

Attachment to Resolution R-2018-48

Powhatan County

Employee Classification and Compensation Plan - Amended October 22, 2018

Compensation Scale

Effective January 2018

Grade	Annual			Hourly			Grade
	Minimum	Mid-Point	Maximum	Minimum	Mid-Point	Maximum	
5	23,563	29,454	35,345	11.33	14.16	16.99	5
6	24,756	30,945	37,134	11.90	14.88	17.85	6
7	26,010	32,512	39,014	12.50	15.63	18.76	7
8	27,326	34,158	40,989	13.14	16.42	19.71	8
9	28,710	35,887	43,065	13.80	17.25	20.70	9
10	30,163	37,704	45,245	14.50	18.13	21.75	10
11	31,690	39,613	47,535	15.24	19.04	22.85	11
12	33,294	41,618	49,942	16.01	20.01	24.01	12
13	34,980	43,725	52,470	16.82	21.02	25.23	13
14	36,751	45,939	55,126	17.67	22.09	26.50	14
15	38,611	48,264	57,917	18.56	23.20	27.84	15
16	40,566	50,708	60,849	19.50	24.38	29.25	16
17	42,620	53,275	63,930	20.49	25.61	30.74	17
18	44,777	55,972	67,166	21.53	26.91	32.29	18
19	47,044	58,805	70,566	22.62	28.27	33.93	19
20	49,426	61,782	74,139	23.76	29.70	35.64	20
21	51,928	64,910	77,892	24.97	31.21	37.45	21
22	54,557	68,196	81,835	26.23	32.79	39.34	22
23	57,319	75,276	90,331	27.56	36.19	43.43	23
24	60,221	77,600	95,792	28.95	37.31	46.05	24
25	66,472	83,090	99,708	31.96	39.95	47.94	25
26	73,373	91,716	110,059	35.28	44.09	52.91	26
Executive Pay Band	80,990	130,667	180,345				

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Position Classifications

By Department Effective January 2018

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
CA	122	Economic Development Program Manager	20	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	E
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	Principal Planner	24	E
CDD	503	Zoning Administrator	22	E
CDD	504	Environmental Coordinator	21	E
CDD	505	Planner II	21	E
CDD	507	Planner I	19	E
CDD	509	Planner III	23	E
CDD	511	Building Official	24	E
CDD	512	Building Plan Reviewer	21	E
CDD	513	Building Inspector	19	N
CDD	517	Community Development Technician	12	N
COR	603	Chief Deputy Revenue Commissioner	19	E
COR	606	Deputy Revenue Clerk III	15	N
COR	610	Deputy Revenue Clerk II	14	N
COR	612	Deputy Revenue Clerk I	12	N
COR	613	Board of Equalization Clerk	10	N
FIN	801	Director of Finance	27	E
FIN	804	Accountant	21	E
FIN	806	Accounting Analyst	19	N
HR	112	Human Resources Analyst	19	N
ITD	901	Director of Information Technology	27	E
ITD	903	IT Systems Administrator	22	N
ITD	905	Network Manager	24	E
ITD	907	Communications and IT Specialist	19	N

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Position Classifications

By Department Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
ITD	911	GIS Coordinator	22	E
ITD	913	GIS Technician	17	N
ITD	915	Media Technician	10	N
FRD	1101	Fire & Rescue Chief	28	E
FRD	1102	Assistant Fire & Rescue Chief	24	E
FRD	1103	Fire Marshall	20	E
FRD	1104	Emergency Management Coordinator	20	E
FRD	1105	EMS Coordinator	20	E
FRD	1106	Administrative Associate - Fire & Rescue	15	N
FRD	1108	Fire & Rescue Recruitment Coordinator	19	N
FRD	1109	Firefighter	17	N
FRD	1110	Firefighter - Technician I	18	N
FRD	1111	Firefighter - Technician II	19	N
FRD	1113	Lieutenant	21	N
LIB	1001	Library Director	26	E
LIB	1003	Library Administrative Coordinator	15	N
LIB	1005	Library Systems Technician	15	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
PRD	1605	Recreation Coordinator	21	E
PRD	1609	Recreation Technician	8	N
PSC	1430	Director of Public Safety Communications	27	E
PSC	1431	Public Safety Communications Operations Manager	23	N
PSC	1432	Public Safety Communications Supervisor	20	N
PSC	1433	Public Safety Communications Officer I	16	N
PSC	1434	Public Safety Communications Officer II	17	N
PSC	1435	Public Safety Communications Officer III	18	N
PSO	1402	Undersheriff	26	E
PSO	1403	Chief Deputy Sheriff	26	E
PSO	1404	Captain	25	E
PSO	1405	Lieutenant	24	N
PSO	1406	First Sergeant	22	N
PSO	1407	Sergeant	21	N
PSO	1412	Senior Detective	21	N
PSO	1414	Detective	20	N

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Position Classifications

By Department Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
PSO	1418	Deputy Sheriff	17	N
PSO	1419	Deputy Sheriff - Certified	18	N
PSO	1420	Deputy Sheriff - Corporal/Master Deputy	19	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	1442	Animal Control Technician II	12	N
PSO	1443	Animal Control Technician I	8	N
PSO	1444	Administrative Assistant - Animal Control	10	N
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	1208	Utilities Billing Specialist	17	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	9	N
PWD	1235	Convenience Center Operator	8	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	1302	Deputy Voter Registrar	17	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

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Position Classifications

By Department Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
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
TRO	703	Chief Deputy Treasurer	19	E
TRO	706	Deputy Treasurer Clerk III	15	N
TRO	710	Deputy Treasurer Clerk II	14	N
TRO	712	Deputy Treasurer Clerk I	12	N

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Position Classifications

By Grade Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
CA	103	Deputy County Administrator	29	E
CWA	303	Deputy Commonwealth's Attorney	28	E
FRD	1101	Fire & Rescue Chief	28	E
SSD	1501	Director of Social Services	28	E
CA	121	Director of Economic Development	27	E
CDD	501	Director of Community Development	27	E
FIN	801	Director of Finance	27	E
ITD	901	Director of Information Technology	27	E
PSC	1430	Director of Public Safety Communications	27	E
PWD	1201	Director of Public Works	27	E
CA	111	HR Manager	26	E
CWA	304	Assistant Commonwealth's Attorney	26	E
LIB	1001	Library Director	26	E
PSO	1402	Undersheriff	26	E
PSO	1403	Chief Deputy Sheriff	26	E
PSO	1404	Captain	25	E
CDD	502	Principal Planner	24	E
CDD	511	Building Official	24	E
FRD	1102	Assistant Fire & Rescue Chief	24	E
PWD	1204	Utilities Manager	24	E
PWD	1206	Facilities & Grounds Manager	24	E
PSO	1405	Lieutenant	24	N
CDD	509	Planner III	23	E
SSD	1507	Family Services Manager	23	E
PSC	1431	Public Safety Communications Operations Manager	23	N
CDD	503	Zoning Administrator	22	E
ITD	903	IT Systems Administrator	22	N
ITD	911	GIS Coordinator	22	E
PSO	1406	First Sergeant	22	N
SSD	1503	Administrative Services Manager	22	E
SSD	1505	Benefit Programs Manager	22	E
CDD	504	Environmental Coordinator	21	E
CDD	505	Planner II	21	E
CDD	512	Building Plan Reviewer	21	E
FIN	804	Accountant	21	E
PRD	1605	Recreation Coordinator	21	E
PSO	1407	Sergeant	21	N
PSO	1412	Senior Detective	21	N

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Position Classifications

By Grade Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
PWD	1222	Utilities Operations Superintendent	21	N
PSC	1432	Public Safety Communications Supervisor	21	N
FRD	1113	Lieutenant	21	N
CA	122	Economic Development Program Manager	20	E
FRD	1103	Fire Marshall	20	E
FRD	1104	Emergency Management Coordinator	20	E
FRD	1105	EMS Coordinator	20	E
LIB	1017	Librarian	20	E
PSO	1414	Detective	20	N
CA	108	Senior Executive Associate/ Deputy Clerk	19	N
CAT	202	Paralegal	19	N
CCC	403	Chief Deputy Clerk – Circuit Court	19	E
CDD	507	Planner I	19	E
CDD	513	Building Inspector	19	N
COR	603	Chief Deputy Revenue Commissioner	19	E
FIN	806	Accounting Analyst	19	N
HR	112	HR Analyst	19	N
ITD	907	Communications and IT Specialist	19	N
FRD	1108	Fire & Rescue Recruitment Coordinator	19	N
PWD	1242	Facilities Supervisor	19	N
PWD	1243	Grounds Supervisor	19	N
SSD	1513	Senior Family Services Specialist	19	N
SSD	1525	Children's Services Act Program Coordinator	19	N
TRO	703	Chief Deputy Treasurer	19	E
PSO	1420	Deputy Sheriff - Corporal/Master Deputy	19	N
FRD	1111	Firefighter - Technician II	19	N
PSO	1419	Deputy Sheriff - Certified	18	N
PSC	1435	Public Safety Communications Officer III	18	N
FRD	1110	Firefighter - Technician I	18	N
CA	109	Executive Associate	17	N
ITD	913	GIS Technician	17	N
FRD	1109	Firefighter	17	N
PSO	1418	Deputy Sheriff	17	N
PSO	1421	Victim Witness Program Coordinator	17	N
PWD	1208	Utilities Billing Specialist	17	N
PWD	1223	Utilities Operator I	17	N
REG	1302	Deputy Voter Registrar	17	N
SSD	1515	Family Services Specialist	17	N

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Position Classifications

By Grade Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
PSC	1434	Public Safety Communications Officer II	17	N
PWD	1224	Utilities Operator II	16	N
SSD	1509	Senior Benefit Programs Specialist	16	N
PSC	1433	Public Safety Communications Officer I	16	N
CWA	305	Administrative Associate - Commonwealth Attorney	15	N
CCC	406	Deputy Clerk III – Circuit Court	15	N
COR	606	Deputy Revenue Clerk III	15	N
FRD	1106	Administrative Associate - Fire & Rescue	15	N
LIB	1003	Library Administrative Coordinator	15	N
LIB	1005	Library Systems Technician	15	N
PSO	1422	Administrative Associate - Sheriff	15	N
PSO	1423	Crime Analyst	15	N
PSO	1424	Sheriff System Technician	15	N
PWD	1207	Administrative Associate - Public Works	15	N
PWD	1225	Utilities Operator III	15	N
PWD	1232	Convenience Center Supervisor	15	N
SSD	1511	Benefit Programs Specialist	15	N
SSD	1517	Social Services Systems Technician	15	N
SSD	1527	Community Action Program Coordinator	15	N
SSD	1529	Community Juvenile Officer	15	N
TRO	706	Deputy Treasurer Clerk III	15	N
CCC	410	Deputy Clerk II – Circuit Court	14	N
COR	610	Deputy Revenue Clerk II	14	N
PSO	1426	Civil Clerk II	14	N
PWD	1244	Maintenance Worker III	14	N
TRO	710	Deputy Treasurer Clerk II	14	N
CCC	412	Deputy Clerk I – Circuit Court	12	N
CDD	517	Community Development Technician	12	N
COR	612	Deputy Revenue Clerk I	12	N
LIB	1007	Library Youth Services Coordinator	12	N
PSO	1427	Civil Clerk I	12	N
PSO	1442	Animal Control Technician II	12	N
PWD	1226	Utilities Maintenance Technician	12	N
TRO	712	Deputy Treasurer Clerk I	12	N
COR	613	Board of Equalization Clerk	10	N
ITD	915	Media Technician	10	N
LIB	1009	Senior Library Clerk	10	N
PSO	1444	Administrative Assistant - Animal Control	10	N

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Position Classifications

By Grade Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
PWD	1209	Administrative Assistant - Public Works	10	N
PWD	1245	Maintenance Worker II	10	N
SSD	1519	Administrative Assistant - Social Services	10	N
PWD	1233	Convenience Center Lead Operator	9	N
LIB	1011	Library Clerk	8	N
PRD	1609	Recreation Technician	8	N
PSO	1443	Animal Control Technician I	8	N
PWD	1246	Maintenance Worker I	8	N
PWD	1235	Convenience Center Operator	8	N
LIB	1015	Library Aide	6	N

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Position Classifications

By Position Effective January 2018

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
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	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
COR	613	Board of Equalization Clerk	10	N
CDD	513	Building Inspector	19	N
CDD	511	Building Official	24	E
CDD	512	Building Plan Reviewer	21	E
PSO	1404	Captain	25	E
CCC	403	Chief Deputy Clerk – Circuit Court	19	E
COR	603	Chief Deputy Revenue Commissioner	19	E
PSO	1403	Chief Deputy Sheriff	26	E
TRO	703	Chief Deputy Treasurer	19	E
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
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	9	N
PWD	1235	Convenience Center Operator	8	N
PWD	1232	Convenience Center Supervisor	15	N
PSO	1423	Crime Analyst	15	N
CCC	412	Deputy Clerk I – Circuit Court	12	N
CCC	410	Deputy Clerk II – Circuit Court	14	N

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Position Classifications

By Position Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
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
PSO	1419	Deputy Sheriff - Certified	18	N
PSO	1420	Deputy Sheriff - Corporal/Master Deputy	19	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
FIN	801	Director of Finance	27	E
ITD	901	Director of Information Technology	27	E
PSC	1430	Director of Public Safety Communications	27	E
PWD	1201	Director of Public Works	27	E
SSD	1501	Director of Social Services	28	E
CA	122	Economic Development Program Manager	20	E
FRD	1104	Emergency Management Coordinator	20	E
FRD	1105	EMS Coordinator	20	E
CDD	504	Environmental Coordinator	21	E
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	E
FRD	1109	Firefighter	17	N
FRD	1110	Firefighter - Technician I	18	N
FRD	1111	Firefighter - Technician II	19	N
PSO	1406	First Sergeant	22	N
ITD	911	GIS Coordinator	22	E

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Position Classifications

By Position Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
ITD	913	GIS Technician	17	N
PWD	1243	Grounds Supervisor	19	N
HR	112	HR Analyst	19	N
CA	111	HR Manager	26	E
ITD	903	IT Systems Administrator	22	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	15	N
LIB	1007	Library Youth Services Coordinator	12	N
PSO	1405	Lieutenant	23	N
FRD	1113	Lieutenant	21	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	E
CDD	505	Planner II	21	E
CDD	509	Planner III	23	E
CDD	502	Principal Planner	24	E
PSC	1433	Public Safety Communications Officer I	16	N
PSC	1434	Public Safety Communications Officer II	17	N
PSC	1435	Public Safety Communications Officer III	18	N
PSC	1431	Public Safety Communications Operations Manager	23	N
PSC	1432	Public Safety Communications Supervisor	21	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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Position Classifications

By Position Effective January 2018

Dept	Position Number	Position Title	Grade	FLSA
PSO	1402	Undersheriff	26	E
PWD	1208	Utilities Billing Specialist	17	N
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

Powhatan County
Unclassified Positions

CA	Commonwealth's Attorney
CCC	Clerk of the Circuit Court
COR	Commissioner of the Revenue
PSO	Sheriff
REG	Director of Elections
TRO	Treasurer