

Attachment to Resolution R-2025-32

**Powhatan County
Employee Classification and Compensation Plan - Amended
Compensation Scale
Effective July 1, 2025**

<u>Grade</u>	<u>Annual</u>			<u>Hourly</u>		
	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Mid-Point</u>	<u>Maximum</u>
30	\$ 34,090	\$ 44,317	\$ 54,544	\$ 16.39	\$ 21.31	\$ 26.22
31	\$ 35,794	\$ 46,533	\$ 57,271	\$ 17.21	\$ 22.37	\$ 27.53
32	\$ 37,584	\$ 48,859	\$ 60,135	\$ 18.07	\$ 23.49	\$ 28.91
33	\$ 39,463	\$ 51,302	\$ 63,141	\$ 18.97	\$ 24.66	\$ 30.36
34	\$ 41,436	\$ 53,867	\$ 66,298	\$ 19.92	\$ 25.90	\$ 31.87
35	\$ 43,508	\$ 56,561	\$ 69,613	\$ 20.92	\$ 27.19	\$ 33.47
36	\$ 45,684	\$ 59,389	\$ 73,094	\$ 21.96	\$ 28.55	\$ 35.14
37	\$ 47,968	\$ 62,358	\$ 76,749	\$ 23.06	\$ 29.98	\$ 36.90
38	\$ 50,366	\$ 65,476	\$ 80,586	\$ 24.21	\$ 31.48	\$ 38.74
39	\$ 52,885	\$ 68,750	\$ 84,615	\$ 25.43	\$ 33.05	\$ 40.68
40	\$ 55,529	\$ 72,187	\$ 88,846	\$ 26.70	\$ 34.71	\$ 42.71
41	\$ 58,305	\$ 75,797	\$ 93,288	\$ 28.03	\$ 36.44	\$ 44.85
42	\$ 61,221	\$ 79,587	\$ 97,953	\$ 29.43	\$ 38.26	\$ 47.09
43	\$ 64,282	\$ 83,566	\$ 102,850	\$ 30.90	\$ 40.18	\$ 49.45
44	\$ 67,496	\$ 87,744	\$ 107,993	\$ 32.45	\$ 42.18	\$ 51.92
45	\$ 70,870	\$ 92,132	\$ 113,393	\$ 34.07	\$ 44.29	\$ 54.52
46	\$ 74,414	\$ 96,738	\$ 119,062	\$ 35.78	\$ 46.51	\$ 57.24
47	\$ 78,135	\$ 101,575	\$ 125,015	\$ 37.56	\$ 48.83	\$ 60.10
48	\$ 82,041	\$ 106,654	\$ 131,266	\$ 39.44	\$ 51.28	\$ 63.11
49	\$ 86,143	\$ 111,986	\$ 137,829	\$ 41.42	\$ 53.84	\$ 66.26
50	\$ 90,451	\$ 117,586	\$ 144,721	\$ 43.49	\$ 56.53	\$ 69.58
51	\$ 94,973	\$ 123,465	\$ 151,957	\$ 45.66	\$ 59.36	\$ 73.06
52	\$ 99,722	\$ 129,638	\$ 159,555	\$ 47.94	\$ 62.33	\$ 76.71
53	\$ 104,708	\$ 136,120	\$ 167,533	\$ 50.34	\$ 65.44	\$ 80.54
54	\$ 109,943	\$ 142,926	\$ 175,909	\$ 52.86	\$ 68.71	\$ 84.57
EPB	\$ 115,440	\$ 161,617	\$ 207,793	\$ 55.50	\$ 77.70	\$ 99.90

Attachment to Resolution R-2025-32

Powhatan County
Employee Classification and Compensation Plan - Amended
Compensation Scale - Social Services
Effective July 1, 2025

Annual

	Minimum	Midpoint	Maximum
Administrative Program Assistant I	\$ 40,119	\$ 52,153	\$ 64,189
Administrative Program Assistant II	\$ 43,804	\$ 56,945	\$ 70,086
Administrative Services Manager	\$ 64,080	\$ 83,305	\$ 102,529
Benefit Programs Specialist I	\$ 42,595	\$ 55,372	\$ 68,151
Benefit Programs Specialist II	\$ 42,595	\$ 55,373	\$ 68,151
Benefit Programs Specialist III	\$ 45,997	\$ 59,796	\$ 73,595
Benefit Programs Specialist IV	\$ 48,984	\$ 63,679	\$ 78,375
Benefit Programs Supervisor	\$ 57,152	\$ 74,297	\$ 91,442
Director of Social Services II	\$ 84,584	\$ 109,959	\$ 135,334
Family Services Specialist I	\$ 50,736	\$ 65,956	\$ 81,176
Family Services Specialist II	\$ 50,735	\$ 65,956	\$ 81,176
Family Services Specialist III	\$ 53,122	\$ 69,058	\$ 84,995
Family Services Specialist IV	\$ 57,845	\$ 75,198	\$ 92,552
Family Services Supervisor	\$ 73,554	\$ 95,621	\$ 117,687
Human Services Assistant III	\$ 37,453	\$ 48,688	\$ 59,924
Office Associate III	\$ 36,843	\$ 47,896	\$ 58,949
Program Coordinator	\$ 56,345	\$ 73,249	\$ 90,153
Program Coordinator Supervisor	\$ 66,868	\$ 86,928	\$ 106,988

Attachment to Resolution R-2025-32

Powhatan County Employee Classification and Compensation Plan Position Classification Effective July 1, 2025

Dept	Position Title	Grade	FLSA	High-Risk
ASMT	Assessment Technician	40	N	N
ASMT	Chief Deputy Assessor	49	E	N
ASMT	Real Estate Appraiser I	39	N	Y
ASMT	Real Estate Appraiser II	41	N	Y
ASMT	Real Estate Appraiser III	42	N	Y
CA	Deputy County Administrator	EPB	E	N
CA	Grants and Procurement Coordinator	43	N	N
CA	Senior Executive Associate/Deputy Clerk	42	N	N
CCC	Chief Deputy Clerk Circuit Court	44	E	N
CCC	Deputy Clerk I - Circuit Court	35	N	N
CCC	Deputy Clerk II - Circuit Court	36	N	N
CCC	Deputy Clerk III - Circuit Court	37	N	N
CCC	Deputy Clerk IV - Circuit Court	39	N	N
CCD	Building Inspector III	44	N	Y
CCD	Building Official	50	E	Y
CCD	Building Plan Examiner	41	E	N
CDD	Building Inspector I	39	N	Y
CDD	Building Inspector II	41	N	Y
CDD	Code Enforcement Officer	40	N	Y
CDD	Director of Planning	54	E	N
CDD	Environmental Coordinator	44	E	Y
CDD	Permit Center Manager	45	E	N
CDD	Permit Center Technician I	33	N	N
CDD	Permit Center Technician II	35	N	N
CDD	Planner I	41	E	Y
CDD	Planner II	43	E	Y
CDD	Planner III	45	E	Y
CDD	Principal Planner	46	E	N
CDD	Transportation Manager	46	E	Y
COR	Chief Deputy Revenue Commissioner	44	E	N
COR	Deputy Revenue Clerk I	35	N	N
COR	Deputy Revenue Clerk II	36	N	N
COR	Deputy Revenue Clerk III	37	N	N
COR	Deputy Revenue Clerk IV	39	N	N
CWA	Assistant Commonwealth's Attorney	50	E	Y
CWA	Deputy Commonwealth's Attorney	54	E	Y
ED	Director of Economic Development	51	E	N
ED	Economic Development Assistant	40	N	N
FIN	Accountant	39	E	N
FIN	Accounting Analyst	35	N	N
FIN	Budget Manager	46	E	N
FIN	Director of Finance	EPB	E	N
FIN	Purchasing Manager	45	E	N
FRD	Assistant Fire & Rescue Chief	51	E	Y
FRD	Deputy Chief	52	E	Y

FRD	Emergency Management Coordinator	44	E	Y
FRD	EMS Captain	47	E	Y
FRD	EMS Coordinator	44	E	Y
FRD	EMS Provider	39	N	Y
FRD	Fire & Rescue Chief	EPB	E	Y
FRD	Fire & Rescue Recruitment Coordinator	37	N	N
FRD	Fire Marshal	44	E	Y
FRD	Fire Marshal Assistant	42	N	Y
FRD	Firefighter Recruit	39	N	Y
FRD	Firefighter/EMT	40	N	Y
FRD	Lieutenant	44	N	Y
FRD	Master Firefighter	42	N	Y
HR	Director of Human Resources	53	E	Y
HR	Human Resources Analyst	40	N	Y
ITD	Communications and IT Specialist	40	N	N
ITD	Director of Information Technology	EPB	E	Y
ITD	GIS Coordinator	43	E	Y
ITD	GIS Technician	39	N	Y
ITD	IT Operations Manager	49	N	Y
ITD	IT Specialist	40	N	Y
ITD	IT Systems Administrator	44	N	Y
ITD	IT Technician	39	N	Y
ITD	Network Manager	45	E	Y
LIB	Librarian	38	E	N
LIB	Library Administrative Coordinator	32	N	N
LIB	Library Aide	30	N	N
LIB	Library Clerk	31	N	N
LIB	Library Digital Resources Specialist	36	N	N
LIB	Library Director	50	E	N
LIB	Senior Library Clerk	32	N	N
PRD	Athletics Coordinator	37	N	Y
PRD	Director of Parks and Recreation	50	E	Y
PRD	Farmer's Market Manager	39	N	N
PRD	Recreation Aide	31	N	Y
PRD	Recreation Coordinator	37	N	Y
PRD	Recreation Programmer	35	N	Y
PSC	Director of Public Safety Communications	EPB	E	Y
PSC	Public Safety Communications Audit & Compliance Specialist	47	N	Y
PSC	Public Safety Communications Officer I	39	N	Y
PSC	Public Safety Communications Officer II	40	N	Y
PSC	Public Safety Communications Officer III	42	N	Y
PSC	Public Safety Communications Operations Manager	49	N	Y
PSC	Public Safety Communications Supervisor	44	N	Y
PSO	Administrative Services Assistant	30	N	N/A
PSO	Animal Control Technician I	33	N	N/A
PSO	Animal Control Technician II	37	N	N/A
PSO	Captain	49	E	N/A
PSO	Chief Deputy Sheriff	53	E	N/A
PSO	Civil Clerk I	30	N	N/A
PSO	Civil Clerk II	31	N	N/A
PSO	Corporal	42	N	N/A
PSO	Crime Analyst	40	N	N/A
PSO	Deputy Sheriff	39	N	N/A

PSO	Deputy Sheriff - Certified	40	N	N/A
PSO	Detective	43	N	N/A
PSO	Executive Assistant - Sheriff	40	N	N/A
PSO	First Sergeant	45	N	N/A
PSO	Lieutenant	47	N	N/A
PSO	Master Deputy	42	N	N/A
PSO	Senior Detective	44	N	N/A
PSO	Sergeant	44	N	N/A
PSO	Sheriff System Technician	40	N	N/A
PSO	Victim Witness Program Coordinator	38	N	N/A
PW	Assistant Director of Public Works	47	E	Y
PW	Director of Public Works	52	E	Y
PW	Facilities Supervisor	41	N	Y
PW	Grounds Supervisor	39	N	Y
PW	Office Manager	38	N	N
REG	Absentee Coordinator	35	N	N
REG	Deputy Voter Registrar	34	N	N
REG	Director of Elections	50	E	N
TRO	Chief Deputy Treasurer	44	E	N
TRO	Deputy Treasurer Clerk I	35	N	N
TRO	Deputy Treasurer Clerk II	36	N	N
TRO	Deputy Treasurer Clerk III	37	N	N
TRO	Deputy Treasurer Clerk IV	39	N	N
UTL	Convenience Center Lead Operator	31	N	Y
UTL	Convenience Center Operator	30	N	Y
UTL	Convenience Center Supervisor	39	N	Y
UTL	Director of Utilities	53	E	Y
UTL	Utilities Billing Specialist	34	N	N
UTL	Utilities Engineer	47	E	N
UTL	Utilities Operations Superintendent	44	N	Y
UTL	Utilities Operator I	38	N	Y
UTL	Utilities Operator II	37	N	Y
UTL	Utilities Operator III	36	N	Y
various	Administrative Assistant	30	N	N
various	Administrative Associate	34	N	N
various	Maintenance Worker I	32	N	Y
various	Maintenance Worker II	34	N	Y
various	Maintenance Worker III	37	N	Y
various	Maintenance Worker IV	38	N	Y

Not on Pay Plan

Circuit Court Clerk
Commissioner of the Revenue
Commonwealth's Attorney
County Administrator
County Attorney
Sheriff
Treasurer