PSO	1431	Communications Manager	19	N
PWD	1242	Facilities Supervisor	19	N
FRD	1108	Fire & Rescue Recruitment Coordinator	19	N
PWD	1243	Grounds Supervisor	19	N
FIN	808	HR and Accounting Analyst	19	N
CAT	202	Paralegal	19	N
CDD	507	Planner I	19	N
CA	108	Senior Executive Associate/ Deputy Clerk	19	N
SSD	1513	Senior Family Services Specialist	19	N
PSO	1432	Communications Supervisor	17	N
PSO	1418	Deputy Sheriff	17	N
REG	1302	Deputy Voter Registrar	17	N
CDD	506	Erosion and Sediment Inspector	17	N
CA	109	Executive Associate	17	N
SSD	1515	Family Services Specialist	17	N
FRD	1109	Firefighter	17	N
ITD	913	GIS Technician	17	N
ITD	905	IT Technician	17	N
PWD	1223	Utilities Operator I	17	N
PSO	1421	Victim Witness Program Coordinator	17	N
SSD	1509	Senior Benefit Programs Specialist	16	N
PWD	1224	Utilities Operator II	16	N

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Dept	Position Number	Position Title	Grade	FLSA
CWA	305	Administrative Associate - Commonwealth Attorney	15	N
FRD	1106	Administrative Associate - Fire & Rescue	15	N
PWD	1207	Administrative Associate - Public Works	15	N
PSO	1422	Administrative Associate - Sheriff	15	N
SSD	1511	Benefit Programs Specialist	15	N
SSD	1527	Community Action Program Coordinator	15	N
SSD	1529	Community Juvenile Officer	15	N
PWD	1232	Convenience Center Supervisor	15	N
PSO	1423	Crime Analyst	15	N
CCC	406	Deputy Clerk III – Circuit Court	15	N
COR	606	Deputy Revenue Clerk III	15	N
TRO	706	Deputy Treasurer Clerk III	15	N
LIB	1003	Library Administrative Coordinator	15	N
PSO	1424	Sheriff System Technician	15	N
SSD	1517	Social Services Systems Technician	15	N
PWD	1225	Utilities Operator III	15	N
PSO	1426	Civil Clerk II	14	N
PSO	1433	Communications Specialist	14	N
CCC	410	Deputy Clerk II – Circuit Court	14	N
COR	610	Deputy Revenue Clerk II	14	N
TRO	710	Deputy Treasurer Clerk II	14	N
PWD	1244	Maintenance Worker III	14	N
PSO	1442	Animal Control Technician II	12	N
CDD	515	Building Permit Technician	12	N
PSO	1427	Civil Clerk I	12	N
CDD	517	Community Development Technician	12	N
CCC	412	Deputy Clerk I – Circuit Court	12	N
COR	612	Deputy Revenue Clerk I	12	N
TRO	712	Deputy Treasurer Clerk I	12	N
LIB	1005	Library Systems Technician	12	N
LIB	1007	Library Youth Services Coordinator	12	N
CDD	508	Planning and Zoning Technician	12	N
PWD	1226	Utilities Maintenance Technician	12	N

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Dept	Position Number	Position Title	Grade	FLSA
PSO	1444	Administrative Assistant - Animal Control	10	N
PWD	1209	Administrative Assistant - Public Works	10	N
SSD	1519	Administrative Assistant - Social Services	10	N
PWD	1245	Maintenance Worker II	10	N
ITD	915	Media Technician	10	N
LIB	1009	Senior Library Clerk	10	N
PSO	1443	Animal Control Technician I	8	N
LIB	1011	Library Clerk	8	N
PWD	1246	Maintenance Worker I	8	N
PRD	1609	Recreation Technician	8	N
PWD	1233	Convenience Center Lead Operator	7	N
LIB	1015	Library Aide	6	N
PWD	1235	Convenience Center Operator	5	N

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Dept	Position Number	Position Title	Grade	FLSA
FIN	804	Accountant	21	E
FIN	806	Accounting Analyst	19	N
PSO	1444	Administrative Assistant - Animal Control	10	N
PWD	1209	Administrative Assistant - Public Works	10	N
SSD	1519	Administrative Assistant - Social Services	10	N
FRD	1106	Administrative Associate - Fire & Rescue	15	N
CWA	305	Administrative Associate - Commonwealth Attorney	15	N
PWD	1207	Administrative Associate - Public Works	15	N
PSO	1422	Administrative Associate - Sheriff	15	N
SSD	1503	Administrative Services Manager	22	E
PSO	1443	Animal Control Technician I	8	N
PSO	1442	Animal Control Technician II	12	N
CWA	304	Assistant Commonwealth's Attorney	26	E
FRD	1102	Assistant Fire & Rescue Chief	24	E
SSD	1505	Benefit Programs Manager	22	E
SSD	1511	Benefit Programs Specialist	15	N
CDD	513	Building Inspector	19	N
CDD	511	Building Official	24	E
CDD	515	Building Permit Technician	12	N
CDD	512	Building Plan Reviewer	21	E
PSO	1404	Captain	25	E
CCC	403	Chief Deputy Clerk – Circuit Court	19	N
COR	603	Chief Deputy Revenue Commissioner	19	N
PSO	1403	Chief Deputy Sheriff	26	E
TRO	703	Chief Deputy Treasurer	19	N
SSD	1525	Children's Services Act Program Coordinator	19	N
PSO	1427	Civil Clerk I	12	N
PSO	1426	Civil Clerk II	14	N
ITD	907	Communications and IT Specialist	19	N
PSO	1431	Communications Manager	19	N
PSO	1433	Communications Specialist	14	N
PSO	1432	Communications Supervisor	17	N
SSD	1527	Community Action Program Coordinator	15	N
CDD	517	Community Development Technician	12	N
SSD	1529	Community Juvenile Officer	15	N
PWD	1233	Convenience Center Lead Operator	7	N
PWD	1235	Convenience Center Operator	5	N
PWD	1232	Convenience Center Supervisor	15	N

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Position Classifications

By Department Effective April 24, 2017

Dept	Position Number	Position Title	Grade	FLSA
PSO	1423	Crime Analyst	15	N
CCC	412	Deputy Clerk I – Circuit Court	12	N
CCC	410	Deputy Clerk II – Circuit Court	14	N
CCC	406	Deputy Clerk III – Circuit Court	15	N
CWA	303	Deputy Commonwealth’s Attorney	28	E
CA	103	Deputy County Administrator	29	E
COR	612	Deputy Revenue Clerk I	12	N
COR	610	Deputy Revenue Clerk II	14	N
COR	606	Deputy Revenue Clerk III	15	N
PSO	1418	Deputy Sheriff	17	N
TRO	712	Deputy Treasurer Clerk I	12	N
TRO	710	Deputy Treasurer Clerk II	14	N
TRO	706	Deputy Treasurer Clerk III	15	N
REG	1302	Deputy Voter Registrar	17	N
PSO	1414	Detective	20	N
CDD	501	Director of Community Development	27	E
CA	121	Director of Economic Development	27	E
REG	1301	Director of Elections	20	E
FIN	801	Director of Finance	27	E
ITD	901	Director of Information Technology	27	E
FRD	1121	Director of Public Safety Communications	27	E
PWD	1201	Director of Public Works	27	E
SSD	1501	Director of Social Services	28	E
FRD	1104	Emergency Management Coordinator	20	N
FRD	1105	EMS Coordinator	20	N
CDD	504	Environmental Coordinator	21	E
CDD	506	Erosion and Sediment Inspector	17	N
CA	109	Executive Associate	17	N
PWD	1206	Facilities & Grounds Manager	24	E
PWD	1242	Facilities Supervisor	19	N
SSD	1507	Family Services Manager	23	E
SSD	1515	Family Services Specialist	17	N
FRD	1101	Fire & Rescue Chief	28	E
FRD	1108	Fire & Rescue Recruitment Coordinator	19	N
FRD	1103	Fire Marshall	20	N
FRD	1109	Firefighter	17	N
PSO	1406	First Sergeant	22	N

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Position Classifications

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Dept	Position Number	Position Title	Grade	FLSA
ITD	911	GIS Coordinator	22	E
ITD	913	GIS Technician	17	N
PWD	1243	Grounds Supervisor	19	N
FIN	808	HR and Accounting Analyst	19	N
CA	111	HR Manager	26	E
ITD	903	IT Systems Administrator	22	N
ITD	905	IT Technician	17	N
LIB	1017	Librarian	20	E
LIB	1003	Library Administrative Coordinator	15	N
LIB	1015	Library Aide	6	N
LIB	1011	Library Clerk	8	N
LIB	1001	Library Director	26	E
LIB	1005	Library Systems Technician	12	N
LIB	1007	Library Youth Services Coordinator	12	N
PSO	1405	Lieutenant	23	N
PWD	1246	Maintenance Worker I	8	N
PWD	1245	Maintenance Worker II	10	N
PWD	1244	Maintenance Worker III	14	N
ITD	915	Media Technician	10	N
CAT	202	Paralegal	19	N
CDD	507	Planner I	19	N
CDD	505	Planner II	21	E
CDD	502	Planning and Zoning Manager	24	E
CDD	508	Planning and Zoning Technician	12	N
PRD	1605	Recreation Coordinator	21	E
PRD	1609	Recreation Technician	8	N
SSD	1509	Senior Benefit Programs Specialist	16	N
PSO	1412	Senior Detective	21	N
CA	108	Senior Executive Associate/ Deputy Clerk	19	N
SSD	1513	Senior Family Services Specialist	19	N
LIB	1009	Senior Library Clerk	10	N
PSO	1407	Sergeant	21	N
PSO	1424	Sheriff System Technician	15	N
SSD	1517	Social Services Systems Technician	15	N

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Dept	Position Number	Position Title	Grade	FLSA
PSO	1402	Undersheriff	26	E
PWD	1226	Utilities Maintenance Technician	12	N
PWD	1204	Utilities Manager	24	E
PWD	1222	Utilities Operations Superintendent	21	N
PWD	1223	Utilities Operator I	17	N
PWD	1224	Utilities Operator II	16	N
PWD	1225	Utilities Operator III	15	N
PSO	1421	Victim Witness Program Coordinator	17	N
CDD	503	Zoning Administrator	22	E