

## Compensation Plans and Pay Schedules

The County Compensation Plans (C, E, F, L, O, P, and S) for FY 2009 are included on the following pages.

- The E, L, and S Compensation Plans have been adjusted by 2.96 percent for FY 2009 to include the impact of the annual market index. It should be noted consistent with the transition from cost of living increases completed in FY 2002, the adjustment impacts the minimum, midpoint, and maximum of the pay plans but does not impact individual employee salaries. This market index is calculated based on data from the Consumer Price Index (CPI) for the Washington-Baltimore area (representing 40 percent of the calculation), a composite of local area jurisdictions salary structure adjustments for non-bargaining general employee scales and the Federal Wage Adjustment (representing 50 percent of the calculation) and The HRA-NCA Salary Planning Survey results (representing 10% of the calculation). The local area jurisdictions included in the composite are Arlington County, City of Alexandria, District of Columbia, Loudoun County, Montgomery County, Prince George's County, and Prince William County. The E Plan designates pay grades for positions appointed by the County Executive, including Department Heads, the L Plan provides pay grades for attorneys in the County, and the S Plan provides the pay grades for the majority of non-public safety employees.
- ◆ The C, F, O, and P Compensation Plans are used for the various Public Safety classifications in the County. They include steps for public safety employees who will continue to be evaluated under the public safety merit evaluation system. The C Plan is used for Sheriff's Deputies, the F Plan for the Fire and Rescue Department, the O Plan for Police Officers and the P Plan for Animal Control Officers, Public Safety Communicators, Police Communication Assistants, and Traffic Enforcement Officers. Each of the pay grades on these Plans have also been adjusted for FY 2009 by 2.96 percent resulting in increases for these public safety employees to reflect the impact of the annual market index.
- ◆ The P Plan has been expanded to include P-27 to accommodate a restructuring of the Animal Control function within the Police Department.

The Job Classification Table includes an alphabetical listing of County job classes with the FY 2009 pay grade classification.

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – C**  
**Effective July 7, 2008 through June 30, 2009**

<b>PAY GRD</b>	<b>RATE</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>
<b>C-17</b>	<b>AN</b>	43,128.18	45,283.47	47,548.59	49,926.03	52,422.66	57,665.50	60,685.46	63,720.18	66,904.86	70,250.34	73,762.62
	<b>BW</b>	1,658.78	1,741.67	1,828.79	1,920.23	2,016.26	2,217.90	2,334.06	2,450.78	2,573.26	2,701.94	2,837.02
	<b>HR</b>	20.7347	21.7709	22.8599	24.0029	25.2032	27.7238	29.1757	30.6347	32.1658	33.7742	35.4628
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-18</b>	<b>AN</b>	47,353.28	49,720.11	52,206.75	54,816.53	57,557.76	60,435.02	63,457.68	66,631.97	69,964.75	73,462.06	77,135.14
	<b>BW</b>	1,821.28	1,912.31	2,007.95	2,108.33	2,213.76	2,324.42	2,440.68	2,562.77	2,690.95	2,825.46	2,966.74
	<b>HR</b>	22.7660	23.9039	25.0994	26.3541	27.6720	29.0553	30.5085	32.0346	33.6369	35.3183	37.0842
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-19</b>	<b>AN</b>	49,611.95	52,092.77	54,697.76	57,433.17	60,305.44	63,321.02	66,487.62	69,810.62	73,301.49	76,967.07	80,815.49
	<b>BW</b>	1,908.15	2,003.57	2,103.76	2,208.97	2,319.44	2,435.42	2,557.22	2,685.02	2,819.29	2,960.27	3,108.29
	<b>HR</b>	23.8519	25.0446	26.2970	27.6121	28.9930	30.4428	31.9652	33.5628	35.2411	37.0034	38.8536
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-20</b>	<b>AN</b>	52,092.56	54,697.34	57,433.38	60,304.40	63,320.82	66,487.41	69,811.66	73,301.07	76,966.86	80,815.49	84,856.30
	<b>BW</b>	2,003.56	2,103.74	2,208.98	2,319.40	2,435.42	2,557.21	2,685.06	2,819.27	2,960.26	3,108.29	3,263.70
	<b>HR</b>	25.0445	26.2968	27.6122	28.9925	30.4427	31.9651	33.5633	35.2409	37.0033	38.8536	40.7963
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-21</b>	<b>AN</b>	54,696.51	57,430.26	60,303.15	63,317.70	66,483.25	69,807.92	73,297.54	76,963.33	80,810.91	84,852.98	89,095.34
	<b>BW</b>	2,103.71	2,208.86	2,319.35	2,435.30	2,557.05	2,684.92	2,819.14	2,960.13	3,108.11	3,263.58	3,426.74
	<b>HR</b>	26.2964	27.6107	28.9919	30.4412	31.9631	33.5615	35.2392	37.0016	38.8514	40.7947	42.8343
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-25</b>	<b>AN</b>	60,737.66	63,773.84	66,962.90	70,311.49	73,827.52	77,517.86	81,393.94	85,465.12	89,737.02	94,224.42	98,936.03
	<b>BW</b>	2,336.06	2,452.84	2,575.50	2,704.29	2,839.52	2,981.46	3,130.54	3,287.12	3,451.42	3,624.02	3,805.23
	<b>HR</b>	29.2008	30.6605	32.1937	33.8036	35.4940	37.2682	39.1317	41.0890	43.1428	45.3002	47.5654
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – C**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
<b>C-26</b>	<b>AN</b>	63,773.84	66,962.90	70,311.49	73,827.52	77,517.86	81,393.94	85,465.12	89,737.02	94,224.42	98,934.99	103,881.65
	<b>BW</b>	2,452.84	2,575.50	2,704.29	2,839.52	2,981.46	3,130.54	3,287.12	3,451.42	3,624.02	3,805.19	3,995.45
	<b>HR</b>	30.6605	32.1937	33.8036	35.4940	37.2682	39.1317	41.0890	43.1428	45.3002	47.5649	49.9431
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-27</b>	<b>AN</b>	66,652.98	69,983.68	73,483.70	77,157.81	81,015.17	85,065.14	89,319.15	93,784.70	98,474.48	103,398.05	108,568.10
	<b>BW</b>	2,563.58	2,691.68	2,826.30	2,967.61	3,115.97	3,271.74	3,435.35	3,607.10	3,787.48	3,976.85	4,175.70
	<b>HR</b>	32.0447	33.6460	35.3287	37.0951	38.9496	40.8967	42.9419	45.0888	47.3435	49.7106	52.1962
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-28</b>	<b>AN</b>	69,851.18	73,343.09	77,008.46	80,860.62	84,902.69	89,148.59	93,605.82	98,285.82	103,201.28	108,361.76	113,779.74
	<b>BW</b>	2,686.58	2,820.89	2,961.86	3,110.02	3,265.49	3,428.79	3,600.22	3,780.22	3,969.28	4,167.76	4,376.14
	<b>HR</b>	33.5823	35.2611	37.0233	38.8753	40.8186	42.8599	45.0028	47.2528	49.6160	52.0970	54.7018
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-31</b>	<b>AN</b>	78,123.14	82,028.96	86,130.10	90,435.70	94,958.03	99,705.63	104,692.22	109,925.71	115,422.74	121,194.11	127,254.19
	<b>BW</b>	3,004.74	3,154.96	3,312.70	3,478.30	3,652.23	3,834.83	4,026.62	4,227.91	4,439.34	4,661.31	4,894.39
	<b>HR</b>	37.5592	39.4370	41.4087	43.4787	45.6529	47.9354	50.3328	52.8489	55.4917	58.2664	61.1799
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			
<b>C-33</b>	<b>AN</b>	85,945.39	90,243.92	94,755.65	99,493.47	104,468.00	109,691.09	115,175.42	120,936.19	126,983.17	133,331.95	139,998.56
	<b>BW</b>	3,305.59	3,470.92	3,644.45	3,826.67	4,018.00	4,218.89	4,429.82	4,651.39	4,883.97	5,128.15	5,384.56
	<b>HR</b>	41.3199	43.3865	45.5556	47.8334	50.2250	52.7361	55.3728	58.1424	61.0496	64.1019	67.3070
<b>STEP</b>	<b>HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>			

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – E**  
**Effective July 7, 2008 through June 30, 2009**

<b>PAY PLAN</b>		<b>MINIMUM RATE</b>	<b>MID RATE</b>	<b>MAXIMUM RATE</b>
<b>GRADE</b>		<b>SALARY</b>	<b>SALARY</b>	<b>SALARY</b>
<b>E-01</b>	<b>ANNUAL</b>	60,270.50	80,361.01	100,451.10
	<b>BIWEEKLY</b>	2,318.10	3,090.81	3,863.50
	<b>HOURLY</b>	28.9762	38.6351	48.2938
<b>E-02</b>	<b>ANNUAL</b>	63,175.84	84,234.38	105,292.93
	<b>BIWEEKLY</b>	2,429.84	3,239.78	4,049.73
	<b>HOURLY</b>	30.3730	40.4973	50.6216
<b>E-03</b>	<b>ANNUAL</b>	66,231.15	88,308.48	110,385.81
	<b>BIWEEKLY</b>	2,547.35	3,396.48	4,245.61
	<b>HOURLY</b>	31.8419	42.4560	53.0701
<b>E-04</b>	<b>ANNUAL</b>	69,448.70	92,598.06	115,747.42
	<b>BIWEEKLY</b>	2,671.10	3,561.46	4,451.82
	<b>HOURLY</b>	33.3888	44.5183	55.6478
<b>E-05</b>	<b>ANNUAL</b>	70,833.57	94,444.90	118,056.22
	<b>BIWEEKLY</b>	2,724.37	3,632.50	4,540.62
	<b>HOURLY</b>	34.0546	45.4062	56.7578
<b>E-06</b>	<b>ANNUAL</b>	74,266.40	99,021.94	123,777.89
	<b>BIWEEKLY</b>	2,856.40	3,808.54	4,760.69
	<b>HOURLY</b>	35.7050	47.6067	59.5086
<b>E-07</b>	<b>ANNUAL</b>	77,927.20	103,903.28	129,878.74
	<b>BIWEEKLY</b>	2,997.20	3,996.28	4,995.34
	<b>HOURLY</b>	37.4650	49.9535	62.4417

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – E**  
 Effective July 7, 2008 through June 30, 2009

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
E-08	ANNUAL	81,670.37	108,893.41	136,116.66
	BIWEEKLY	3,141.17	4,188.21	5,235.26
	HOURLY	39.2646	52.3526	65.4407
E-09	ANNUAL	87,719.22	116,959.23	146,198.62
	BIWEEKLY	3,373.82	4,498.43	5,623.02
	HOURLY	42.1727	56.2304	70.2878
E-10	ANNUAL	92,094.91	122,792.38	153,490.27
	BIWEEKLY	3,542.11	4,722.78	5,903.47
	HOURLY	44.2764	59.0348	73.7934
E-11	ANNUAL	96,588.13	128,783.82	160,979.94
	BIWEEKLY	3,714.93	4,953.22	6,191.54
	HOURLY	46.4366	61.9153	77.3942
E-12	ANNUAL	100,844.85	134,459.94	168,075.44
	BIWEEKLY	3,878.65	5,171.54	6,464.44
	HOURLY	48.4831	64.6442	80.8055
E-13	ANNUAL	105,820.00	141,093.26	176,366.32
	BIWEEKLY	4,070.00	5,426.66	6,783.32
	HOURLY	50.8750	67.8333	84.7915
E-14	ANNUAL	117,023.92	156,031.41	195,039.73
	BIWEEKLY	4,500.92	6,001.21	7,501.53
	HOURLY	56.2615	75.0151	93.7691

# COMPENSATION PLAN--FISCAL YEAR 2009

## PAY PLAN – F

Effective July 7, 2008 through June 30, 2009

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
F-17	AN	44,515.74	46,740.72	49,078.43	51,532.42	54,110.16	59,520.66	62,638.37	65,770.22	69,058.29	72,510.88	76,136.32
	BW	1,712.14	1,797.72	1,887.63	1,982.02	2,081.16	2,289.26	2,409.17	2,529.62	2,656.09	2,788.88	2,928.32
	HR	21.4018	22.4715	23.5954	24.7752	26.0145	28.6157	30.1146	31.6203	33.2011	34.8610	36.6040
	H3	15.2870	16.0511	16.8539	17.6966	18.5818	20.4398	21.5104	22.5859	23.7151	24.9007	26.1457
STEP	HOLD	1	1	1	1	1	1	1	2			
F-18	AN	48,877.71	51,320.46	53,887.39	56,580.37	59,410.21	62,380.03	65,499.82	68,775.82	72,215.94	75,825.98	79,618.24
	BW	1,879.91	1,973.86	2,072.59	2,176.17	2,285.01	2,399.23	2,519.22	2,645.22	2,777.54	2,916.38	3,062.24
	HR	23.4989	24.6733	25.9074	27.2021	28.5626	29.9904	31.4903	33.0653	34.7192	36.4548	38.2780
	H3	16.7849	17.6238	18.5053	19.4301	20.4019	21.4217	22.4931	23.6181	24.7994	26.0391	27.3414
STEP	HOLD	1	1	1	1	1	1	1	2			
F-19	AN	51,209.18	53,769.46	56,458.69	59,281.25	62,246.08	65,358.80	68,626.90	72,056.82	75,660.62	79,443.73	83,415.70
	BW	1,969.58	2,068.06	2,171.49	2,280.05	2,394.08	2,513.80	2,639.50	2,771.42	2,910.02	3,055.53	3,208.30
	HR	24.6198	25.8507	27.1436	28.5006	29.9260	31.4225	32.9937	34.6427	36.3753	38.1941	40.1037
	H3	17.5856	18.4648	19.3883	20.3576	21.3757	22.4446	23.5669	24.7448	25.9824	27.2815	28.6455
STEP	HOLD	1	1	1	1	1	1	1	2			
F-20	AN	53,768.21	56,456.82	59,278.54	62,243.58	65,355.06	68,623.15	72,054.32	75,656.67	79,439.57	83,411.74	87,582.56
	BW	2,068.01	2,171.42	2,279.94	2,393.98	2,513.66	2,639.35	2,771.32	2,909.87	3,055.37	3,208.14	3,368.56
	HR	25.8501	27.1427	28.4993	29.9248	31.4207	32.9919	34.6415	36.3734	38.1921	40.1018	42.1070
	H3	18.4644	19.3876	20.3566	21.3749	22.4434	23.5656	24.7439	25.9810	27.2801	28.6441	30.0764
STEP	HOLD	1	1	1	1	1	1	1	2			
F-21	AN	55,350.05	58,116.66	61,023.04	64,074.19	67,277.18	70,642.00	74,173.84	77,882.06	81,776.24	85,866.35	90,159.06
	BW	2,128.85	2,235.26	2,347.04	2,464.39	2,587.58	2,717.00	2,852.84	2,995.46	3,145.24	3,302.55	3,467.66
	HR	26.6106	27.9407	29.3380	30.8049	32.3448	33.9625	35.6605	37.4433	39.3155	41.2819	43.3457
	H3	19.0076	19.9576	20.9557	22.0035	23.1034	24.2589	25.4718	26.7452	28.0825	29.4871	30.9612
STEP	HOLD	1	1	1	1	1	1	1	2			

FY 2009 Adopted Budget Plan (Overview) - 324

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – F**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
F-22	AN	58,893.33	61,838.40	64,929.70	68,176.16	71,584.86	75,164.75	78,924.35	82,868.86	87,012.85	91,363.58	95,932.10
	BW	2,265.13	2,378.40	2,497.30	2,622.16	2,753.26	2,890.95	3,035.55	3,187.26	3,346.65	3,513.98	3,689.70
	HR	28.3141	29.7300	31.2162	32.7770	34.4158	36.1369	37.9444	39.8408	41.8331	43.9248	46.1212
	H3	20.2244	21.2357	22.2973	23.4121	24.5827	25.8121	27.1031	28.4577	29.8808	31.3749	32.9437
STEP	HOLD	1	1	1	1	1	1	1	2			
F-23	AN	61,837.15	64,929.07	68,175.54	71,583.82	75,163.92	78,922.27	82,867.82	87,010.98	91,362.75	95,929.18	100,726.29
	BW	2,378.35	2,497.27	2,622.14	2,753.22	2,890.92	3,035.47	3,187.22	3,346.58	3,513.95	3,689.58	3,874.09
	HR	29.7294	31.2159	32.7767	34.4153	36.1365	37.9434	39.8403	41.8322	43.9244	46.1198	48.4261
	H3	21.2353	22.2971	23.4119	24.5824	25.8118	27.1024	28.4574	29.8801	31.3746	32.9427	34.5901
STEP	HOLD	1	1	1	1	1	1	1	2			
F-24	AN	64,929.07	68,175.54	71,583.82	75,163.92	78,922.27	82,867.82	87,010.98	91,362.75	95,929.18	100,727.33	105,763.63
	BW	2,497.27	2,622.14	2,753.22	2,890.92	3,035.47	3,187.22	3,346.58	3,513.95	3,689.58	3,874.13	4,067.83
	HR	31.2159	32.7767	34.4153	36.1365	37.9434	39.8403	41.8322	43.9244	46.1198	48.4266	50.8479
	H3	22.2971	23.4119	24.5824	25.8118	27.1024	28.4574	29.8801	31.3746	32.9427	34.5904	36.3199
STEP	HOLD	1	1	1	1	1	1	1	2			
F-25	AN	68,021.41	71,421.58	74,993.36	78,743.18	82,680.62	86,813.17	91,154.96	95,713.07	100,498.53	105,524.43	110,800.56
	BW	2,616.21	2,746.98	2,884.36	3,028.58	3,180.02	3,338.97	3,505.96	3,681.27	3,865.33	4,058.63	4,261.56
	HR	32.7026	34.3373	36.0545	37.8573	39.7503	41.7371	43.8245	46.0159	48.3166	50.7329	53.2695
	H3	23.3590	24.5266	25.7532	27.0409	28.3931	29.8122	31.3032	32.8685	34.5119	36.2378	38.0496
STEP	HOLD	1	1	1	1	1	1	1	2			
F-26	AN	71,421.58	74,993.36	78,743.18	82,680.62	86,813.17	91,154.96	95,713.07	100,498.53	105,524.43	110,799.10	116,338.98
	BW	2,746.98	2,884.36	3,028.58	3,180.02	3,338.97	3,505.96	3,681.27	3,865.33	4,058.63	4,261.50	4,474.58
	HR	34.3373	36.0545	37.8573	39.7503	41.7371	43.8245	46.0159	48.3166	50.7329	53.2688	55.9322
	H3	24.5266	25.7532	27.0409	28.3931	29.8122	31.3032	32.8685	34.5119	36.2378	38.0491	39.9516
STEP	HOLD	1	1	1	1	1	1	1	2			

FY 2009 Adopted Budget Plan (Overview) - 325

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – F**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
F-27	AN	74,646.00	78,376.06	82,295.62	86,410.06	90,730.64	95,266.08	100,029.90	105,031.06	110,283.26	115,797.14	121,587.65
	BW	2,871.00	3,014.46	3,165.22	3,323.46	3,489.64	3,664.08	3,847.30	4,039.66	4,241.66	4,453.74	4,676.45
	HR	35.8875	37.6808	39.5652	41.5433	43.6205	45.8010	48.0913	50.4957	53.0208	55.6717	58.4556
	H3	25.6339	26.9149	28.2609	29.6738	31.1575	32.7150	34.3509	36.0684	37.8720	39.7655	41.7540
STEP	HOLD	1	1	1	1	1	1	1	2			
F-29	AN	83,313.57	87,477.94	91,853.01	96,444.61	101,267.92	106,331.68	111,648.16	117,230.26	123,024.10	129,176.74	135,635.55
	BW	3,204.37	3,364.54	3,532.81	3,709.41	3,894.92	4,089.68	4,294.16	4,508.86	4,731.70	4,968.34	5,216.75
	HR	40.0546	42.0567	44.1601	46.3676	48.6865	51.1210	53.6770	56.3607	59.1462	62.1042	65.2094
	H3	28.6104	30.0405	31.5429	33.1197	34.7761	36.5150	38.3407	40.2576	42.2473	44.3601	46.5781
STEP	HOLD	1	1	1	1	1	1	1	2			
F-31	AN	91,706.78	96,292.56	101,106.30	106,160.70	111,469.70	117,042.85	122,896.59	129,039.66	135,493.28	142,268.05	149,381.02
	BW	3,527.18	3,703.56	3,888.70	4,083.10	4,287.30	4,501.65	4,726.79	4,963.06	5,211.28	5,471.85	5,745.42
	HR	44.0898	46.2945	48.6088	51.0388	53.5912	56.2706	59.0849	62.0383	65.1410	68.3981	71.8178
	H3	31.4927	33.0675	34.7206	36.4563	38.2794	40.1933	42.2035	44.3131	46.5293	48.8558	51.2984
STEP	HOLD	1	1	1	1	1	1	1	2			
F-33	AN	100,890.61	105,935.44	111,232.16	116,793.66	122,634.10	128,764.27	135,203.33	141,964.37	149,062.99	156,516.05	164,341.84
	BW	3,880.41	4,074.44	4,278.16	4,492.06	4,716.70	4,952.47	5,200.13	5,460.17	5,733.19	6,019.85	6,320.84
	HR	48.5051	50.9305	53.4770	56.1508	58.9587	61.9059	65.0016	68.2521	71.6649	75.2481	79.0105
	H3	34.6465	36.3789	38.1979	40.1077	42.1134	44.2185	46.4297	48.7515	51.1892	53.7486	56.4361
STEP	HOLD	1	1	1	1	1	1	1	2			

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**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – L**  
 Effective July 7, 2008 through June 30, 2009

<b>PAY PLAN GRADE</b>		<b>MINIMUM RATE SALARY</b>	<b>MID RATE SALARY</b>	<b>MAXIMUM RATE SALARY</b>
<b>L-01</b>	<b>ANNUAL</b>	50,654.03	67,539.06	84,423.66
	<b>BIWEEKLY</b>	1,948.23	2,597.66	3,247.06
	<b>HOURLY</b>	24.3529	32.4707	40.5883
<b>L-02</b>	<b>ANNUAL</b>	57,899.71	77,198.99	96,498.90
	<b>BIWEEKLY</b>	2,226.91	2,969.19	3,711.50
	<b>HOURLY</b>	27.8364	37.1149	46.3937
<b>L-03</b>	<b>ANNUAL</b>	65,143.52	86,858.10	108,573.09
	<b>BIWEEKLY</b>	2,505.52	3,340.70	4,175.89
	<b>HOURLY</b>	31.3190	41.7587	52.1986
<b>L-04</b>	<b>ANNUAL</b>	72,388.58	96,517.62	120,646.86
	<b>BIWEEKLY</b>	2,784.18	3,712.22	4,640.26
	<b>HOURLY</b>	34.8022	46.4027	58.0033
<b>L-05</b>	<b>ANNUAL</b>	79,633.22	106,177.34	132,721.47
	<b>BIWEEKLY</b>	3,062.82	4,083.74	5,104.67
	<b>HOURLY</b>	38.2852	51.0468	63.8084
<b>L-06</b>	<b>ANNUAL</b>	84,365.01	112,486.82	140,608.83
	<b>BIWEEKLY</b>	3,244.81	4,326.42	5,408.03
	<b>HOURLY</b>	40.5601	54.0802	67.6004
<b>L-07</b>	<b>ANNUAL</b>	87,871.06	117,161.20	146,451.14
	<b>BIWEEKLY</b>	3,379.66	4,506.20	5,632.74
	<b>HOURLY</b>	42.2457	56.3275	70.4092

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – L**  
 Effective July 7, 2008 through June 30, 2009

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
<b>L-08</b>	<b>ANNUAL</b>	94,940.35	126,587.14	158,234.34
	<b>BIWEEKLY</b>	3,651.55	4,868.74	6,085.94
	<b>HOURLY</b>	45.6444	60.8592	76.0742
<b>L-09</b>	<b>ANNUAL</b>	104,073.42	138,764.50	173,455.36
	<b>BIWEEKLY</b>	4,002.82	5,337.10	6,671.36
	<b>HOURLY</b>	50.0353	66.7137	83.3920

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – O**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
<b>O-17 AN</b>	44,853.12	47,094.74	49,450.34	51,923.25	54,519.71	59,972.02	63,112.61	66,268.59	69,580.99	73,060.00	76,713.31
<b>BW</b>	1,725.12	1,811.34	1,901.94	1,997.05	2,096.91	2,306.62	2,427.41	2,548.79	2,676.19	2,810.00	2,950.51
<b>HR</b>	21.5640	22.6417	23.7742	24.9631	26.2114	28.8327	30.3426	31.8599	33.4524	35.1250	36.8814
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-18 AN</b>	49,247.33	51,708.80	54,294.86	57,009.47	59,860.32	62,852.61	65,996.11	69,297.28	72,763.39	76,400.48	80,220.82
<b>BW</b>	1,894.13	1,988.80	2,088.26	2,192.67	2,302.32	2,417.41	2,538.31	2,665.28	2,798.59	2,938.48	3,085.42
<b>HR</b>	23.6766	24.8600	26.1033	27.4084	28.7790	30.2176	31.7289	33.3160	34.9824	36.7310	38.5677
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-19 AN</b>	51,596.48	54,176.51	56,885.92	59,730.53	62,717.82	65,853.63	69,147.10	72,603.02	76,233.46	80,045.68	84,048.22
<b>BW</b>	1,984.48	2,083.71	2,187.92	2,297.33	2,412.22	2,532.83	2,659.50	2,792.42	2,932.06	3,078.68	3,232.62
<b>HR</b>	24.8060	26.0464	27.3490	28.7166	30.1528	31.6604	33.2438	34.9053	36.6507	38.4835	40.4078
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-20 AN</b>	54,176.30	56,885.50	59,730.74	62,716.58	65,853.42	69,146.69	72,604.27	76,233.04	80,045.26	84,048.22	88,250.45
<b>BW</b>	2,083.70	2,187.90	2,297.34	2,412.18	2,532.82	2,659.49	2,792.47	2,932.04	3,078.66	3,232.62	3,394.25
<b>HR</b>	26.0463	27.3488	28.7167	30.1522	31.6603	33.2436	34.9059	36.6505	38.4833	40.4078	42.4281
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-21 AN</b>	56,884.26	59,727.62	62,715.33	65,850.51	69,142.53	72,600.11	76,229.71	80,041.94	84,043.44	88,246.91	92,659.42
<b>BW</b>	2,187.86	2,297.22	2,412.13	2,532.71	2,659.33	2,792.31	2,931.91	3,078.54	3,232.44	3,394.11	3,563.82
<b>HR</b>	27.3482	28.7152	30.1516	31.6589	33.2416	34.9039	36.6489	38.4817	40.4055	42.4264	44.5478
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-25 AN</b>	63,166.90	66,324.54	69,641.52	73,123.86	76,780.50	80,618.30	84,649.55	88,883.60	93,326.69	97,993.38	102,893.44
<b>BW</b>	2,429.50	2,550.94	2,678.52	2,812.46	2,953.10	3,100.70	3,255.75	3,418.60	3,589.49	3,768.98	3,957.44
<b>HR</b>	30.3687	31.8868	33.4815	35.1557	36.9137	38.7588	40.6969	42.7325	44.8686	47.1122	49.4680
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – O**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
<b>O-26 AN</b>	66,324.54	69,641.52	73,123.86	76,780.50	80,618.30	84,649.55	88,883.60	93,326.69	97,993.38	102,892.40	108,037.28
<b>BW</b>	2,550.94	2,678.52	2,812.46	2,953.10	3,100.70	3,255.75	3,418.60	3,589.49	3,768.98	3,957.40	4,155.28
<b>HR</b>	31.8868	33.4815	35.1557	36.9137	38.7588	40.6969	42.7325	44.8686	47.1122	49.4675	51.9410
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-27 AN</b>	69,318.91	72,783.15	76,422.94	80,244.32	84,255.39	88,467.81	92,891.76	97,535.78	102,413.58	107,534.13	112,910.72
<b>BW</b>	2,666.11	2,799.35	2,939.34	3,086.32	3,240.59	3,402.61	3,572.76	3,751.38	3,938.98	4,135.93	4,342.72
<b>HR</b>	33.3264	34.9919	36.7418	38.5790	40.5074	42.5326	44.6595	46.8922	49.2373	51.6991	54.2840
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-28 AN</b>	72,645.25	76,276.72	80,088.74	84,095.02	88,298.70	92,714.75	97,350.03	102,217.23	107,329.46	112,696.06	118,330.99
<b>BW</b>	2,794.05	2,933.72	3,080.34	3,234.42	3,396.10	3,565.95	3,744.23	3,931.43	4,128.06	4,334.46	4,551.19
<b>HR</b>	34.9256	36.6715	38.5042	40.4303	42.4513	44.5744	46.8029	49.1429	51.6007	54.1808	56.8899
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-31 AN</b>	91,706.78	96,292.56	101,106.30	106,160.70	111,469.70	117,042.85	122,896.59	129,039.66	135,493.28	142,268.05	149,381.02
<b>BW</b>	3,527.18	3,703.56	3,888.70	4,083.10	4,287.30	4,501.65	4,726.79	4,963.06	5,211.28	5,471.85	5,745.42
<b>HR</b>	44.0898	46.2945	48.6088	51.0388	53.5912	56.2706	59.0849	62.0383	65.1410	68.3981	71.8178
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		
<b>O-33 AN</b>	100,890.61	105,935.44	111,232.16	116,793.66	122,634.10	128,764.27	135,203.33	141,964.37	149,062.99	156,516.05	164,341.84
<b>BW</b>	3,880.41	4,074.44	4,278.16	4,492.06	4,716.70	4,952.47	5,200.13	5,460.17	5,733.19	6,019.85	6,320.84
<b>HR</b>	48.5051	50.9305	53.4770	56.1508	58.9587	61.9059	65.0016	68.2521	71.6649	75.2481	79.0105
<b>STEP HOLD</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>		

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – P**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-11	AN	29,219.84	30,680.62	32,214.62	33,825.38	35,516.42	37,292.53	39,156.42	41,114.94	43,170.61	45,328.82	47,594.98
	BW	1,123.84	1,180.02	1,239.02	1,300.98	1,366.02	1,434.33	1,506.02	1,581.34	1,660.41	1,743.42	1,830.58
	HR	14.0480	14.7503	15.4878	16.2622	17.0752	17.9291	18.8252	19.7668	20.7551	21.7927	22.8822
STEP	HOLD	1	1	1	1	1	1	1	2			
P-12	AN	30,680.62	32,214.62	33,825.38	35,516.42	37,292.53	39,156.42	41,114.94	43,170.61	45,328.82	47,594.98	49,974.70
	BW	1,180.02	1,239.02	1,300.98	1,366.02	1,434.33	1,506.02	1,581.34	1,660.41	1,743.42	1,830.58	1,922.10
	HR	14.7503	15.4878	16.2622	17.0752	17.9291	18.8252	19.7668	20.7551	21.7927	22.8822	24.0263
STEP	HOLD	1	1	1	1	1	1	1	2			
P-13	AN	32,214.62	33,825.38	35,516.42	37,292.53	39,156.42	41,114.94	43,170.61	45,328.82	47,594.98	49,974.70	52,473.82
	BW	1,239.02	1,300.98	1,366.02	1,434.33	1,506.02	1,581.34	1,660.41	1,743.42	1,830.58	1,922.10	2,018.22
	HR	15.4878	16.2622	17.0752	17.9291	18.8252	19.7668	20.7551	21.7927	22.8822	24.0263	25.2278
STEP	HOLD	1	1	1	1	1	1	1	2			
P-14	AN	33,825.38	35,516.42	37,292.53	39,156.42	41,114.94	43,170.61	45,328.82	47,594.98	49,974.70	52,473.82	55,097.12
	BW	1,300.98	1,366.02	1,434.33	1,506.02	1,581.34	1,660.41	1,743.42	1,830.58	1,922.10	2,018.22	2,119.12
	HR	16.2622	17.0752	17.9291	18.8252	19.7668	20.7551	21.7927	22.8822	24.0263	25.2278	26.4890
STEP	HOLD	1	1	1	1	1	1	1	2			
P-15	AN	35,516.42	37,292.53	39,156.42	41,114.94	43,170.61	45,328.82	47,594.98	49,974.70	52,473.82	55,097.33	57,852.29
	BW	1,366.02	1,434.33	1,506.02	1,581.34	1,660.41	1,743.42	1,830.58	1,922.10	2,018.22	2,119.13	2,225.09
	HR	17.0752	17.9291	18.8252	19.7668	20.7551	21.7927	22.8822	24.0263	25.2278	26.4891	27.8136
STEP	HOLD	1	1	1	1	1	1	1	2	5	5	
P-16	AN	37,292.53	39,156.42	41,114.94	43,170.61	45,328.82	47,594.98	49,974.70	52,473.82	55,097.33	57,852.08	60,744.53
	BW	1,434.33	1,506.02	1,581.34	1,660.41	1,743.42	1,830.58	1,922.10	2,018.22	2,119.13	2,225.08	2,336.33
	HR	17.9291	18.8252	19.7668	20.7551	21.7927	22.8822	24.0263	25.2278	26.4891	27.8135	29.2041
STEP	HOLD	1	1	1	1	1	1	1	2			

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – P**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-17	AN	39,156.42	41,114.94	43,170.61	45,328.82	47,594.98	49,974.70	52,473.82	55,097.33	57,852.08	60,744.53	63,781.95
	BW	1,506.02	1,581.34	1,660.41	1,743.42	1,830.58	1,922.10	2,018.22	2,119.13	2,225.08	2,336.33	2,453.15
	HR	18.8252	19.7668	20.7551	21.7927	22.8822	24.0263	25.2278	26.4891	27.8135	29.2041	30.6644
STEP	HOLD	1	1	1	1	1	1	1	2			
P-18	AN	41,114.94	43,170.61	45,328.82	47,594.98	49,974.70	52,473.82	55,097.33	57,852.08	60,744.53	63,781.95	66,970.80
	BW	1,581.34	1,660.41	1,743.42	1,830.58	1,922.10	2,018.22	2,119.13	2,225.08	2,336.33	2,453.15	2,575.80
	HR	19.7668	20.7551	21.7927	22.8822	24.0263	25.2278	26.4891	27.8135	29.2041	30.6644	32.1975
STEP	HOLD	1	1	1	1	1	1	1	2			
P-19	AN	43,170.61	45,328.82	47,594.98	49,974.70	52,473.82	55,097.33	57,852.08	60,744.53	63,781.95	66,971.22	70,319.60
	BW	1,660.41	1,743.42	1,830.58	1,922.10	2,018.22	2,119.13	2,225.08	2,336.33	2,453.15	2,575.82	2,704.60
	HR	20.7551	21.7927	22.8822	24.0263	25.2278	26.4891	27.8135	29.2041	30.6644	32.1977	33.8075
STEP	HOLD	1	1	1	1	1	1	1	2			
P-20	AN	45,328.82	47,594.98	49,974.70	52,473.82	55,097.33	57,852.08	60,744.53	63,781.95	66,971.22	70,319.39	73,835.84
	BW	1,743.42	1,830.58	1,922.10	2,018.22	2,119.13	2,225.08	2,336.33	2,453.15	2,575.82	2,704.59	2,839.84
	HR	21.7927	22.8822	24.0263	25.2278	26.4891	27.8135	29.2041	30.6644	32.1977	33.8074	35.4980
STEP	HOLD	1	1	1	1	1	1	1	2			
P-21	AN	47,594.98	49,974.70	52,473.82	55,097.33	57,852.08	60,744.53	63,781.95	66,971.22	70,319.39	73,835.63	77,527.63
	BW	1,830.58	1,922.10	2,018.22	2,119.13	2,225.08	2,336.33	2,453.15	2,575.82	2,704.59	2,839.83	2,981.83
	HR	22.8822	24.0263	25.2278	26.4891	27.8135	29.2041	30.6644	32.1977	33.8074	35.4979	37.2729
STEP	HOLD	1	1	1	1	1	1	1	2			
P-22	AN	49,974.70	52,473.82	55,097.33	57,852.08	60,744.53	63,781.95	66,971.22	70,319.39	73,835.63	77,527.63	81,403.09
	BW	1,922.10	2,018.22	2,119.13	2,225.08	2,336.33	2,453.15	2,575.82	2,704.59	2,839.83	2,981.83	3,130.89
	HR	24.0263	25.2278	26.4891	27.8135	29.2041	30.6644	32.1977	33.8074	35.4979	37.2729	39.1361
STEP	HOLD	1	1	1	1	1	1	1	2			

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – P**  
**Effective July 7, 2008 through June 30, 2009**

PAY GRD	RATE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
P-23	AN	52,473.82	55,097.33	57,852.08	60,744.53	63,781.95	66,971.22	70,319.39	73,835.63	77,527.63	81,403.50	85,474.06
	BW	2,018.22	2,119.13	2,225.08	2,336.33	2,453.15	2,575.82	2,704.59	2,839.83	2,981.83	3,130.90	3,287.46
	HR	25.2278	26.4891	27.8135	29.2041	30.6644	32.1977	33.8074	35.4979	37.2729	39.1363	41.0933
STEP	HOLD	1	1	1	1	1	1	1	2			
P-24	AN	55,097.33	57,852.08	60,744.53	63,781.95	66,971.22	70,319.39	73,835.63	77,527.63	81,403.50	85,474.06	89,747.84
	BW	2,119.13	2,225.08	2,336.33	2,453.15	2,575.82	2,704.59	2,839.83	2,981.83	3,130.90	3,287.46	3,451.84
	HR	26.4891	27.8135	29.2041	30.6644	32.1977	33.8074	35.4979	37.2729	39.1363	41.0933	43.1480
STEP	HOLD	1	1	1	1	1	1	1	2			
P-25	AN	57,852.08	60,744.53	63,781.95	66,971.22	70,319.39	73,835.63	77,527.63	81,403.50	85,474.06	89,748.05	94,235.02
	BW	2,225.08	2,336.33	2,453.15	2,575.82	2,704.59	2,839.83	2,981.83	3,130.90	3,287.46	3,451.85	3,624.42
	HR	27.8135	29.2041	30.6644	32.1977	33.8074	35.4979	37.2729	39.1363	41.0933	43.1481	45.3053
STEP	HOLD	1	1	1	1	1	1	1	2			
P-26	AN	60,744.53	63,781.95	66,971.22	70,319.39	73,835.63	77,527.63	81,403.50	85,474.06	89,748.05	94,234.61	98,946.64
	BW	2,336.33	2,453.15	2,575.82	2,704.59	2,839.83	2,981.83	3,130.90	3,287.46	3,451.85	3,624.41	3,805.64
	HR	29.2041	30.6644	32.1977	33.8074	35.4979	37.2729	39.1363	41.0933	43.1481	45.3051	47.5705
STEP	HOLD	1	1	1	1	1	1	1	2			
P-27	AN	63,781.95	66,971.22	70,319.39	73,835.63	77,527.63	81,403.50	85,474.06	89,748.05	94,234.61	98,946.64	103,893.92
	BW	2,453.15	2,575.82	2,704.59	2,839.83	2,981.83	3,130.90	3,287.46	3,451.85	3,624.41	3,805.64	3,995.92
	HR	30.6644	32.1977	33.8074	35.4979	37.2729	39.1363	41.0933	43.1481	45.3051	47.5705	49.9490
STEP	HOLD	1	1	1	1	1	1	1	2			

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – S**  
 Effective July 7, 2008 through June 30, 2009

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-01	ANNUAL	15,270.94	21,648.64	28,027.17
	BIWEEKLY	587.34	832.64	1,077.97
	HOURLY	7.3418	10.4080	13.4746
S-02	ANNUAL	16,729.65	23,232.77	29,735.47
	BIWEEKLY	643.45	893.57	1,143.67
	HOURLY	8.0431	11.1696	14.2959
S-03	ANNUAL	18,493.70	25,141.58	31,789.47
	BIWEEKLY	711.30	966.98	1,222.67
	HOURLY	8.8912	12.0873	15.2834
S-04	ANNUAL	20,353.01	27,137.34	33,921.89
	BIWEEKLY	782.81	1,043.74	1,304.69
	HOURLY	9.7851	13.0468	16.3086
S-05	ANNUAL	21,266.96	28,356.22	35,445.28
	BIWEEKLY	817.96	1,090.62	1,363.28
	HOURLY	10.2245	13.6328	17.0410
S-06	ANNUAL	22,264.53	29,685.97	37,107.41
	BIWEEKLY	856.33	1,141.77	1,427.21
	HOURLY	10.7041	14.2721	17.8401
S-07	ANNUAL	23,261.06	31,015.30	38,769.33
	BIWEEKLY	894.66	1,192.90	1,491.13
	HOURLY	11.1832	14.9112	18.6391



**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – S**  
 Effective July 7, 2008 through June 30, 2009

<b>PAY PLAN</b>		<b>MINIMUM RATE</b>	<b>MID RATE</b>	<b>MAXIMUM RATE</b>
<b>GRADE</b>		<b>SALARY</b>	<b>SALARY</b>	<b>SALARY</b>
S-08	ANNUAL	24,329.55	32,439.68	40,549.39
	BIWEEKLY	935.75	1,247.68	1,559.59
	HOURLY	11.6969	15.5960	19.4949
S-09	ANNUAL	25,481.87	33,975.34	42,469.65
	BIWEEKLY	980.07	1,306.74	1,633.45
	HOURLY	12.2509	16.3343	20.4181
S-10	ANNUAL	26,634.61	35,513.30	44,391.36
	BIWEEKLY	1,024.41	1,365.90	1,707.36
	HOURLY	12.8051	17.0737	21.3420
S-11	ANNUAL	27,933.36	37,244.06	46,555.18
	BIWEEKLY	1,074.36	1,432.46	1,790.58
	HOURLY	13.4295	17.9058	22.3823
S-12	ANNUAL	29,158.69	38,878.32	48,597.95
	BIWEEKLY	1,121.49	1,495.32	1,869.15
	HOURLY	14.0186	18.6915	23.3644
S-13	ANNUAL	30,611.78	40,815.84	51,020.32
	BIWEEKLY	1,177.38	1,569.84	1,962.32
	HOURLY	14.7172	19.6230	24.5290
S-14	ANNUAL	32,066.11	42,754.40	53,443.31
	BIWEEKLY	1,233.31	1,644.40	2,055.51
	HOURLY	15.4164	20.5550	25.6939

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – S**  
 Effective July 7, 2008 through June 30, 2009

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-15	ANNUAL	33,602.19	44,802.16	56,003.17
	BIWEEKLY	1,292.39	1,723.16	2,153.97
	HOURLY	16.1549	21.5395	26.9246
S-16	ANNUAL	35,128.50	46,838.27	58,547.42
	BIWEEKLY	1,351.10	1,801.47	2,251.82
	HOURLY	16.8887	22.5184	28.1478
S-17	ANNUAL	36,820.16	49,093.82	61,367.07
	BIWEEKLY	1,416.16	1,888.22	2,360.27
	HOURLY	17.7020	23.6028	29.5034
S-18	ANNUAL	38,503.50	51,337.52	64,172.58
	BIWEEKLY	1,480.90	1,974.52	2,468.18
	HOURLY	18.5113	24.6815	30.8522
S-19	ANNUAL	40,340.14	53,786.72	67,233.50
	BIWEEKLY	1,551.54	2,068.72	2,585.90
	HOURLY	19.3943	25.8590	32.3238
S-20	ANNUAL	42,252.08	56,336.18	70,419.65
	BIWEEKLY	1,625.08	2,166.78	2,708.45
	HOURLY	20.3135	27.0847	33.8556
S-21	ANNUAL	44,327.30	59,103.20	73,878.69
	BIWEEKLY	1,704.90	2,273.20	2,841.49
	HOURLY	21.3112	28.4150	35.5186

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – S**  
**Effective July 7, 2008 through June 30, 2009**

<b>PAY PLAN</b>		<b>MINIMUM RATE</b>	<b>MID RATE</b>	<b>MAXIMUM RATE</b>
<b>GRADE</b>		<b>SALARY</b>	<b>SALARY</b>	<b>SALARY</b>
S-22	ANNUAL	46,392.94	61,857.33	77,322.13
	BIWEEKLY	1,784.34	2,379.13	2,973.93
	HOURLY	22.3043	29.7391	37.1741
S-23	ANNUAL	48,615.01	64,819.46	81,024.53
	BIWEEKLY	1,869.81	2,493.06	3,116.33
	HOURLY	23.3726	31.1632	38.9541
S-24	ANNUAL	51,065.04	68,086.93	85,109.02
	BIWEEKLY	1,964.04	2,618.73	3,273.42
	HOURLY	24.5505	32.7341	40.9178
S-25	ANNUAL	53,552.93	71,403.90	89,255.09
	BIWEEKLY	2,059.73	2,746.30	3,432.89
	HOURLY	25.7466	34.3288	42.9111
S-26	ANNUAL	56,039.57	74,719.42	93,399.28
	BIWEEKLY	2,155.37	2,873.82	3,592.28
	HOURLY	26.9421	35.9228	44.9035
S-27	ANNUAL	58,800.56	78,401.02	98,000.86
	BIWEEKLY	2,261.56	3,015.42	3,769.26
	HOURLY	28.2695	37.6928	47.1158
S-28	ANNUAL	61,634.77	82,179.97	102,724.75
	BIWEEKLY	2,370.57	3,160.77	3,950.95
	HOURLY	29.6321	39.5096	49.3869

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – S**  
**Effective July 7, 2008 through June 30, 2009**

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-29	ANNUAL	64,615.82	86,154.64	107,693.46
	BIWEEKLY	2,485.22	3,313.64	4,142.06
	HOURLY	31.0653	41.4205	51.7757
S-30	ANNUAL	67,754.75	90,339.39	112,924.45
	BIWEEKLY	2,605.95	3,474.59	4,343.25
	HOURLY	32.5744	43.4324	54.2906
S-31	ANNUAL	69,106.13	92,141.30	115,176.88
	BIWEEKLY	2,657.93	3,543.90	4,429.88
	HOURLY	33.2241	44.2987	55.3735
S-32	ANNUAL	72,454.93	96,607.06	120,758.98
	BIWEEKLY	2,786.73	3,715.66	4,644.58
	HOURLY	34.8341	46.4457	58.0572
S-33	ANNUAL	76,026.50	101,369.01	126,711.31
	BIWEEKLY	2,924.10	3,898.81	4,873.51
	HOURLY	36.5512	48.7351	60.9189
S-34	ANNUAL	79,678.35	106,237.46	132,796.77
	BIWEEKLY	3,064.55	4,086.06	5,107.57
	HOURLY	38.3069	51.0757	63.8446
S-35	ANNUAL	83,542.16	111,389.62	139,236.86
	BIWEEKLY	3,213.16	4,284.22	5,355.26
	HOURLY	40.1645	53.5527	66.9408

**COMPENSATION PLAN--FISCAL YEAR 2009**  
**PAY PLAN – S**  
 Effective July 7, 2008 through June 30, 2009

PAY PLAN GRADE		MINIMUM RATE SALARY	MID RATE SALARY	MAXIMUM RATE SALARY
S-36	ANNUAL	87,709.44	116,945.09	146,181.36
	BIWEEKLY	3,373.44	4,497.89	5,622.36
	HOURLY	42.1680	56.2236	70.2795
S-37	ANNUAL	91,988.62	122,651.36	153,314.30
	BIWEEKLY	3,538.02	4,717.36	5,896.70
	HOURLY	44.2253	58.9670	73.7088
S-38	ANNUAL	93,809.25	125,079.14	156,349.02
	BIWEEKLY	3,608.05	4,810.74	6,013.42
	HOURLY	45.1006	60.1342	75.1678
S-39	ANNUAL	98,437.25	131,249.66	164,061.66
	BIWEEKLY	3,786.05	5,048.06	6,310.06
	HOURLY	47.3256	63.1008	78.8758
S-40	ANNUAL	106,385.34	141,846.85	177,308.77
	BIWEEKLY	4,091.74	5,455.65	6,819.57
	HOURLY	51.1468	68.1956	85.2446

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
1366	ACCOUNTANT I	S-20	1183	ASSISTANT DIRECTOR OF PUBLIC WORKS & ENVIRONMENTAL SVCS.	S-36
1364	ACCOUNTANT II	S-24	1159	ASSISTANT DIRECTOR OF VEHICLE SERVICES	S-32
1362	ACCOUNTANT III	S-27	1162	ASSISTANT DIRECTOR PUBLIC AFFAIRS	S-31
7207	ADMINISTRATIVE AIDE	X-01	1124	ASSISTANT DIRECTOR, DEPARTMENT OF PLANNING AND ZONING	S-35
7344	ADMINISTRATIVE ASSISTANT - INTERNATIONAL	S-19	4163	ASSISTANT DIRECTOR, PUBLIC SAFETY COMMUNICATIONS CENTER	P-26
7345	ADMINISTRATIVE ASSISTANT - NATIONAL	S-17	4261	ASSISTANT FIRE APPARATUS SUPERVISOR	F-19
2255	ADMINISTRATIVE ASSISTANT I	S-09	4205	ASSISTANT FIRE CHIEF	F-33
2254	ADMINISTRATIVE ASSISTANT II	S-13	3725	ASSISTANT HISTORIAN	S-15
2253	ADMINISTRATIVE ASSISTANT III	S-15	7608	ASSISTANT INSTRUCTOR I	S-01
2252	ADMINISTRATIVE ASSISTANT IV	S-17	7609	ASSISTANT INSTRUCTOR II	S-06
2251	ADMINISTRATIVE ASSISTANT V	S-19	6243	ASSISTANT MOTOR EQUIPMENT SUPERINTENDENT	S-23
2250	ADMINISTRATIVE ASSOCIATE	S-21	1570	ASSISTANT PRODUCER	S-19
6221	AIRCRAFT & POWERPLANT TECHNICIAN I	S-20	5163	ASSISTANT PROJECT MANAGER	S-23
6220	AIRCRAFT & POWERPLANT TECHNICIAN II	S-21	1414	ASSISTANT REAL ESTATE APPRAISER	S-19
7266	AMERICORPS WORKER	X-01	1406	ASSISTANT REAL ESTATE DIRECTOR	S-31
7267	ANCILLARY WORKER	X-01	6611	ASSISTANT REFUSE SUPERINTENDENT	S-22
4147	ANIMAL CARETAKER I	S-13	3624	ASSISTANT RESIDENTIAL COUNSELOR	S-16
4146	ANIMAL CARETAKER II	S-15	6212	ASSISTANT SUPERVISOR FACILITIES SUPPORT	S-24
4152	ANIMAL CONTROL OFFICER I	P-18	5363	ASSISTANT SUPERVISORY ENGINEERING INSPECTOR	S-22
4151	ANIMAL CONTROL OFFICER II	P-20	3334	ASSISTANT THEATER TECHNICAL DIRECTOR	S-19
4150	ANIMAL CONTROL OFFICER III	P-23	7201	ASSISTANT TO COUNTY EXECUTIVE	E-07
4154	ANIMAL SHELTER DIRECTOR	S-29	3410	ASSOCIATE DIRECTOR LIBRARY OPERATIONS	S-31
1278	ARCHIVES TECHNICIAN	S-16	3412	ASSOCIATE DIRECTOR LIBRARY TECH OPERATIONS	S-31
1277	ASSISTANT ARCHIVIST	S-20	1132	ASST DIR PER PROP STATE INCOME & LICENSING	S-31
1738	ASSISTANT BUYER	S-14	1097	ASST. DIRECTOR FOR MEDICAL SERVICES (8008)	S-38
4314	ASSISTANT COMMONWEALTH ATTORNEY I	S-23	4188	ATU TECHNICIAN	S-14
4312	ASSISTANT COMMONWEALTH'S ATTORNEY II	S-28	3194	AUDIOLOGIST I	S-21
4310	ASSISTANT COMMONWEALTH'S ATTORNEY III	S-31	3193	AUDIOLOGIST II	S-23
4324	ASSISTANT COUNTY ATTORNEY I	L-01	2165	AUDIOVISUAL/TELEVISION TECHNICIAN	S-14
4322	ASSISTANT COUNTY ATTORNEY III	L-03	1268	AUDITOR I	S-20
4320	ASSISTANT COUNTY ATTORNEY IV	L-04	1267	AUDITOR II	S-24
4319	ASSISTANT COUNTY ATTORNEY V	L-05	1266	AUDITOR III	S-27
4318	ASSISTANT COUNTY ATTORNEY VI	L-06	1265	AUDITOR IV	S-31
4317	ASSISTANT COUNTY ATTORNEY VII	L-07	6250	AUTO BODY REPAIRER I	S-17
1209	ASSISTANT COUNTY DEBT MANAGER	S-31	6249	AUTO BODY REPAIRER II	S-19
7202	ASSISTANT COUNTY EXECUTIVE	E-08	6246	AUTOMOTIVE MECHANIC I	S-17
1089	ASSISTANT DIRECTOR COURT SERVICES (3241)	S-33	6244	AUTOMOTIVE MECHANIC II	S-19
7106	ASSISTANT DIRECTOR ECONOMIC DEVELOPMENT AUTH	S-29	6255	AUTOMOTIVE PARTS SPECIALIST I	S-14
1093	ASSISTANT DIRECTOR FOR HEALTH SERVICES (8004)	S-35	6254	AUTOMOTIVE PARTS SPECIALIST II	S-15
1138	ASSISTANT DIRECTOR HUMAN RESOURCES	S-33	3660	BEHAVIORAL HEALTH NURSE CLINICIAN NURSE SPECIALIST	S-26
1145	ASSISTANT DIRECTOR OF COMMUNITY & RECREATION SERVICES	S-34	3659	BEHAVIORAL HEALTH NURSE CLINICIAN/CASE MANAGER	S-24
3122	ASSISTANT DIRECTOR OF PATIENT CARE SERVICES	S-30			

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
3661	BEHAVIORAL HEALTH NURSE SUPERVISOR	S-26	3221	CHILD CARE SPECIALIST II	S-22
1218	BUDGET ANALYST I	S-20	3220	CHILD CARE SPECIALIST III	S-24
1217	BUDGET ANALYST II	S-24	1389	CLAIMS & REHABILITATION SUPERVISOR	S-25
1216	BUDGET ANALYST III	S-27	1392	CLAIMS MANAGER	S-27
1215	BUDGET ANALYST IV	S-31	1395	CLAIMS SPECIALIST	S-20
5304	BUILDING INSPECTIONS DIVISION DIRECTOR	S-33	1087	CLERK-BOARD OF SUPERVISORS (2105)	E-05
1801	BUSINESS ANALYST I	S-22	3134	CLINIC ROOM AIDE	S-14
1802	BUSINESS ANALYST II	S-24	3657	CLINICAL PSYCHOLOGIST (3152)	S-27
1803	BUSINESS ANALYST III	S-27	1226	CODE ENFORCEMENT SERVICES MANAGER	S-34
1804	BUSINESS ANALYST IV	S-29	5156	CODE SPECIALIST I	S-18
7312	BUSINESS DEVELOPMENT MANAGER I	S-17	5155	CODE SPECIALIST II	S-24
7311	BUSINESS DEVELOPMENT MANAGER II	S-20	5154	CODE SPECIALIST III	S-27
7310	BUSINESS DEVELOPMENT MANAGER III	S-24	5316	COMBINATION INSPECTOR	S-20
7309	BUSINESS DEVELOPMENT MANAGER IV	S-27	3608	COMM SVS BD PLANNING & DEVELOPMENT DIRECTOR	S-33
7341	BUSINESS RESOURCES MANAGER	S-19	1108	COMMONWEALTH ATTORNEY (ELECTED)	E-12
1423	BUSINESS TAX SPECIALIST I	S-18	5177	COMMUNICATIONS ENGINEER	S-21
1422	BUSINESS TAX SPECIALIST II	S-20	7325	COMMUNICATIONS MANAGER	S-27
1736	BUYER I	S-20	1256	COMMUNICATIONS SPECIALIST I	S-21
1734	BUYER II	S-24	1257	COMMUNICATIONS SPECIALIST II	S-24
6274	CARPENTER I	S-16	1258	COMMUNICATIONS SPECIALIST III	S-27
6272	CARPENTER II	S-18	1259	COMMUNICATIONS SPECIALIST IV	S-29
3265	CASE AIDE	S-09	6363	COMMUNICATIONS TECHNICIAN	S-18
1390	CASHIER	S-09	3175	COMMUNITY HEALTH SPECIALIST	S-22
7101	CHAIRMAN BOARD OF SUPERVISORS	X-01	1528	CONSUMER INVESTIGATOR	S-18
6120	CHAUFFEUR	S-09	1527	CONSUMER SPECIALIST I	S-22
1360	CHIEF ACCTING FISCAL OFFICER	S-28	1526	CONSUMER SPECIALIST II	S-25
6235	CHIEF BUILDING MAINTENANCE SECTION	S-22	1524	CONSUMER SPECIALIST III	S-28
5152	CHIEF CODE ENFORCEMENT BRANCH	S-30	2193	COOK	S-11
4306	CHIEF DEPUTY COMMONWEALTH'S ATTORNEY	S-35	2194	COOK'S AIDE	S-08
4410	CHIEF DEPUTY SHERIFF	C-33	7213	CO-OP STUDENT I	S-07
5330	CHIEF ELECTRICAL INSPECTOR	S-27	7212	CO-OP STUDENT II	S-09
1358	CHIEF FINANCE DIVISION	S-32	7211	CO-OP STUDENT III	S-11
1158	CHIEF FIRE AND RESCUE DEPARTMENT	E-13	7210	CO-OP STUDENT IV	S-13
5340	CHIEF MECHANICAL INSPECTOR	S-27	4444	CORRECTIONAL HEALTH NURSE I	S-21
1133	CHIEF OF POLICE	E-13	4443	CORRECTIONAL HEALTH NURSE II	S-23
5109	CHIEF OF SURVEY PARTIES	S-25	4442	CORRECTIONAL HEALTH NURSE III	S-25
5320	CHIEF PLUMBING INSPECTOR	S-27	4441	CORRECTIONAL HEALTH NURSE IV	S-28
3910	CHIEF TRANSIT OPERATIONS	S-27	4440	CORRECTIONAL HEALTH SERVICES ADMINISTRATOR	S-29
6236	CHIEF UTILITIES BRANCH	S-22	4425	CORRECTIONAL TECHNICIAN	S-13
5352	CHIEF ZONING INSPECTOR	S-27	1276	COUNTY ARCHIVIST	S-26
5186	CHIEF, ENVIRONMENTAL MONITORING	S-31	1110	COUNTY ATTORNEY	X-01
3208	CHILD CARE PROGRAM ADMINISTRATOR I	S-27	1112	COUNTY CLERK (ELECTED)	E-11
3207	CHILD CARE PROGRAM ADMINISTRATOR II	S-31	1208	COUNTY DEBT MANAGER	S-35
3222	CHILD CARE SPECIALIST I	S-20	7103	COUNTY EXECUTIVE	X-01

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
5110	COUNTY SURVEYOR	S-32	1152	DEPUTY DIRECTOR, MANAGEMENT & BUDGET	S-35
4141	CRIME ANALYST I	S-20	1082	DEPUTY DIRECTOR, OCRR	S-32
4142	CRIME ANALYST II	S-22	1094	DEPUTY DIRECTOR, PUBLIC WORKS AND ENVIRONMENTAL SERVICES (8005)	S-37
4140	CRIME ANALYST PROGRAM MANAGER	S-27	1128	DEPUTY FINANCE DIRECTOR	S-34
6736	CUSTODIAN I	S-07	4206	DEPUTY FIRE CHIEF	F-31
6734	CUSTODIAN II	S-08	4414	DEPUTY SHERIFF 1 <sup>ST</sup> LIEUTENANT	C-26
6732	CUSTODIAN III	S-09	4412	DEPUTY SHERIFF CAPTAIN	C-28
1806	DATA ANALYST I	S-24	4422	DEPUTY SHERIFF I	C-17-2
1807	DATA ANALYST II	S-27	4420	DEPUTY SHERIFF II	C-18
1808	DATA ANALYST III	S-29	4411	DEPUTY SHERIFF MAJOR	C-31
1811	DATABASE ADMINISTRATOR I	S-27	4416	DEPUTY SHERIFF SECOND LIEUTENANT	C-21
1812	DATABASE ADMINISTRATOR II	S-29	4418	DEPUTY SHERIFF SERGEANT	C-20
1813	DATABASE ADMINISTRATOR III	S-31	5209	DEPUTY ZONING ADMINISTRATOR	S-32
3234	DAY CARE CENTER AIDE	S-08	6258	DIGITAL PRINTING ANALYST	S-21
3233	DAY CARE CENTER ASSISTANT TEACHER	S-12	1114	DIR DEPT OF CABLE COMMUNICATION & CONSUMER PROTECTION	E-09
3230	DAY CARE CENTER SUPERVISOR	S-20	1507	DIRECTOR COMMUNICATIONS POLICY & REGULATION DIVISION	S-32
3231	DAY CARE CENTER TEACHER I	S-15	1509	DIRECTOR COMMUNICATIONS PRODUCTIONS DIVISION	S-32
3232	DAY CARE CENTER TEACHER II	S-18	1505	DIRECTOR CONSUMER PROTECTION DIVISION	S-32
7450	DENTAL ASSISTANT	S-11	7315	DIRECTOR MARKET RESEARCH & REAL ESTATE	S-31
7455	DENTAL HYGIENIST	S-16	7340	DIRECTOR OF ADMINISTRATION	S-24
4102	DEPUTY CHIEF OF POLICE	O-33	1195	DIRECTOR OF ADMINISTRATION FOR HUMAN SERVICES	E-10
2107	DEPUTY CLERK-BOARD OF SUPERVISORS	S-18	3602	DIRECTOR OF ALCOHOL & DRUG PROGRAMS	S-35
4307	DEPUTY COMMONWEALTH'S ATTORNEY	S-34	4149	DIRECTOR OF ANIMAL CONTROL	P-27
3314	DEPUTY COMMUNITY CENTER DIRECTOR	S-27	1178	DIRECTOR OF AREA AGENCY ON AGING	S-31
1096	DEPUTY COORDINATOR OF EMERGENCY MANAGEMENT (8007)	S-31	3656	DIRECTOR OF CLINICAL OPERATIONS	S-33
4315	DEPUTY COUNTY ATTORNEY	L-09	1148	DIRECTOR OF COMMUNITY & RECREATION SERVICES	E-12
1113	DEPUTY COUNTY CLERK	S-33	1185	DIRECTOR OF CONSTRUCTION MANAGEMENT DIVISION	S-35
1105	DEPUTY COUNTY EXECUTIVE	E-14	1135	DIRECTOR OF COUNTY LIBRARY	E-12
5111	DEPUTY COUNTY SURVEYOR	S-28	1088	DIRECTOR OF COURT SERVICES (3240)	E-10
1102	DEPUTY DIRECTOR DEPARTMENT OF INFORMATION TECHNOLOGY	S-36	7105	DIRECTOR OF ECONOMIC DEVELOPMENT AUTHORITY	X-01
1091	DEPUTY DIRECTOR FAMILY SERVICES (8000)	S-35	3110	DIRECTOR OF ENVIRONMENTAL HEALTH	S-33
1090	DEPUTY DIRECTOR HOUSING & COMMUNITY DEV (3810)	S-35	1117	DIRECTOR OF EQUITY PROGRAMS	E-06
1143	DEPUTY DIRECTOR HUMAN SERVICES ADMINISTRATION	S-33	1199	DIRECTOR OF FAMILY SERVICES	E-13
1111	DEPUTY DIRECTOR INTERNAL AUDIT	S-32	1115	DIRECTOR OF HEALTH	E-14
1136	DEPUTY DIRECTOR LIBRARY	S-34	1196	DIRECTOR OF HOUSING & COMMUNITY DEVELOPMENT	E-12
1126	DEPUTY DIRECTOR MH/MR/ADS	S-36	1137	DIRECTOR OF HUMAN RESOURCES	E-12
1156	DEPUTY DIRECTOR OFFICE OF TRANSPORTATION	S-33	1176	DIRECTOR OF HUMAN SERVICES SYSTEMS MGMT	E-11
1144	DEPUTY DIRECTOR PARK AUTHORITY	S-35	1101	DIRECTOR OF INFORMATION TECHNOLOGY	E-13
1151	DEPUTY DIRECTOR PURCHASING & SUPPLY MANAGEMENT	S-32	1107	DIRECTOR OF INTERNAL AUDIT	E-09
1228	DEPUTY DIRECTOR TO THE RETIREMENT BOARDS	S-32	1188	DIRECTOR OF LAND ACQUISITIONS	S-33
1099	DEPUTY DIRECTOR, DEPT. OF PUBLIC SAFETY COMMUNICATIONS (8011)	S-33	1194	DIRECTOR OF MAINTENANCE & STORMWATER MGMT	S-35



## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
1146	DIRECTOR OF MANAGEMENT AND BUDGET	E-12	7301	EDA PRESIDENT / CEO	X-01
3604	DIRECTOR OF MENTAL HEALTH PROGRAMS	S-35	7306	EDA PROGRAM DIRECTOR I	S-27
3603	DIRECTOR OF MENTAL RETARDATION PROGRAMS	S-35	7305	EDA PROGRAM DIRECTOR II	S-35
1122	DIRECTOR OF OFFICE FOR CHILDREN	S-36	7302	EDA VICE PRESIDENT	S-36
1142	DIRECTOR OF PARK AUTHORITY	E-12	2118	ELECTION SPECIALIST	S-16
3120	DIRECTOR OF PATIENT CARE SERVICES	S-33	7109	ELECTORAL BOARD SECRETARY	X-01
1131	DIRECTOR OF PER PROPERTY STATE INCOME & LICENSING	S-34	6282	ELECTRICIAN I	S-17
1184	DIRECTOR OF PLANNING & DESIGN DIVISION	S-35	6280	ELECTRICIAN II	S-19
1120	DIRECTOR OF PLANNING & ZONING	E-12	6278	ELECTRICIAN SUPERVISOR	S-21
1163	DIRECTOR OF PUBLIC AFFAIRS	E-09	6365	ELECTRONIC EQUIPMENT SUPERVISOR	S-21
1182	DIRECTOR OF PUBLIC WORKS & ENVIRONMENTAL SERVICES	E-13	6367	ELECTRONIC EQUIPMENT TECHNICIAN I	S-17
1150	DIRECTOR OF PURCHASING AND SUPPLY MANAGEMENT	E-09	6366	ELECTRONIC EQUIPMENT TECHNICIAN II	S-19
1405	DIRECTOR OF REAL ESTATE	S-34	3260	ELIGIBILITY SUPERVISOR	S-24
1190	DIRECTOR OF SOLID WASTE COLLECTION/RECYCLING	S-35	1095	EMERGENCY MANAGEMENT COORDINATOR (8006)	E-09
1186	DIRECTOR OF SOLID WASTE DISPOSAL/RESOURCE RECOVERY	S-35	4158	EMERGENCY WATCH OFFICER	S-22
1092	DIRECTOR OF STORMWATER PLANNING (8002)	S-35	3630	EMERGENCY/MOBILE CRISIS UNIT SUPERVISOR	S-27
1130	DIRECTOR OF TAX ADMINISTRATION	E-12	1206	ENERGY COORDINATOR	S-30
1116	DIRECTOR OF THE OFFICE OF HUMAN RIGHTS & EQUITY PROGRAMS	E-08	5104	ENGINEER I	S-20
1166	DIRECTOR OF TRANSPORTATION	E-12	5103	ENGINEER II	S-24
1155	DIRECTOR OF VEHICLE SERVICES	E-09	5102	ENGINEER III	S-27
1193	DIRECTOR OF WASTEWATER COLLECTION DIVISION	S-35	5101	ENGINEER IV	S-29
1191	DIRECTOR OF WASTEWATER PLANNING & MONITORING DIVISION	S-35	5106	ENGINEER V	S-31
1192	DIRECTOR OF WASTEWATER TREATMENT	S-35	5107	ENGINEER VI	S-32
1098	DIRECTOR, DEPARTMENT OF PUBLIC SAFETY COMMUNICATION (8010)	E-10	5182	ENGINEERING AIDE	S-12
1164	DIRECTOR, FACILITIES MANAGEMENT DEPARTMENT	E-09	5172	ENGINEERING DRAFTER	S-17
5121	DIRECTOR, LAND DEVELOPMENT REVIEW & COMPLIANCE DIVISION	S-33	5366	ENGINEERING INSPECTOR	S-17
1083	DIRECTOR, OCRR	E-09	5119	ENGINEERING TECHNICIAN I	S-14
1510	DIRECTOR, PRINT, MAIL, AND ADMINISTRATIVE SERVICES DIVISION	S-29	5118	ENGINEERING TECHNICIAN II	S-18
1440	DIRECTOR, REVENUE COLLECTION	S-34	5117	ENGINEERING TECHNICIAN III	S-21
4195	DIRECTOR, VICTIM-WITNESS PROGRAMS	S-27	1213	ENVIRONMENTAL COORDINATOR	S-33
7291	DISASTER ASSISTANCE SPECIALIST I	S-21	3111	ENVIRONMENTAL HEALTH PROGRAM MANAGER	S-28
7290	DISASTER ASSISTANCE SPECIALIST II	S-30	3118	ENVIRONMENTAL HEALTH SPECIALIST I	S-20
1293	DPSC CHIEF, OPERATIONS DIVISION	P-26	3116	ENVIRONMENTAL HEALTH SPECIALIST II	S-23
5125	ECOLOGIST I	S-20	3114	ENVIRONMENTAL HEALTH SPECIALIST III	S-25
5126	ECOLOGIST II	S-24	3113	ENVIRONMENTAL HEALTH SUPERVISOR	S-26
5127	ECOLOGIST III	S-27	5187	ENVIRONMENTAL LABORATORY MANAGER	S-27
7358	EDA INTERN	S-07	5193	ENVIRONMENTAL TECHNICIAN I	S-14
7360	EDA INTERN I	S-10	5192	ENVIRONMENTAL TECHNICIAN II	S-17
7359	EDA INTERN II	S-13	5190	ENVIRONMENTAL TECHNOLOGIST I	S-19
			5189	ENVIRONMENTAL TECHNOLOGIST II	S-21
			5188	ENVIRONMENTAL TECHNOLOGIST III	S-24
			3101	EPIDEMIOLOGIST	S-26
			6373	EQUIPMENT REPAIRER	S-15
			1242	EQUITY PROGRAMS DIVISION DIRECTOR	S-32

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
7328	EVENT MANAGER	S-25	6640	GARAGE SERVICE WORKER	S-08
1119	EXEC DIR FAIRFAX-FALLS CHURCH COMMUNITY SERVICE BOARD	E-13	6416	GENERAL BUILDING MAINTENANCE WORKER I	S-16
7343	EXECUTIVE ADMINISTRATIVE ASSISTANT	S-20	6415	GENERAL BUILDING MAINTENANCE WORKER II	S-18
1086	EXECUTIVE DIRECTOR CIVIL SERVICE COMMISSION (1260)	E-06	1174	GENERAL MANAGER, PSTOC	E-08
1123	EXECUTIVE DIRECTOR COMMISSION FOR WOMEN	E-05	1084	GENERAL REGISTRAR (1250)	X-01
1118	EXECUTIVE DIRECTOR COMMUNITY ACTION AGENCY	E-06	1820	GEOGRAPHIC INFORMATION SPATIAL ANALYST I	S-23
1134	EXECUTIVE DIRECTOR HUMAN RIGHTS COMMISSION	E-06	1821	GEOGRAPHIC INFORMATION SPATIAL ANALYST II	S-25
1198	EXECUTIVE DIRECTOR MCLEAN COMMUNITY CENTER	S-32	1822	GEOGRAPHIC INFORMATION SPATIAL ANALYST III	S-27
1085	EXECUTIVE DIRECTOR PLANNING COMMISSION (1255)	E-05	1823	GEOGRAPHIC INFORMATION SPATIAL ANALYST IV	S-29
7107	EXECUTIVE DIRECTOR RESTON COMMUNITY CENTER	S-32	1815	GEOGRAPHIC INFORMATION SYSTEM TECHNICIAN	S-19
1121	EXECUTIVE DIRECTOR TO THE RETIREMENT BOARDS	X-01	1816	GEOGRAPHIC INFORMATION SYSTEM TECHNICIAN SUPERVISOR	S-21
7472	EXEMPT PHYSICIAN	X-01	3753	GOLF COURSE SUPERINTENDENT I	S-20
7470	EXEMPT PSYCHIATRIST	X-01	3752	GOLF COURSE SUPERINTENDENT II	S-22
6730	FACILITIES SERVICES SPECIALIST	S-20	3751	GOLF COURSE SUPERINTENDENT III	S-24
3771	FACILITY ATTENDANT I	S-12	1224	GRADUATE MANAGEMENT INTERN	S-20
3770	FACILITY ATTENDANT II	S-14	2175	GRAPHIC ARTIST I	S-13
3209	FAMILY SERVICES DIVISION DIRECTOR	S-33	2174	GRAPHIC ARTIST II	S-15
7835	FIELD MAINTENANCE WORKER	S-03	2173	GRAPHIC ARTIST III	S-17
1127	FINANCE DIRECTOR	E-12	7885	HEAD LIFEGUARD	S-06
3811	FINANCE MANAGER, DEPT. OF HOUSING & COMMUNITY DEV.	S-33	3219	HEAD START COORDINATOR	S-26
7115	FINANCIAL AND PROGRAMS AUDITOR	S-36	1211	HEALTH PROMOTION & PRIVACY COORDINATOR	S-33
1367	FINANCIAL REPORTING MANAGER	S-30	3147	HEALTH SERVICES COMMUNICATION SPECIALIST	S-23
4125	FINGERPRINT SPECIALIST I	S-15	6112	HEAVY EQUIPMENT OPERATOR	S-17
4124	FINGERPRINT SPECIALIST II	S-17	6110	HEAVY EQUIPMENT SUPERVISOR	S-19
4123	FINGERPRINT SPECIALIST III	S-22	4135	HELICOPTER PILOT	S-22
4127	FINGERPRINT SPECIALIST SUPERVISOR	S-24	5220	HERITAGE RESOURCE SPECIALIST I	S-18
4262	FIRE APPARATUS MECHANIC	F-17	5221	HERITAGE RESOURCE SPECIALIST II	S-20
4260	FIRE APPARATUS SUPERVISOR	F-21	5222	HERITAGE RESOURCE SPECIALIST III	S-23
4225	FIRE BATTALION CHIEF	F-29	5223	HERITAGE RESOURCE SPECIALIST IV	S-26
4232	FIRE CAPTAIN I	F-25	3723	HISTORIAN I	S-18
4230	FIRE CAPTAIN II	F-27	3722	HISTORIAN II	S-21
5368	FIRE INSPECTOR I	S-16	3721	HISTORIAN III	S-23
5369	FIRE INSPECTOR II	S-20	3720	HISTORIAN IV	S-25
5370	FIRE INSPECTOR III	S-22	3132	HOME HEALTH AIDE	S-14
5371	FIRE INSPECTOR IV	S-24	3755	HORTICULTURAL TECHNICIAN	S-15
4233	FIRE LIEUTENANT	F-22	3812	HOUSING & COMMUNITY DEVELOPMENT DIVISION DIRECTOR	S-32
4234	FIRE TECHNICIAN	F-19	3860	HOUSING MANAGER	S-13
4236	FIREFIGHTER	F-18	3855	HOUSING SERVICES SPECIALIST I	S-19
4235	FIREFIGHTER/MEDIC	F-18	3853	HOUSING SERVICES SPECIALIST II	S-21
1357	FISCAL ADMINISTRATOR (3288)	S-29	3850	HOUSING SERVICES SPECIALIST III	S-23
4430	FOOD SERVICE SPECIALIST	S-13	3847	HOUSING SERVICES SPECIALIST IV	S-25
4431	FOOD SERVICE SUPERVISOR	S-16	3845	HOUSING SERVICES SPECIALIST V	S-28
2171	FORENSIC ARTIST	S-22	3840	HOUSING/COMM DEV PROPERTY MANAGEMENT SUPVR	S-29

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
3836	HOUSING/COMM DEVELOPER I	S-22	1887	INFORMATION TECHNOLOGY PROGRAM MANAGER II	S-32
3834	HOUSING/COMM DEVELOPER II	S-23	1835	INFORMATION TECHNOLOGY TECHNICIAN I	S-18
3832	HOUSING/COMM DEVELOPER III	S-25	1836	INFORMATION TECHNOLOGY TECHNICIAN II	S-20
3830	HOUSING/COMM DEVELOPER IV	S-28	1837	INFORMATION TECHNOLOGY TECHNICIAN III	S-22
3829	HOUSING/COMM DEVELOPER V	S-30	1580	INSTRUCTIONAL/CABLE TELEVISION SPECIALIST	S-28
1223	HR ANALYST I	S-20	7610	INSTRUCTOR I	S-14
1222	HR ANALYST II	S-24	7611	INSTRUCTOR II	S-16
1221	HR ANALYST III	S-27	7612	INSTRUCTOR III	S-18
1220	HR ANALYST IV	S-31	7613	INSTRUCTOR IV	S-25
1231	HUMAN RIGHTS PROGRAM DIVISION DIRECTOR	S-32	6559	INSTRUMENTATION SUPERVISOR	S-24
1233	HUMAN RIGHTS SPECIALIST I	S-20	6565	INSTRUMENTATION TECHNICIAN I	S-14
1234	HUMAN RIGHTS SPECIALIST II	S-24	6563	INSTRUMENTATION TECHNICIAN II	S-19
1235	HUMAN RIGHTS SPECIALIST III	S-27	6561	INSTRUMENTATION TECHNICIAN III	S-20
1236	HUMAN RIGHTS SPECIALIST IV	S-31	1391	INSURANCE MANAGER	S-28
3227	HUMAN SERVICE WORKER I	S-18	4247	INTERNAL AFFAIRS INVESTIGATOR	S-27
3226	HUMAN SERVICE WORKER II	S-19	7270	INTERNAL IT CONSULTANT	X-01
3225	HUMAN SERVICE WORKER III	S-22	1851	INTERNET/INTRANET ARCHITECT I	S-24
3224	HUMAN SERVICE WORKER IV	S-24	1852	INTERNET/INTRANET ARCHITECT II	S-27
3223	HUMAN SERVICE WORKER V	S-27	1853	INTERNET/INTRANET ARCHITECT III	S-29
3206	HUMAN SERVICES ASSISTANT	S-15	1854	INTERNET/INTRANET ARCHITECT IV	S-31
3205	HUMAN SERVICES COORDINATOR I	S-17	1710	INVENTORY MANAGEMENT SUPERVISOR	S-21
3204	HUMAN SERVICES COORDINATOR II	S-18	1396	INVESTMENT ANALYST	S-29
3203	HUMAN SERVICES COORDINATOR III	S-20	1359	INVESTMENT MANAGER	S-31
6388	HVAC TECHNICIAN I	S-19	1832	IT SECURITY PROGRAM DIRECTOR	S-33
6387	HVAC TECHNICIAN II	S-20	1884	IT SYSTEMS ARCHITECT	S-31
6557	INDUSTRIAL ELECTRICIAN I	S-14	7260	JUDICIAL LAW CLERK	L-01
6555	INDUSTRIAL ELECTRICIAN II	S-18	3239	JUVENILE DETENTION CENTER ADMINISTRATOR	S-31
6554	INDUSTRIAL ELECTRICIAN III	S-20	3746	LANDSCAPE ARCHITECT I	S-20
6558	INDUSTRIAL ELECTRICIAN SUPERVISOR	S-23	3744	LANDSCAPE ARCHITECT II	S-24
1241	INFORMATION OFFICER I	S-21	3742	LANDSCAPE ARCHITECT III	S-27
1240	INFORMATION OFFICER II	S-24	4432	LAUNDRY SPECIALIST	S-12
1238	INFORMATION OFFICER III	S-27	6531	LEAD PLANT OPERATOR	S-18
1237	INFORMATION OFFICER IV	S-29	6614	LEAD REFUSE OPERATOR	S-18
1830	INFORMATION SECURITY ANALYST I	S-24	5159	LEASING AGENT	S-27
1831	INFORMATION SECURITY ANALYST II	S-27	1227	LEGAL RECORDS/SERVICES MANAGER	S-22
1833	INFORMATION SECURITY ANALYST III	S-29	1212	LEGISLATIVE DIRECTOR	S-34
1270	INFORMATION SYSTEMS AUDITOR	S-28	1214	LEGISLATIVE LIAISON	S-31
7331	INFORMATION SYSTEMS MANAGER	S-24	3424	LIBRARIAN I	S-20
1840	INFORMATION TECHNOLOGY EDUCATOR II (1651)	S-21	3422	LIBRARIAN II	S-22
1841	INFORMATION TECHNOLOGY EDUCATOR III (1652)	S-23	3420	LIBRARIAN III	S-24
1891	INFORMATION TECHNOLOGY PROGRAM DIRECTOR I	S-33	3418	LIBRARIAN IV	S-27
1892	INFORMATION TECHNOLOGY PROGRAM DIRECTOR II	S-34	3436	LIBRARY AIDE	S-13
1893	INFORMATION TECHNOLOGY PROGRAM DIRECTOR III	S-35	3434	LIBRARY ASSISTANT I	S-14
1886	INFORMATION TECHNOLOGY PROGRAM MANAGER I	S-31	3432	LIBRARY ASSISTANT II	S-16

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Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
3431	LIBRARY ASSISTANT III	S-18	3638	MENTAL RETARDATION SPECIALIST I	S-20
3430	LIBRARY ASSISTANT IV	S-19	3637	MENTAL RETARDATION SPECIALIST II	S-23
3417	LIBRARY BRANCH COORDINATOR	S-29	3636	MENTAL RETARDATION SPECIALIST III	S-26
3428	LIBRARY INFORMATION ASSISTANT	S-19	3635	MENTAL RETARDATION SPECIALIST IV	S-28
3440	LIBRARY PAGE	S-04	3634	MENTAL RETARDATION SPECIALIST V	S-32
3415	LIBRARY PROGRAM COORDINATOR	S-28	3631	MH/MR/ADS SENIOR CLINICIAN	S-25
3130	LICENSED PRACTICAL NURSE	S-14	3640	MH/MR/SAS AIDE	S-15
4250	LIFE SAFETY EDUCATION SPECIALIST	S-17	2147	MICROPHOTOGRAPHER	S-09
7883	LIFEGUARD I	S-03	3172	MOBILE CLINIC DRIVER	S-13
7884	LIFEGUARD II	S-04	6115	MOTOR EQUIPMENT OPERATOR	S-15
6380	LOCKSMITH	S-18	6240	MOTOR EQUIPMENT SUPERINTENDENT	S-27
6672	MAINTENANCE CREW CHIEF	S-15	3733	NATURALIST I	S-18
6540	MAINTENANCE SUPERINTENDENT	S-23	3732	NATURALIST II	S-21
6546	MAINTENANCE SUPERVISOR	S-17	3731	NATURALIST III	S-23
6422	MAINTENANCE TRADE HELPER I	S-10	3730	NATURALIST IV	S-25
6420	MAINTENANCE TRADE HELPER II	S-12	1210	NEIGHBORHOOD COMMUNITY BUILDING COORDINATOR	S-33
6670	MAINTENANCE WORKER	S-10	1856	NETWORK/TELECOMMUNICATIONS ANALYST I	S-23
1207	MANAGEMENT & BUDGET COORDINATOR	S-33	1857	NETWORK/TELECOMMUNICATIONS ANALYST II	S-26
1264	MANAGEMENT ANALYST I	S-20	1858	NETWORK/TELECOMMUNICATIONS ANALYST III	S-29
1263	MANAGEMENT ANALYST II	S-24	1859	NETWORK/TELECOMMUNICATIONS ANALYST IV	S-31
1262	MANAGEMENT ANALYST III	S-27	4180	NIGHT GUARD	S-07
1261	MANAGEMENT ANALYST IV	S-31	3123	NURSE PRACTITIONER/PHYSN ASST	S-27
3293	MANPOWER SPECIALIST I	S-19	3143	NUTRITION PROGRAM SUPERVISOR	S-24
3292	MANPOWER SPECIALIST II	S-22	3142	NUTRITIONIST ASSISTANT	S-14
3291	MANPOWER SPECIALIST III	S-23	3151	OCCUPATIONAL THERAPIST I	S-20
3290	MANPOWER SPECIALIST IV	S-25	3150	OCCUPATIONAL THERAPIST II	S-24
5168	MAP DRAFTER	S-16	3277	OUTREACH WORKER II	S-18
7319	MARKET RESEARCHER I	S-17	7501	OVERNIGHT RESIDENTIAL ATTENDANT	S-03
7318	MARKET RESEARCHER II	S-24	6334	PAINTER I	S-16
7317	MARKET RESEARCHER III	S-27	6332	PAINTER II	S-18
7316	MARKET RESEARCHER IV	S-27	4326	PARALEGAL	S-21
6324	MASON I	S-16	3702	PARK DIVISION DIRECTOR	S-33
5313	MASTER COMBINATION INSPECTOR	S-22	3705	PARK MANAGEMENT SPECIALIST I	S-28
1714	MATERIAL REQUIREMENTS SPECIALIST	S-17	3703	PARK MANAGEMENT SPECIALIST II	S-30
5162	MATERIALS TESTING ANALYST	S-17	3763	PARK/REC SPECIALIST I	S-19
2169	MEDIA TECHNICIAN	S-14	3762	PARK/REC SPECIALIST II	S-21
3648	MEDICAL RECORDS ADMINISTRATOR	S-24	3761	PARK/REC SPECIALIST III	S-23
3154	MEDICAL SOCIAL WORKER	S-21	3760	PARK/REC SPECIALIST IV	S-25
7102	MEMBER BOARD OF SUPERVISORS	X-01	3765	PARK/RECREATION ASSISTANT	S-16
3655	MENTAL HEALTH COUNSELOR	S-20	7851	PARK/RECREATION SUPPORT ASSISTANT I	S-01
3651	MENTAL HEALTH DIVISION DIRECTOR	S-32	7850	PARK/RECREATION SUPPORT ASSISTANT II	S-02
3652	MENTAL HEALTH MANAGER	S-28	7849	PARK/RECREATION SUPPORT ASSISTANT III	S-03
3653	MENTAL HEALTH SUPERVISOR/SPECIALIST	S-26	7848	PARK/RECREATION SUPPORT ASSISTANT IV	S-04
3654	MENTAL HEALTH THERAPIST	S-23	7847	PARK/RECREATION SUPPORT ASSISTANT V	S-05

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
7846	PARK/RECREATION SUPPORT ASSISTANT VI	S-06	6266	PRINT SHOP OPERATOR I	S-13
7346	PERSONNEL/PAYROLL ASSISTANT	S-17	6264	PRINT SHOP OPERATOR II	S-15
6386	PEST CONTROLLER	S-15	6261	PRINTING SERVICES CUSTOMER SERVICE SPECIALIST	S-16
3156	PHARMACIST	S-26	6257	PRINTING SERVICES MANAGER	S-24
2177	PHOTOGRAPHIC SPECIALIST	S-17	6259	PRINTING SERVICES SHIFT SUPERVISOR	S-19
3139	PHYSICAL THERAPIST I	S-21	3248	PROBATION COUNSELOR I	S-20
3137	PHYSICAL THERAPIST II	S-24	3246	PROBATION COUNSELOR II	S-23
5216	PLANNER I	S-20	3244	PROBATION COUNSELOR III	S-24
5214	PLANNER II	S-24	3243	PROBATION SUPERVISOR I	S-27
5212	PLANNER III	S-27	3242	PROBATION SUPERVISOR II	S-28
5211	PLANNER IV	S-29	7337	PROCUREMENT MANAGER	S-19
5210	PLANNER V	S-31	1571	PRODUCER/DIRECTOR	S-24
5242	PLANNING AIDE	S-11	7334	PRODUCTION/GRAPHICS MANAGER	S-20
5205	PLANNING DIVISION CHIEF	S-33	1225	PROGRAM AND PROCEDURES COORDINATOR (8001)	S-29
5240	PLANNING TECHNICIAN I	S-16	3286	PROGRAM MANAGER	S-31
5239	PLANNING TECHNICIAN II	S-18	1865	PROGRAMMER ANALYST I	S-23
5238	PLANNING TECHNICIAN III	S-20	1866	PROGRAMMER ANALYST II	S-25
6541	PLANT MAINTENANCE SUPERINTENDENT	S-23	1867	PROGRAMMER ANALYST III	S-28
6543	PLANT MAINTENANCE SUPERVISOR	S-21	1868	PROGRAMMER ANALYST IV	S-29
6549	PLANT MECHANIC I	S-11	5105	PROJECT COORDINATOR	S-31
6548	PLANT MECHANIC II	S-15	5160	PROJECT MANAGER I	S-26
6547	PLANT MECHANIC III	S-18	5161	PROJECT MANAGER II	S-28
6529	PLANT OPERATION SUPERINTENDENT	S-24	4126	PROPERTY & EVIDENCE TECHNICIAN	S-15
6530	PLANT OPERATIONS SUPERVISOR	S-22	5355	PROPERTY MAINTENANCE & ZONING ENFORCEMENT INSPECTOR	S-22
6532	PLANT OPERATOR	S-17	5356	PROPERTY MAINTENANCE & ZONING ENFORCEMENT SUPERVISOR	S-26
6342	PLUMBER I	S-16	1702	PROPERTY MANAGEMENT SUPERVISOR	S-25
6340	PLUMBER II	S-18	4166	PS COMMUNICATIONS ASSISTANT SQUAD SUPERVISOR	P-21
4129	POLICE CADET	S-09	4165	PS COMMUNICATIONS SQUAD SUPERVISOR	P-22
4110	POLICE CAPTAIN	O-28	3618	PSYCHIATRIST	S-35
4193	POLICE CITIZEN AIDE I	P-13	3633	PSYCHOLOGY INTERN	S-15
4192	POLICE CITIZEN AIDE II	P-15	3174	PUBLIC HEALTH CLINICAL TECHNICIAN	S-13
4112	POLICE LIEUTENANT	O-26	3108	PUBLIC HEALTH DENTIST I	S-33
4105	POLICE MAJOR	O-31	3105	PUBLIC HEALTH DOCTOR	S-35
4118	POLICE OFFICER I	O-17-2	3109	PUBLIC HEALTH EMERGENCY MANAGEMENT COORDINATOR	S-28
4117	POLICE OFFICER II	O-18	3170	PUBLIC HEALTH LABORATORY ASSISTANT	S-10
4196	POLICE PSYCHOLOGIST	S-32	3166	PUBLIC HEALTH LABORATORY ASSISTANT DIRECTOR	S-28
4114	POLICE SECOND LIEUTENANT	O-21	3164	PUBLIC HEALTH LABORATORY DIRECTOR	S-30
4116	POLICE SERGEANT	O-20	3171	PUBLIC HEALTH LABORATORY SUPERVISOR	S-23
3283	POLICY AND INFORMATION MANAGER	S-32	3167	PUBLIC HEALTH LABORATORY TECHNOLOGIST	S-19
4122	POLYGRAPH EXAMINER	S-19	3128	PUBLIC HEALTH NURSE I	S-20
4121	POLYGRAPH SUPERVISOR	S-23	3126	PUBLIC HEALTH NURSE II	S-23
5191	PRETREATMENT MANAGER	S-28	3125	PUBLIC HEALTH NURSE III	S-25
6435	PREVENTIVE MAINTENANCE SPECIALIST	S-20			
6268	PRINT SHOP HELPER	S-09			

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

Class Code	Class Title	Pay Grade	Class Code	Class Title	Pay Grade
3124	PUBLIC HEALTH NURSE IV	S-28	5334	SENIOR ELECTRICAL INSPECTOR	S-17
3140	PUBLIC HEALTH NUTRITIONIST	S-19	6276	SENIOR ELECTRICIAN SUPERVISOR	S-23
7342	PUBLIC INFORMATION ASSISTANT	S-15	4159	SENIOR EMERGENCY WATCH OFFICER	S-23
4170	PUBLIC SAFETY COMMUNICATIONS TRAINING COORDINATOR	P-23	5108	SENIOR ENGINEER III	S-28
4169	PUBLIC SAFETY COMMUNICATOR I	P-15	5364	SENIOR ENGINEERING INSPECTOR	S-21
4168	PUBLIC SAFETY COMMUNICATOR II	P-17	3133	SENIOR HOME HEALTH AIDE	S-15
4167	PUBLIC SAFETY COMMUNICATOR III	P-20	1219	SENIOR HR CONSULTANT	S-29
1247	PUBLIC SAFETY INFORMATION OFFICER III	S-27	3772	SENIOR INTERPRETER, NATURALIST & HISTORIAN PROGRAMS (8003)	S-19
1248	PUBLIC SAFETY INFORMATION OFFICER IV	S-29	7280	SENIOR INVESTMENT MANAGER	X-01
5131	PUBLIC WORKS - ENVIRONMENTAL SERVICES MANAGER	S-31	6544	SENIOR MAINTENANCE SUPERVISOR	S-19
5134	PUBLIC WORKS - ENVIRONMENTAL SERVICES SPECIALIST	S-25	6215	SENIOR MECHANICAL SYSTEMS SUPERVISOR	S-23
2124	PUBLICATIONS ASSISTANT	S-16	6242	SENIOR MOTOR MECHANIC SUPERVISOR	S-21
1730	PURCHASING SUPERVISOR	S-26	3157	SENIOR PHARMACIST	S-30
1412	REAL ESTATE APPRAISER	S-23	6535	SENIOR PLANT OPERATOR	S-20
7117	REAL ESTATE DATA COLLECTOR	S-16	5324	SENIOR PLUMBING INSPECTOR	S-17
3814	REAL ESTATE/GRANTS MANAGER, DHCD	S-33	3173	SENIOR PUBLIC HEALTH CLINICAL TECHNICIAN	S-14
3318	RECREATION DIVISION SUPERVISOR I	S-27	3141	SENIOR PUBLIC HEALTH NUTRITIONIST	S-22
3317	RECREATION DIVISION SUPERVISOR II	S-29	1410	SENIOR REAL ESTATE APPRAISER	S-25
7841	RECREATION LEADER I	S-05	6612	SENIOR REFUSE SUPERVISOR	S-19
7842	RECREATION LEADER II	S-07	5157	SENIOR RIGHT-OF-WAY AGENT	S-26
7843	RECREATION LEADER III	S-09	3250	SENIOR SOCIAL WORK SUPERVISOR	S-28
3320	RECREATION REGIONAL SERVICES MANAGER	S-25	3605	SENIOR SUPERVISORY PSYCHIATRIST	S-40
6610	REFUSE SUPERINTENDENT	S-25	5112	SENIOR SURVEY ANALYST/COORDINATOR	S-22
3263	REGIONAL HUMAN SERVICES SYSTEMS MANAGER	S-33	1516	SENIOR UTILITIES ANALYST	S-30
1397	REHABILITATION SPECIALIST	S-23	5353	SENIOR ZONING INSPECTOR	S-20
3136	REHABILITATIVE SERVICE MANAGER	S-29	1157	SHERIFF (ELECTED)	E-11
3658	RESIDENTIAL & FACILITIES DEVELOPMENT MANAGER	S-29	3252	SOCIAL WORK SUPERVISOR	S-27
3287	RESOURCE DEVELOPMENT AND TRAINING MANAGER	S-28	3258	SOCIAL WORKER I	S-20
6325	RESTORATION SPECIALIST (7919)	S-21	3256	SOCIAL WORKER II	S-23
1229	RETIREMENT COUNSELOR	S-19	3254	SOCIAL WORKER III	S-24
5158	RIGHT-OF-WAY AGENT/PROPERTY ANALYST	S-23	3192	SPEECH PATHOLOGIST I	S-21
1394	RISK ANALYST	S-27	3191	SPEECH PATHOLOGIST II	S-23
1361	RISK MANAGER	S-32	7480	STATE HEALTH CONVERSION	X-01
1399	SAFETY ANALYST	S-24	7265	STATE MAGISTRATE	X-01
1393	SAFETY MANAGER	S-27	1764	STOCK CLERK	S-08
7854	SATURDAY PROGRAM DIRECTOR	S-13	1760	STOREKEEPER	S-14
7853	SATURDAY PROGRAM LEADER	S-11	2195	STUDENT AIDE	S-01
4162	SCHOOL CROSSING GUARD	S-10	2199	STUDENT INTERN I	S-01
4156	SECURITY ANALYST	S-29	2198	STUDENT INTERN II	S-02
6671	SENIOR MAINTENANCE WORKER	S-13	3644	SUBSTANCE ABUSE COUNSELOR I	S-20
4308	SENIOR ASSISTANT COMMONWEALTH'S ATTORNEY	S-33	3643	SUBSTANCE ABUSE COUNSELOR II	S-23
4316	SENIOR ASSISTANT COUNTY ATTORNEY	L-08	3642	SUBSTANCE ABUSE COUNSELOR III	S-26
4187	SENIOR ATU TECHNICIAN	S-16	3641	SUBSTANCE ABUSE COUNSELOR IV	S-28
6389	SENIOR BUILDING SYSTEMS TECHNICIAN	S-19			

## JOB CLASSIFICATION TABLE--FISCAL YEAR 2009

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3645	SUBSTANCE ABUSE COUNSELOR V	S-32	1515	UTILITIES ANALYST	S-27
7502	SUBSTITUTE RELIEF COUNSELOR	S-14	4120	VEHICLE MAINTENANCE COORDINATOR	S-20
5314	SUPERVISING COMBINATION INSPECTOR	S-26	1569	VIDEO ENGINEER	S-20
5362	SUPERVISING ENGINEERING INSPECTOR	S-24	1290	VOLUNTEER SERVICES COORDINATOR I	S-18
5315	SUPERVISING FIELD INSPECTOR	S-24	1291	VOLUNTEER SERVICES COORDINATOR II	S-20
2172	SUPERVISING GRAPHIC ARTIST	S-20	1292	VOLUNTEER SERVICES PROGRAM MANAGER	S-22
1408	SUPERVISING REAL ESTATE APPRAISER	S-29	1772	WAREHOUSE SPECIALIST	S-17
6210	SUPERVISOR OF FACILITIES SUPPORT	S-28	1770	WAREHOUSE SUPERVISOR	S-20
1762	SUPPLY CLERK	S-11	1774	WAREHOUSE WORKER-DRIVER	S-14
5114	SURVEY INSTRUMENT TECHNICIAN	S-15	1776	WAREHOUSE WORKER-DRIVER HELPER	S-12
5113	SURVEY PARTY CHIEF/ANALYST	S-19	5130	WASTEWATER PLANT OPERATIONS MANAGER	S-32
5115	SURVEYOR AIDE	S-11	6665	WEIGHMASTER	S-13
1875	SYSTEMS PROGRAMMER I	S-27	6410	WELDER I	S-15
1876	SYSTEMS PROGRAMMER II	S-29	6408	WELDER II	S-17
1877	SYSTEMS PROGRAMMER III	S-31	7218	WORK STUDENT I	S-07
3285	TEAM OPERATIONS MANAGER	S-28	7217	WORK STUDENT II	S-09
3333	THEATER TECHNICAL DIRECTOR	S-21	7216	WORK STUDENT III	S-11
3332	THEATRICAL ARTS DIRECTOR	S-25	7215	WORK STUDENT IV	S-13
7855	THERAPEUTIC REC LEADER I	S-13	7250	WORK TRAINING AIDE	S-01
7856	THERAPEUTIC REC LEADER II	S-15	3144	X-RAY TECHNICIAN	S-15
7857	THERAPEUTIC REC LEADER III	S-18	7507	YOUTH PROGRAM ADMINISTRATIVE ASSISTANT	S-14
6290	TRADES SUPERVISOR	S-21	7508	YOUTH PROGRAM COUNSELOR	S-12
4130	TRAFFIC ENFORCEMENT OFFICER I	P-11	5208	ZONING ADMINISTRATOR	S-35
4132	TRAFFIC ENFORCEMENT OFFICER II	P-14	5354	ZONING INSPECTOR	S-17
4133	TRAFFIC ENFORCEMENT SUPERVISOR	P-16			
1282	TRAINING SPECIALIST I	S-20			
1281	TRAINING SPECIALIST II	S-23			
1280	TRAINING SPECIALIST III	S-27			
3921	TRANSIT SCHEDULER I	S-18			
3920	TRANSIT SCHEDULER II	S-21			
3925	TRANSIT SERVICE MONITOR	S-17			
5258	TRANSPORTATION DIVISION CHIEF	S-33			
5266	TRANSPORTATION PLANNER I	S-20			
5264	TRANSPORTATION PLANNER II	S-24			
5262	TRANSPORTATION PLANNER III	S-27			
5260	TRANSPORTATION PLANNER IV	S-31			
3757	TREE TRIMMER I	S-13			
3756	TREE TRIMMER II	S-17			
6117	TRUCK DRIVER	S-14			
3758	TURFGRASS SPECIALIST	S-24			
5147	URBAN FORESTER I	S-18			
5146	URBAN FORESTER II	S-24			
5145	URBAN FORESTER III	S-27			
5144	URBAN FORESTRY DIVISION DIRECTOR	S-33			