

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2019

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0101	N	AS	Account Clerk	5	\$ 22,955	\$ 29,842	\$ 36,728	\$ 11.04	\$ 14.35	\$ 17.66
0113	E	PR	Accountant I	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0113	E	PR	Accountant II	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0104	N	PR	Accounting and Payroll Specialist	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0112	E	PR	Accounting Supervisor	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0106	N	PP	Accounting Technician I	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0106	N	PP	Accounting Technician II	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0111	N	AS	Accounts Payable Specialist	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0606	N	AS	Administrative and FOIA Coordinator	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0603	N	AS	Administrative Assistant	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0615	N	AS	Administrative Coordinator	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0617	N	AS	Administrative Supervisor	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0328	E	OA	Administrator Neighborhood Development Office	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0804	N	AS	Adult Services Assistant	5	\$ 22,955	\$ 29,842	\$ 36,728	\$ 11.04	\$ 14.35	\$ 17.66
0833	E	OA	Adult Services Director	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0406	N	PS	Animal Control Officer	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0408	N	PS	Animal Control Officer Supervisor	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0526	E	PR	Application Support Analyst	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0325	E	PR	Assistant Administrator Neighborhood Development Office	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0662	E	OA	Assistant County Administrator	25	\$ 97,973	\$ 127,365	\$ 156,756	\$ 47.10	\$ 61.23	\$ 75.36
0653	E	PR	Assistant County Attorney	21	\$ 73,294	\$ 95,282	\$ 117,270	\$ 35.24	\$ 45.81	\$ 56.38
0342	E	PR	Assistant Director Colonial Community Corrections Agency	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0701	E	OA	Assistant Director Economic Development Department	20	\$ 68,164	\$ 88,613	\$ 109,062	\$ 32.77	\$ 42.60	\$ 52.43
0458	E	PR	Assistant Director Emergency Communications Division	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0141	E	OA	Assistant Director Financial and Management Services Department	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0289	E	OA	Assistant Director General and Capital Services Department	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0332	E	OA	Assistant Director Social Services Department	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0785	E	PR	Assistant Director Stormwater Division	21	\$ 73,294	\$ 95,282	\$ 117,270	\$ 35.24	\$ 45.81	\$ 56.38
0847	E	OA	Assistant Director Williamsburg Regional Library	21	\$ 73,294	\$ 95,282	\$ 117,270	\$ 35.24	\$ 45.81	\$ 56.38
0446	E	OA	Assistant Fire Chief	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0218	E	OA	Assistant General Manager James City Service Authority	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0633	N	AS	Assistant General Registrar	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0357	N	PP	Assistant Recreation Supervisor	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0195	E	PP	Assistant Treasurer	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0310	N	TE	Automated Services Specialist	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0234	N	TE	Automotive Inventory Specialist	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0226	N	SC	Automotive Service Coordinator	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0222	N	SC	Automotive Technician I	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0222	N	SC	Automotive Technician II	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0222	N	SC	Automotive Technician III	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0554	E	PR	Benefits Coordinator	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0315	E	PR	Benefits Program Chief	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2019

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0312	N	PP	Benefits Program Specialist I	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0312	N	PP	Benefits Program Specialist II	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0314	E	PR	Benefits Program Supervisor	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0156	E	PR	Budget and Accounting Analyst	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0150	E	PR	Budget Management Specialist	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0757	E	TE	Building Official Section Chief	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0184	N	PP	Business License Inspector	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0175	E	PR	Business Tax Representative	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0187	N	PP	Business Tax Specialist	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0791	E	PR	Capital Projects Coordinator	20	\$ 68,164	\$ 88,613	\$ 109,062	\$ 32.77	\$ 42.60	\$ 52.43
0783	E	PR	Chief Civil Engineer	21	\$ 73,294	\$ 95,282	\$ 117,270	\$ 35.24	\$ 45.81	\$ 56.38
0185	E	PP	Chief Deputy Commissioner	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0048	E	PS	Chief Deputy Sheriff	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0307	E	PR	Chief of Services	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0348	N	SM	Chief Park Ranger	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0524	E	TE	Chief Video Engineer	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0304	E	PR	Childrens Services Act (CSA) Coordinator	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0813	N	AS	Circulation Services Assistant	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0812	N	PP	Circulation Services Coordinator	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0814	E	OA	Circulation Services Director	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0781	E	PR	Civil Engineer I	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0781	E	PR	Civil Engineer II	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0781	E	PR	Civil Engineer III	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0120	N	AS	Claims Technician	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0539	E	PR	Communications Specialist	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0378	E	PR	Community Centers Administrator	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0451	N	PS	Computer Aided Dispatch (CAD) Administrator	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0767	E	PR	Construction Inspector I	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0767	E	PR	Construction Inspector II	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0251	N	SM	Convenience Center Attendant	3	\$ 19,855	\$ 25,812	\$ 31,768	\$ 9.55	\$ 12.41	\$ 15.27
0614	N	AS	Court Administrator	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0265	E	SM	Courthouse Facilities Superintendent	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0343	E	PR	Criminal Justice Planner Colonial Community Corrections	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0263	N	SM	Custodial Services Coordinator	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0261	N	SM	Custodian I	4	\$ 21,348	\$ 27,752	\$ 34,157	\$ 10.26	\$ 13.34	\$ 16.42
0261	N	SM	Custodian II	5	\$ 22,955	\$ 29,842	\$ 36,728	\$ 11.04	\$ 14.35	\$ 17.66
0173	E	PR	Customer Service Manager	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0171	N	AS	Customer Service Representative	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0140	N	AS	Data Analysis Technician	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0520	E	PR	Database Administrator	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0188	E	PR	Delinquent Collections Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0189	N	PP	Delinquent Tax Collector I	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38

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0189	N	PP	Delinquent Tax Collector II	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0181	N	AS	Deputy Commissioner I	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0181	N	AS	Deputy Commissioner II	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0182	N	AS	Deputy Commissioner III	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0183	N	AS	Deputy Commissioner IV	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0448	E	PR	Deputy Coordinator Emergency Management	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0654	E	PR	Deputy County Attorney	23	\$ 84,741	\$ 110,163	\$ 135,586	\$ 40.74	\$ 52.96	\$ 65.19
0423	E	OA	Deputy Police Chief	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0042	N	PS	Deputy Sheriff I	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0042	N	PS	Deputy Sheriff II	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0042	N	PS	Deputy Sheriff III	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0044	E	PS	Deputy Sheriff Sergeant	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0758	E	PR	Deputy Zoning Administrator	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0770	E	OA	Director Building Safety and Permits Division	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0345	E	OA	Director Colonial Community Corrections Agency	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0707	E	OA	Director Community Development Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0708	E	OA	Director Economic Development Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0142	E	OA	Director Financial and Management Services Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0225	E	OA	Director Fleet and Equipment Division	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0290	E	OA	Director General and Capital Services Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0559	E	OA	Director Human Resource Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0519	E	OA	Director Information Resources Management Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0391	E	OA	Director Parks and Recreation Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0125	E	OA	Director Purchasing Division	21	\$ 73,294	\$ 95,282	\$ 117,270	\$ 35.24	\$ 45.81	\$ 56.38
0139	E	OA	Director Real Estate Assessments Division	21	\$ 73,294	\$ 95,282	\$ 117,270	\$ 35.24	\$ 45.81	\$ 56.38
0308	E	OA	Director Social Services Department	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0769	E	OA	Director Stormwater Division	22	\$ 78,809	\$ 102,452	\$ 126,094	\$ 37.89	\$ 49.26	\$ 60.62
0452	N	PS	Emergency Communications Officer I	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0452	N	PS	Emergency Communications Officer II	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0452	N	PS	Emergency Communications Officer III	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0452	N	PS	Emergency Communications Officer IV	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0454	N	PS	Emergency Communications Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0434	N	AS	Emergency Management Planning Coordinator	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0447	E	PR	Emergency Medical Services Education Program Coordinator	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0771	N	TE	Engineering Assistant	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0774	E	TE	Engineering Specialist	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0254	E	PR	Environmental Sustainability Coordinator	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0271	N	SM	Facilities Specialist	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0264	E	OA	Facilities Superintendent	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0302	N	PP	Family Services Assistant	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0309	N	PR	Family Services Specialist	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0303	N	PR	Family Services Specialist I	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34

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Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0303	N	PR	Family Services Specialist II	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0306	E	PR	Family Services Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0808	E	PR	Finance and General Services Coordinator	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0830	E	OA	Finance and General Services Director	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0114	E	PR	Financial Analyst	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0449	E	OA	Fire Chief	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0432	N	TE	Fire Department Employment Coordinator	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0431	N	PP	Fire EMS Instructor	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0441	E	PR	Fire Marshal	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0443	E	PR	Fire Rescue Battalion Chief	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0442	N	PR	Fire Rescue Captain	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0436	N	PS	Fire Rescue Lieutenant	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0430	N	PS	Firefighter I	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0430	N	PS	Firefighter II	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0430	N	PS	Firefighter III	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0430	N	PS	Firefighter IV	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0371	N	SM	Fitness Attendant	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0371	N	SM	Fitness Trainer	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0764	N	TE	FOG/Cross Connection Control Supervisor	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0219	E	OA	General Manager James City Service Authority	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0507	E	TE	Geographic Information Systems Analyst	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0504	E	PR	Geographic Information Systems Supervisor	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0508	N	TE	Geographic Information Systems Technician	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0506	E	TE	Graphic Designer	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0283	N	SM	Grounds Foreman	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0282	N	SM	Groundskeeper I	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0282	N	SM	Groundskeeper II	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0283	N	SM	Groundskeeper III	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0324	N	TE	Housing Manager	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0327	N	TE	Housing Rehabilitation Specialist	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0322	N	TE	Housing Specialist I	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0322	N	TE	Housing Specialist II	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0557	E	PR	Human Resource Information System Analyst	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0551	E	PR	Human Resource Specialist I	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0551	E	PR	Human Resource Specialist II	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0216	N	SC	Industrial Mechanic	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0516	E	PR	Information Center Specialist	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0311	N	TE	Information Systems Technician	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0512	E	PR	Infrastructure and Network Security Supervisor	20	\$ 68,164	\$ 88,613	\$ 109,062	\$ 32.77	\$ 42.60	\$ 52.43
0775	E	TE	Inspection Supervisor	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0762	N	TE	Inspector I	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0762	N	TE	Inspector II	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55

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0762	N	TE	Inspector III	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0215	N	SC	Instrumentation & Control Specialist	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0340	N	AS	Intake Officer	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0232	N	TE	Inventory Control Specialist	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0233	N	TE	Inventory Control Supervisor	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0285	N	SM	Landscape Technician	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0224	N	SC	Lead Automotive Technician	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0815	N	AS	Lead Circulation Services Assistant	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0211	N	SC	Lead Electrical Technician	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0772	N	TE	Lead Engineering Assistant	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0275	N	SC	Lead Facilities Specialist	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0284	N	SM	Lead Groundskeeper	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0210	N	SC	Lead HVAC Technician	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0765	N	TE	Lead Inspector	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0361	N	SM	Lead Lifeguard	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0621	N	AS	Lead Satellite Services Assistant	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0831	E	PR	Librarian I	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0832	E	PR	Librarian II	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0822	E	PR	Library Development Officer	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0828	E	PR	Library Network Administrator	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0827	E	PR	Library Systems Administrator	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0362	N	SM	Lifeguard	4	\$ 21,348	\$ 27,752	\$ 34,157	\$ 10.26	\$ 13.34	\$ 16.42
0601	N	AS	Mail Courier	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0963	N	SC	Maintenance Specialist	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0203	N	SC	Meter Reader Apprentice	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0203	N	SC	Meter Reader Specialist I	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0203	N	SC	Meter Reader Specialist II	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0825	N	AS	Mobile Library Services Assistant	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0823	E	PR	Mobile Library Services Manager	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0525	E	PR	Multimedia Production Specialist	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0511	E	PR	Network System Engineer	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0066	N	AS	Office Manager	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0710	E	PR	Ombudsman	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0217	E	OA	Operations Administrator	20	\$ 68,164	\$ 88,613	\$ 109,062	\$ 32.77	\$ 42.60	\$ 52.43
0366	E	PR	Operations Manager	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0790	E	SM	Operations Project Coordinator	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0052	N	AS	Paralegal	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0350	N	AS	Park Attendant	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0349	N	SM	Park Ranger	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0355	N	SM	Park Supervisor	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0384	E	PR	Parks Administrator	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0288	E	OA	Parks and Grounds Superintendent	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2019

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0243	N	SM	Parks and Recreation Bus Driver	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0385	E	PR	Parks and Recreation Business Analyst	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0105	E	PR	Payroll Coordinator	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0752	N	AS	Permit Technician	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0704	E	PR	Planner I	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0704	E	PR	Planner II	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0704	E	PR	Planner III	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0756	N	TE	Plans Examiner	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0425	E	OA	Police Chief	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09
0427	E	PR	Police Crime Analyst	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0419	N	PR	Police Lieutenant	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0421	E	PR	Police Major	20	\$ 68,164	\$ 88,613	\$ 109,062	\$ 32.77	\$ 42.60	\$ 52.43
0410	N	PS	Police Officer I	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0410	N	PS	Police Officer II	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0410	N	PS	Police Officer III	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0410	N	PS	Police Officer IV	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0402	N	AS	Police Records Technician	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0417	N	PS	Police Sergeant	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0212	N	SC	Power Generation Mechanic	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0341	N	PR	Pretrial and Probation Officer I	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0341	N	PR	Pretrial and Probation Officer II	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0706	E	PR	Principal Planner	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0122	E	PR	Procurement Specialist	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0382	N	PR	Program Coordinator	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0845	E	OA	Program Services and Security Director	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0844	N	AS	Program Services Assistant	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0514	E	PR	Programmer Analyst Project Manager	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0518	E	PR	Programmer Analyst Project Manager Supervisor	21	\$ 73,294	\$ 95,282	\$ 117,270	\$ 35.24	\$ 45.81	\$ 56.38
0344	N	PR	Project Coordinator	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0541	E	OA	Public Information Officer	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0547	E	PR	Public Relations and Special Projects Administrator	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0134	N	TE	Real Estate Appraiser I	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0134	N	TE	Real Estate Appraiser II	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0132	N	TE	Real Estate Information Specialist	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0523	E	PR	Records and Imaging Administrator	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0521	N	TE	Records and Imaging Technician	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0353	N	PP	Recreation Leader	4	\$ 21,348	\$ 27,752	\$ 34,157	\$ 10.26	\$ 13.34	\$ 16.42
0358	E	PR	Recreation Services Administrator	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0354	N	PP	Recreation Supervisor	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0117	E	PR	Safety Coordinator	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0624	E	AS	Satellite Services Administrator	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0623	N	AS	Satellite Services Assistant	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2019

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0510	E	TE	SCADA Utility Systems Analyst	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0802	N	SM	Security Monitor	4	\$ 21,348	\$ 27,752	\$ 34,157	\$ 10.26	\$ 13.34	\$ 16.42
0115	N	AS	Senior Account Clerk	7	\$ 26,540	\$ 34,502	\$ 42,464	\$ 12.76	\$ 16.59	\$ 20.42
0116	E	PR	Senior Accountant	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0607	N	AS	Senior Administrative Services Coordinator	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0634	N	AS	Senior Assistant General Registrar	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0186	E	PR	Senior Auditor	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0313	N	PP	Senior Benefit Program Specialist	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0155	E	PR	Senior Budget and Accounting Analyst	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0540	E	PR	Senior Communications Specialist	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0252	N	SM	Senior Convenience Center Attendant	6	\$ 24,683	\$ 32,088	\$ 39,493	\$ 11.87	\$ 15.43	\$ 18.99
0272	N	SC	Senior Facilities Specialist	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0305	E	PR	Senior Family Services Specialist	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0377	N	TE	Senior Fitness Trainer	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0501	E	TE	Senior Geographic Information Systems Analyst	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0320	N	PR	Senior Housing Specialist	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0553	E	PR	Senior Human Resource Specialist	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0416	N	PS	Senior Police Investigator	16	\$ 50,993	\$ 66,291	\$ 81,589	\$ 24.52	\$ 31.87	\$ 39.23
0346	E	PR	Senior Probation Officer	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0123	E	PR	Senior Procurement Specialist	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0522	N	TE	Senior Records and Imaging Technician	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0167	N	AS	Senior Utility Account Representative	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0205	N	TE	Senior Utility Locator	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0810	N	AS	Shelver Clerk	3	\$ 19,855	\$ 25,812	\$ 31,768	\$ 9.55	\$ 12.41	\$ 15.27
0221	N	SC	Small Engine Mechanic	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0253	N	SM	Solid Waste Foreman	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0256	E	OA	Solid Waste Superintendent	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0807	E	PR	Special Projects Coordinator	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0821	E	OA	Special Projects Director	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0773	E	PR	Stormwater Coordinator	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0711	E	PR	Stormwater Specialist	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0838	N	AS	Summer Reading Assistant	4	\$ 21,348	\$ 27,752	\$ 34,157	\$ 10.26	\$ 13.34	\$ 16.42
0515	E	TE	Systems Administrator	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0517	E	PR	Systems Architect	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0817	E	PR	Technical Services Professional	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0818	E	TE	Technical Services Specialist	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0513	N	TE	Technology Support Technician	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0509	E	PR	Telecommunications Network Specialist	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0359	N	PP	Therapeutic Recreation Leader	4	\$ 21,348	\$ 27,752	\$ 34,157	\$ 10.26	\$ 13.34	\$ 16.42
0535	N	PP	Tourism and Marketing Coordinator	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0533	E	PR	Training and Development Coordinator	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0165	N	AS	Utility Account Representative	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2019

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0152	E	PR	Utility Analyst	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0214	N	SC	Utility Locator	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0209	E	OA	Utility Maintenance Superintendent	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0202	N	SC	Utility Maintenance Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0213	N	AS	Utility Systems Technician	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0326	E	PR	Volunteer and Resource Coordinator	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0203	N	SM	Wastewater Collection Apprentice	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0208	N	SC	Wastewater Collection Crew Leader	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0203	N	SC	Wastewater Collection Specialist I	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0203	N	SC	Wastewater Collection Specialist II	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0204	N	SC	Wastewater Collection Specialist III	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0209	E	OA	Wastewater Collection Superintendent	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0202	N	SM	Wastewater Collection Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0203	N	SM	Wastewater Facilities Apprentice	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0204	N	SM	Wastewater Facilities Mechanic	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0203	N	SC	Wastewater Facilities Specialist I	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0203	N	SC	Wastewater Facilities Specialist II	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0209	E	OA	Wastewater Facilities Superintendent	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0202	N	SM	Wastewater Facilities Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0203	N	SM	Water Distribution Apprentice	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0208	N	SC	Water Distribution Crew Leader	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0203	N	SC	Water Distribution Specialist I	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0203	N	SC	Water Distribution Specialist II	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0209	E	OA	Water Distribution Superintendent	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0202	N	SM	Water Distribution Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0203	N	SM	Water Production Apprentice	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0203	N	SC	Water Production Specialist I	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0203	N	SM	Water Production Specialist II	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0209	E	SC	Water Production Superintendent	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0240	N	TE	Water Treatment Plant Supervisor	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0207	N	SM	Waterworks Operator Apprentice	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0207	N	SM	Waterworks Operator I	11	\$ 35,477	\$ 46,120	\$ 56,763	\$ 17.06	\$ 22.17	\$ 27.29
0207	N	SM	Waterworks Operator II	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0207	N	SM	Waterworks Operator III	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0207	N	SM	Waterworks Operator IV	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0503	N	AS	Web and Publications Specialist	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0505	E	AS	Web and Publications Supervisor	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0532	E	PR	Web Interaction Designer	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0242	N	SM	Williamsburg Area Transit Authority Bus Driver	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0247	E	OA	Williamsburg Area Transit Authority Deputy Director	17	\$ 54,830	\$ 71,279	\$ 87,728	\$ 26.36	\$ 34.27	\$ 42.18
0250	N	SM	Williamsburg Area Transit Authority Dispatcher	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0249	E	OA	Williamsburg Area Transit Authority Executive Director	24	\$ 91,117	\$ 118,452	\$ 145,787	\$ 43.81	\$ 56.95	\$ 70.09

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2019

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0248	N	TE	Williamsburg Area Transit Authority Information Technology Specialist	15	\$ 47,424	\$ 61,651	\$ 75,878	\$ 22.80	\$ 29.64	\$ 36.48
0241	N	SM	Williamsburg Area Transit Authority Lead Bus Driver	9	\$ 30,685	\$ 39,891	\$ 49,096	\$ 14.75	\$ 19.18	\$ 23.60
0245	N	AS	Williamsburg Area Transit Authority Operations Assistant	8	\$ 28,538	\$ 37,099	\$ 45,661	\$ 13.72	\$ 17.84	\$ 21.95
0246	E	SM	Williamsburg Area Transit Authority Operations Director	14	\$ 44,104	\$ 57,335	\$ 70,566	\$ 21.20	\$ 27.57	\$ 33.93
0500	N	OA	Williamsburg Area Transit Authority Safety & Training Coordinator	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
0239	N	PR	Williamsburg Area Transit Authority Transit Planner	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0244	E	SM	Williamsburg Area Transit Authority Transit Supervisor	13	\$ 41,018	\$ 53,323	\$ 65,629	\$ 19.72	\$ 25.64	\$ 31.55
0829	E	OA	Williamsburg Regional Library Information Technology Director	19	\$ 63,393	\$ 82,411	\$ 101,429	\$ 30.48	\$ 39.62	\$ 48.76
0842	E	OA	Youth Services Director	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0839	N	AS	Youth Services Senior Clerk	5	\$ 22,955	\$ 29,842	\$ 36,728	\$ 11.04	\$ 14.35	\$ 17.66
0761	E	PR	Zoning Administrator	18	\$ 58,955	\$ 76,642	\$ 94,328	\$ 28.34	\$ 36.85	\$ 45.35
0760	N	TE	Zoning Officer I	10	\$ 32,994	\$ 42,892	\$ 52,790	\$ 15.86	\$ 20.62	\$ 25.38
0760	N	TE	Zoning Officer II	12	\$ 38,146	\$ 49,590	\$ 61,034	\$ 18.34	\$ 23.84	\$ 29.34
			EEO Category							
		AS	Administrative Support							
		OA	Official/Administrator							
		PP	Paraprofessional							
		PR	Professional							
		PS	Protective Service							
		SC	Skilled Craft							
		SM	Service Maintenance							
		TE	Technical							