

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0101	N	AS	Account Clerk	05	\$ 22,955	\$ 29,674	\$ 36,394	\$ 11.04	\$ 14.27	\$ 17.50
0113	E	PR	Accountant	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0112	E	PR	Accounting Supervisor	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0106	N	PP	Accounting Technician	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0111	N	AS	Accounts Payable Specialist	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0603	N	AS	Administrative Assistant	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0615	N	AS	Administrative Coordinator	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0604	N	AS	Administrative Specialist	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0617	N	AS	Administrative Supervisor	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0328	E	OA	Administrator Neighborhood Development Office	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0804	N	AS	Adult Services Assistant	05	\$ 22,955	\$ 29,674	\$ 36,394	\$ 11.04	\$ 14.27	\$ 17.50
0833	E	OA	Adult Services Director	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0406	N	PS	Animal Control Officer	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0408	N	PS	Animal Control Officer Supervisor	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0325	E	PR	Assistant Administrator Neighborhood Development Office	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0662	E	OA	Assistant County Administrator	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0653	E	PR	Assistant County Attorney	21	\$ 73,294	\$ 94,730	\$ 116,166	\$ 35.24	\$ 45.54	\$ 55.85
0701	E	OA	Assistant Director Economic Development Department	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0458	E	PR	Assistant Director Emergency Communications Division	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0141	E	OA	Assistant Director Financial and Management Services Department	22	\$ 78,809	\$ 101,881	\$ 124,953	\$ 37.89	\$ 48.98	\$ 60.07
0289	E	OA	Assistant Director General and Capital Services Department	21	\$ 73,294	\$ 94,730	\$ 116,166	\$ 35.24	\$ 45.54	\$ 55.85
0332	E	OA	Assistant Director Social Services Department	20	\$ 68,164	\$ 88,119	\$ 108,074	\$ 32.77	\$ 42.37	\$ 51.96
0218	E	OA	Assistant General Manager James City Service Authority	22	\$ 78,809	\$ 101,881	\$ 124,953	\$ 37.89	\$ 48.98	\$ 60.07
0633	N	AS	Assistant General Registrar	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0357	N	PP	Assistant Recreation Site Supervisor	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0195	E	PP	Assistant Treasurer	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0310	N	TE	Automated Services Specialist	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0234	N	TE	Automotive Inventory Specialist	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0226	N	SC	Automotive Service Coordinator	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0222	N	SC	Automotive Technician I	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0222	N	SC	Automotive Technician II	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0222	N	SC	Automotive Technician III	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0554	E	PR	Benefit Coordinator	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0315	E	PR	Benefits Program Chief	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0312	N	PP	Benefits Program Specialist I	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0312	N	PP	Benefits Program Specialist II	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0314	E	PR	Benefits Program Supervisor	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0156	E	PR	Budget and Accounting Analyst	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0150	E	PR	Budget Management Specialist	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0757	E	TE	Building Official Section Chief	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0705	E	PR	Business Development and Retention Coordinator	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0184	N	PP	Business License Inspector	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0175	E	PR	Business Tax Field Representative	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0187	N	PP	Business Tax Specialist	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0791	E	PR	Capital Projects Coordinator	20	\$ 68,164	\$ 88,119	\$ 108,074	\$ 32.77	\$ 42.37	\$ 51.96
0783	E	PR	Chief Civil Engineer	21	\$ 73,294	\$ 94,730	\$ 116,166	\$ 35.24	\$ 45.54	\$ 55.85
0185	E	PP	Chief Deputy Commissioner	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0048	E	PS	Chief Deputy Sheriff	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0307	E	PR	Chief of Services	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0348	N	SM	Chief Park Ranger	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0524	E	TE	Chief Video Engineer	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0304	E	PR	Childrens Services Act (CSA) Coordinator	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0813	N	AS	Circulation Services Assistant	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0812	N	PP	Circulation Services Coordinator	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0814	E	OA	Circulation Services Director	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0533	E	PR	Civic Engagement Coordinator	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0781	E	PR	Civil Engineer I	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0781	E	PR	Civil Engineer II	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0781	E	PR	Civil Engineer III	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0342	E	PR	Colonial Community Corrections Coordinator	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0539	E	PR	Communications Specialist	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0378	E	PR	Community Centers Administrator	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0451	N	PS	Computer Aided Dispatch (CAD) Administrator	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0767	E	PR	Construction Inspector I	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0767	E	PR	Construction Inspector II	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0251	N	SM	Convenience Center Attendant	03	\$ 19,855	\$ 25,666	\$ 31,477	\$ 9.55	\$ 12.34	\$ 15.13
0785	E	PR	County Engineer	21	\$ 73,294	\$ 94,730	\$ 116,166	\$ 35.24	\$ 45.54	\$ 55.85
0614	N	AS	Court Administrator	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0265	E	SM	Courthouse Facilities Superintendent	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0343	E	PR	Criminal Justice Planner Colonial Community Corrections	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0263	N	SM	Custodial Services Coordinator	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0261	N	SM	Custodian	04	\$ 21,348	\$ 27,597	\$ 33,847	\$ 10.26	\$ 13.27	\$ 16.27

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0350	N	AS	Customer Assistant	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0171	N	AS	Customer Service Representative	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0520	E	PR	Database Administrator	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0188	E	PR	Delinquent Collections Supervisor	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0181	N	AS	Deputy Commissioner I	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0181	N	AS	Deputy Commissioner II	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0182	N	AS	Deputy Commissioner III	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0183	N	AS	Deputy Commissioner IV	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0448	E	PR	Deputy Coordinator Emergency Management	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0423	E	OA	Deputy Police Chief	22	\$ 78,809	\$ 101,881	\$ 124,953	\$ 37.89	\$ 48.98	\$ 60.07
0042	N	PS	Deputy Sheriff I	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0042	N	PS	Deputy Sheriff II	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0042	N	PS	Deputy Sheriff III	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0044	E	PS	Deputy Sheriff Sergeant	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0758	E	PR	Deputy Zoning Administrator	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0769	E	OA	Director Building Safety and Permits Division	22	\$ 78,809	\$ 101,881	\$ 124,953	\$ 37.89	\$ 48.98	\$ 60.07
0345	E	OA	Director Colonial Community Corrections Agency	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0534	E	OA	Director Communications Division	22	\$ 78,809	\$ 101,881	\$ 124,953	\$ 37.89	\$ 48.98	\$ 60.07
0308	E	OA	Director Social Services Department	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0708	E	OA	Director Economic Development Department	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0455	E	PR	Director Emergency Communications Division	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0769	E	OA	Director Engineering and Resource Protection Division	22	\$ 78,809	\$ 101,881	\$ 124,953	\$ 37.89	\$ 48.98	\$ 60.07
0142	E	OA	Director Financial and Management Services Department	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0225	E	OA	Director Fleet and Equipment Division	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0290	E	OA	Director General and Capital Services Department	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0559	E	OA	Director Human Resource Department	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0519	E	OA	Director Information Resources Management Division	23	\$ 84,741	\$ 109,549	\$ 134,357	\$ 40.74	\$ 52.67	\$ 64.59
0391	E	OA	Director Parks and Recreation Department	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0707	E	OA	Director Community Development/Planning Division	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0125	E	OA	Director Purchasing Division	21	\$ 73,294	\$ 94,730	\$ 116,166	\$ 35.24	\$ 45.54	\$ 55.85
0139	E	OA	Director Real Estate Assessments Division	21	\$ 73,294	\$ 94,730	\$ 116,166	\$ 35.24	\$ 45.54	\$ 55.85
0769	E	OA	Director Stormwater Division	22	\$ 78,809	\$ 101,881	\$ 124,953	\$ 37.89	\$ 48.98	\$ 60.07
0452	N	PS	Emergency Communications Officer I	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0452	N	PS	Emergency Communications Officer II	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0452	N	PS	Emergency Communications Officer III	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0452	N	PS	Emergency Communications Officer IV	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0454	N	PS	Emergency Communications Supervisor	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0433	N	PP	Emergency Management Planner	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0161	N	AS	Emergency Medical Services (EMS) Billing Technician	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0447	E	PR	Emergency Medical Services Education Program Coordinator	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0771	N	TE	Engineering Assistant	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0774	E	TE	Engineering Specialist	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0254	E	PR	Environmental Coordinator	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0535	N	PP	Event Coordinator	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0271	N	SM	Facilities Specialist	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0264	E	OA	Facilities Superintendent	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0302	N	PP	Family Services Assistant	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0309	N	PR	Family Services Specialist	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0303	N	PR	Family Services Specialist I	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0303	N	PR	Family Services Specialist II	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0306	E	PR	Family Services Supervisor	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0808	E	PR	Finance and General Services Coordinator	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0830	E	OA	Finance and General Services Director	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0114	E	PR	Financial Analyst	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0449	E	OA	Fire Chief	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0432	N	TE	Fire Department Employment Coordinator	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0441	E	PR	Fire Marshal	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0443	E	PR	Fire Rescue Battalion Chief	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0442	N	PR	Fire Rescue Captain	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0431	N	PP	Fire Rescue Instructor	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0436	N	PS	Fire Rescue Lieutenant	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0430	N	PS	Firefighter I	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0430	N	PS	Firefighter II	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0430	N	PS	Firefighter III	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0430	N	PS	Firefighter IV	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0444	N	PS	Fire Safety Public Educator	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0371	N	SM	Fitness Attendant	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0371	N	SM	Fitness Trainer	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0764	N	TE	FOG/Cross Connection Control Supervisor	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0219	E	OA	General Manager James City Service Authority	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0507	E	TE	Geographic Information Systems Analyst	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0504	E	PR	Geographic Information Systems Supervisor	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0508	N	TE	Geographic Information Systems Technician	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0547	E	PR	Grant Administrator	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0506	E	TE	Graphic Designer	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0282	N	SM	Groundskeeper I	05	\$ 22,955	\$ 29,674	\$ 36,394	\$ 11.04	\$ 14.27	\$ 17.50
0282	N	SM	Groundskeeper II	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0322	N	TE	Housing Specialist I	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0322	N	TE	Housing Specialist II	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0324	N	TE	Housing Supervisor	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0557	E	PR	Human Resource Information System Analyst	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0551	E	PR	Human Resource Specialist I	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0551	E	PR	Human Resource Specialist II	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0216	N	SC	Industrial Mechanic	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0516	E	PR	Information Center Specialist	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0311	N	TE	Information Systems Technician	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0829	E	OA	Information Technology and Technical Services Director	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0512	E	PR	Infrastructure and Network Security Supervisor	20	\$ 68,164	\$ 88,119	\$ 108,074	\$ 32.77	\$ 42.37	\$ 51.96
0775	E	TE	Inspection Supervisor	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0762	N	TE	Inspector I	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0762	N	TE	Inspector II	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0762	N	TE	Inspector III	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0215	N	SC	Instrumentation & Control Specialist	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0232	N	TE	Inventory Control Specialist	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0233	N	TE	Inventory Control Supervisor	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0285	N	SM	Landscape Technician	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0224	N	SC	Lead Automotive Technician	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0815	N	AS	Lead Circulation Services Assistant	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0211	N	SC	Lead Electrical Technician	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0772	N	TE	Lead Engineering Assistant	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0275	N	SC	Lead Facilities Specialist	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0284	N	SM	Lead Groundskeeper	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0210	N	SC	Lead HVAC Technician	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0765	N	TE	Lead Inspector	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0361	N	SM	Lead Lifeguard	05	\$ 22,955	\$ 29,674	\$ 36,394	\$ 11.04	\$ 14.27	\$ 17.50
0621	N	AS	Lead Satellite Services Assistant	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0608	N	AS	Legal Secretary	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0609	N	AS	Legal Technician	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0831	E	PR	Librarian I	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0832	E	PR	Librarian II	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0847	E	OA	Library Assistant Director	21	\$ 73,294	\$ 94,730	\$ 116,166	\$ 35.24	\$ 45.54	\$ 55.85
0822	E	PR	Library Development Officer	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0828	E	PR	Library Network Administrator	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0827	E	PR	Library Systems Administrator	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0362	N	SM	Lifeguard	03	\$ 19,855	\$ 25,666	\$ 31,477	\$ 9.55	\$ 12.34	\$ 15.13
0601	N	AS	Mail Courier	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0203	N	SC	Meter Reader Apprentice	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0203	N	SC	Meter Reader Specialist I	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0203	N	SC	Meter Reader Specialist II	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0825	N	AS	Mobile Library Services Assistant	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0823	E	PR	Mobile Library Services Manager	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0539	E	PR	Multimedia Production Specialist	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0511	E	PR	Network System Engineer	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0710	E	PR	Ombudsman	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0217	E	OA	Operations Administrator	20	\$ 68,164	\$ 88,119	\$ 108,074	\$ 32.77	\$ 42.37	\$ 51.96
0790	E	SM	Operations Project Coordinator	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0349	N	SM	Park Ranger	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0355	N	SM	Park Supervisor	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0384	E	PR	Parks Administrator	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0288	E	OA	Parks and Grounds Superintendent	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0243	N	SM	Parks and Recreation Bus Driver	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0385	E	PR	Parks and Recreation Business Analyst	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0105	E	PR	Payroll Coordinator	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0704	E	PR	Planner I	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0704	E	PR	Planner II	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0704	E	PR	Planner III	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0756	N	TE	Plans Examiner	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0425	E	OA	Police Chief	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0427	E	PR	Police Crime Analyst	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0419	N	PR	Police Lieutenant	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0421	E	PR	Police Major	19	\$ 63,393	\$ 81,951	\$ 100,510	\$ 30.48	\$ 39.40	\$ 48.32
0410	N	PS	Police Officer I	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0410	N	PS	Police Officer II	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0410	N	PS	Police Officer III	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0410	N	PS	Police Officer IV	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0417	N	PS	Police Sergeant	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0212	N	SC	Power Generation Mechanic	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0340	E	PR	Pretrial Officer	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0706	E	PR	Principal Planner	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0341	E	PR	Probation Officer	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0845	E	OA	Program Services and Security Director	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0844	N	AS	Program Services Assistant	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0514	E	PR	Programmer Analyst	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0518	E	PR	Programmer Analyst Supervisor	20	\$ 68,164	\$ 88,119	\$ 108,074	\$ 32.77	\$ 42.37	\$ 51.96
0122	E	PR	Purchasing Specialist	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0134	N	TE	Real Estate Appraiser I	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0134	N	TE	Real Estate Appraiser II	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0132	N	TE	Real Estate Information Specialist	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0523	E	PR	Records and Imaging Administrator	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0521	N	TE	Records and Imaging Technician	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0358	E	PR	Recreation Administrator	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0353	N	PP	Recreation Leader	03	\$ 19,855	\$ 25,666	\$ 31,477	\$ 9.55	\$ 12.34	\$ 15.13
0366	E	PR	Recreation Operations Coordinator	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0382	N	PR	Recreation Program Coordinator	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0354	N	PP	Recreation Site Supervisor	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0118	E	PR	Risk Manager	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0117	E	PR	Safety Coordinator	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0624	E	AS	Satellite Services Administrator	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0623	N	AS	Satellite Services Assistant	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0802	N	SM	Security Monitor	04	\$ 21,348	\$ 27,597	\$ 33,847	\$ 10.26	\$ 13.27	\$ 16.27
0115	N	AS	Senior Account Clerk	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0116	E	PR	Senior Accountant	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0607	N	AS	Senior Administrative Services Coordinator	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0634	N	AS	Senior Assistant General Registrar	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0186	E	PR	Senior Auditor	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0313	N	PP	Senior Benefits Program Specialist	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0155	E	PR	Senior Budget and Accounting Analyst	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0540	E	PR	Senior Communications Specialist	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0252	N	SM	Senior Convenience Center Attendant	06	\$ 24,683	\$ 31,909	\$ 39,135	\$ 11.87	\$ 15.34	\$ 18.81
0271	N	SC	Senior Facilities Specialist	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0277	N	SC	Senior Facilities Technician	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0305	E	PR	Senior Family Services Specialist	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0377	N	TE	Senior Fitness Trainer	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0501	E	TE	Senior Geographic Information Systems Analyst	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0553	E	PR	Senior Human Resource Specialist	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0416	N	PS	Senior Police Investigator	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0123	E	PR	Senior Purchasing Specialist	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0522	N	TE	Senior Records and Imaging Technician	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0167	N	AS	Senior Utility Account Representative	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0205	N	TE	Senior Utility Locator	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0810	N	AS	Shelver Clerk	03	\$ 19,855	\$ 25,666	\$ 31,477	\$ 9.55	\$ 12.34	\$ 15.13
0221	N	SC	Small Engine Mechanic	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0253	N	SM	Solid Waste Foreman	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0256	E	OA	Solid Waste Superintendent	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0807	E	PR	Special Projects Coordinator	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0821	E	OA	Special Projects Director	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0773	E	PR	Stormwater Coordinator	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0711	E	PR	Stormwater Specialist	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0838	N	AS	Summer Reading Assistant	04	\$ 21,348	\$ 27,597	\$ 33,847	\$ 10.26	\$ 13.27	\$ 16.27
0517	E	PR	Systems Architect	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0513	E	TE	Systems Administrator	16	\$ 50,993	\$ 65,920	\$ 80,848	\$ 24.52	\$ 31.69	\$ 38.87
0817	E	PR	Technical Services Professional	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0818	E	TE	Technical Services Specialist	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0513	N	TE	Technology Support Technician	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0509	E	PR	Telecommunications Network Specialist	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0359	N	PP	Therapeutic Recreation Leader	03	\$ 19,855	\$ 25,666	\$ 31,477	\$ 9.55	\$ 12.34	\$ 15.13
0165	N	AS	Utility Account Representative	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0173	E	PR	Utility Account Supervisor	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

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	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0214	N	SC	Utility Locator	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0209	E	OA	Utility Maintenance Superintendent	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0202	N	SC	Utility Maintenance Foreman	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0510	E	TE	Utility Systems Analyst/SCADA	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0213	N	AS	Utility Systems Technician	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0326	E	PR	Volunteer and Resource Coordinator	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0203	N	SM	Wastewater Collection Apprentice	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0208	N	SC	Wastewater Collection Crew Leader	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0202	N	SM	Wastewater Collection Foreman	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0203	N	SC	Wastewater Collection Specialist I	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0203	N	SC	Wastewater Collection Specialist II	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0209	E	OA	Wastewater Collection Superintendent	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0203	N	SM	Wastewater Facilities Apprentice	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0202	N	SM	Wastewater Facilities Foreman	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0204	N	SM	Wastewater Facilities Mechanic	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0203	N	SC	Wastewater Facilities Specialist I	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0203	N	SC	Wastewater Facilities Specialist II	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0209	E	OA	Wastewater Facilities Superintendent	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0203	N	SM	Water Distribution Apprentice	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0208	N	SC	Water Distribution Crew Leader	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0202	N	SM	Water Distribution Foreman	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0203	N	SC	Water Distribution Specialist I	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0203	N	SC	Water Distribution Specialist II	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0209	E	OA	Water Distribution Superintendent	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0203	N	SM	Water Production Apprentice	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0202	N	TE	Water Production Foreman	13	\$ 41,018	\$ 53,026	\$ 65,033	\$ 19.72	\$ 25.49	\$ 31.27
0203	N	SC	Water Production Specialist I	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0203	N	SM	Water Production Specialist II	09	\$ 30,685	\$ 39,668	\$ 48,651	\$ 14.75	\$ 19.07	\$ 23.39
0209	N	SC	Water Production Superintendent	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0240	E	TE	Water Treatment Plant Supervisor	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0207	N	SC	Waterworks Operator	11	\$ 35,477	\$ 45,863	\$ 56,248	\$ 17.06	\$ 22.05	\$ 27.04
0503	N	AS	Web and Publications Specialist FR	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0505	E	AS	Web and Publications Supervisor FR	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0532	E	PR	Web Interaction Designer	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79

James City County
Salary Structure in Alphabetical Order by Position Name
FY 2018

Position Number	FLSA Status	EEO Category	Position Name	Salary Range	Annual			Hourly		
					Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
0242	N	SM	Williamsburg Area Transit Authority Bus Driver	07	\$ 26,540	\$ 34,309	\$ 42,078	\$ 12.76	\$ 16.49	\$ 20.23
0247	E	OA	Williamsburg Area Transit Authority Deputy Director	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0250	N	SM	Williamsburg Area Transit Authority Dispatcher	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0249	E	OA	Williamsburg Area Transit Authority Executive Director	24	\$ 91,117	\$ 117,792	\$ 144,466	\$ 43.81	\$ 56.63	\$ 69.45
0248	NE	TE	Williamsburg Area Transit Authority Information Technology Administrator	15	\$ 47,424	\$ 61,307	\$ 75,190	\$ 22.80	\$ 29.47	\$ 36.15
0241	N	SM	Williamsburg Area Transit Authority Lead Bus Driver	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0245	N	AS	Williamsburg Area Transit Authority Operations Assistant	08	\$ 28,538	\$ 36,892	\$ 45,246	\$ 13.72	\$ 17.74	\$ 21.75
0246	E	SM	Williamsburg Area Transit Authority Operations Director	14	\$ 44,104	\$ 57,016	\$ 69,927	\$ 21.20	\$ 27.41	\$ 33.62
0500	N	OA	Williamsburg Area Transit Authority Safety & Training Coordinator	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0239	PR	NE	Williamsburg Area Transit Authority Transit Planner	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0244	E	SM	Williamsburg Area Transit Authority Transit Supervisor	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
0842	E	OA	Youth Services Director	17	\$ 54,830	\$ 70,881	\$ 86,932	\$ 26.36	\$ 34.08	\$ 41.79
0839	N	AS	Youth Services Senior Clerk	05	\$ 22,955	\$ 29,674	\$ 36,394	\$ 11.04	\$ 14.27	\$ 17.50
0761	E	PR	Zoning Administrator	18	\$ 58,955	\$ 76,215	\$ 93,475	\$ 28.34	\$ 36.64	\$ 44.94
0760	N	TE	Zoning Officer I	10	\$ 32,994	\$ 42,653	\$ 52,312	\$ 15.86	\$ 20.51	\$ 25.15
0760	N	TE	Zoning Officer II	12	\$ 38,146	\$ 49,314	\$ 60,482	\$ 18.34	\$ 23.71	\$ 29.08
			EEO Category							
		AS	Administrative Support							
		OA	Official/Administrator							
		PP	Paraprofessional							
		PR	Professional							
		PS	Protective Service							
		SC	Skilled Craft							
		SM	Service Maintenance							
		TE	Technical							