

				85%					98%					100%					102%					105%				
Class #	Classification Title	Grade	Pay	CURRENT					YEAR 1					YEAR 2					YEAR 3					YEAR 4				
				Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
05-0085	AG BIOLOGIST/W&M INP II CL B	T18	H	20.79	21.82	22.92	24.06	25.26	23.49	24.67	25.90	27.20	28.56	23.96	25.16	26.42	27.74	29.13	24.44	25.66	26.95	28.29	29.71	25.18	26.43	27.76	29.14	30.60
05-0081	AG BIOLOGIST/W&M INSP I	T13	H	18.37	19.29	20.25	21.27	22.33	20.76	21.80	22.89	24.03	25.23	21.17	22.23	23.34	24.51	25.74	21.60	22.68	23.81	25.00	26.25	22.24	23.36	24.52	25.75	27.04
05-0084	AG BIOLOGIST/W&M INSP I CL B	T14	H	18.83	19.77	20.76	21.80	22.89	21.28	22.34	23.46	24.63	25.86	21.70	22.79	23.93	25.12	26.38	22.14	23.24	24.41	25.63	26.91	22.80	23.94	25.14	26.40	27.72
05-0082	AG BIOLOGIST/W&M INSP II	T17	H	20.28	21.29	22.36	23.47	24.65	22.92	24.06	25.27	26.53	27.86	23.37	24.54	25.77	27.06	28.41	23.84	25.03	26.29	27.60	28.98	24.56	25.79	27.07	28.43	29.85
05-0091	AGRICULTURAL BIO/W&M SR CLSS B	T22	H	22.94	24.09	25.29	26.56	27.89	25.92	27.22	28.58	30.01	31.51	26.44	27.76	29.15	30.61	32.14	26.97	28.32	29.73	31.22	32.78	27.78	29.17	30.63	32.16	33.76
05-0090	AGRICULTURAL BIOLOGIST/W&M SR	T21	H	22.38	23.50	24.68	25.91	27.21	25.29	26.55	27.88	29.28	30.74	25.80	27.08	28.44	29.86	31.35	26.31	27.63	29.01	30.46	31.98	27.10	28.46	29.88	31.37	32.94
05-0119	AIR QUALITY ENGINEER	T28	H	26.61	27.94	29.33	30.80	32.34	30.07	31.57	33.15	34.81	36.55	30.67	32.20	33.81	35.51	37.28	31.28	32.85	34.49	36.22	38.03	32.22	33.83	35.53	37.30	39.17
05-0121	AIR QUALITY ENGINEER, SENIOR	T34	H	30.86	32.40	34.02	35.72	37.51	34.87	36.62	38.45	40.37	42.39	35.57	37.35	39.22	41.18	43.23	36.28	38.09	40.00	42.00	44.10	37.37	39.24	41.20	43.26	45.42
05-0120	AIR QUALITY TECH	T20	H	21.84	22.93	24.08	25.28	26.54	24.68	25.91	27.21	28.57	30.00	25.17	26.43	27.75	29.14	30.60	25.68	26.96	28.31	29.72	31.21	26.45	27.77	29.16	30.62	32.15
05-0157	ANIMAL CARE & CONTROL ADOPT CO	T03	H	14.35	15.07	15.82	16.61	17.44	16.22	17.03	17.88	18.77	19.71	16.54	17.37	18.24	19.15	20.10	16.87	17.71	18.60	19.53	20.51	17.38	18.25	19.16	20.12	21.12
05-0150	ANIMAL CONTROL ASSISTANT	T02	H	14.00	14.70	15.44	16.21	17.02	15.82	16.61	17.44	18.31	19.23	16.14	16.94	17.79	18.68	19.61	16.46	17.28	18.15	19.05	20.01	16.95	17.80	18.69	19.63	20.61
05-0151	ANIMAL CONTROL OFFICER I	T02	H	14.00	14.70	15.44	16.21	17.02	15.82	16.61	17.44	18.31	19.23	16.14	16.94	17.79	18.68	19.61	16.46	17.28	18.15	19.05	20.01	16.95	17.80	18.69	19.63	20.61
05-0152	ANIMAL CONTROL OFFICER II	T06	H	15.46	16.23	17.04	17.89	18.79	17.47	18.34	19.26	20.22	21.23	17.82	18.71	19.65	20.63	21.66	18.18	19.08	20.04	21.04	22.09	18.72	19.66	20.64	21.67	22.76
05-0154	ANIMAL CONTROL OFFICER SR	T10	H	17.06	17.91	18.81	19.75	20.74	19.28	20.24	21.25	22.32	23.43	19.66	20.65	21.68	22.76	23.90	20.06	21.06	22.11	23.22	24.38	20.66	21.69	22.78	23.91	25.11
05-2044	BRIDGE MAINTENANCE WORKER	T10	H	17.06	17.91	18.81	19.75	20.74	19.28	20.24	21.25	22.32	23.43	19.66	20.65	21.68	22.76	23.90	20.06	21.06	22.11	23.22	24.38	20.66	21.69	22.78	23.91	25.11
05-0314	BUILDING INSPECTOR	T21	H	22.38	23.50	24.68	25.91	27.21	25.29	26.55	27.88	29.28	30.74	25.80	27.08	28.44	29.86	31.35	26.31	27.63	29.01	30.46	31.98	27.10	28.46	29.88	31.37	32.94
05-0313	BUILDING INSPECTOR, SENIOR	T25	H	24.71	25.94	27.24	28.60	30.03	27.92	29.32	30.78	32.32	33.94	28.48	29.90	31.40	32.97	34.62	29.05	30.50	32.03	33.63	35.31	29.92	31.42	32.99	34.64	36.37
05-1450	CONSTRUCTION INSPECTOR	T33	H	30.10	31.61	33.19	34.85	36.59	34.01	35.71	37.50	39.37	41.34	34.69	36.43	38.25	40.16	42.17	35.39	37.16	39.01	40.97	43.01	36.45	38.27	40.18	42.19	44.30
05-0817	CORRECTIONAL FAC MAINT TECH	T15	H	19.30	20.27	21.28	22.34	23.46	21.81	22.90	24.04	25.25	26.51	22.25	23.36	24.53	25.75	27.04	22.69	23.82	25.02	26.27	27.58	23.37	24.54	25.77	27.05	28.41
05-0611	DEPUTY COUNTY SURVEYOR	T33	H	30.10	31.61	33.19	34.85	36.59	34.01	35.71	37.50	39.37	41.34	34.69	36.43	38.25	40.16	42.17	35.39	37.16	39.01	40.97	43.01	36.45	38.27	40.18	42.19	44.30
05-1463	ELECTRO/MECH TECH I	T22	H	22.94	24.09	25.29	26.56	27.89	25.92	27.22	28.58	30.01	31.51	26.44	27.76	29.15	30.61	32.14	26.97	28.32	29.73	31.22	32.78	27.78	29.17	30.63	32.16	33.76
05-1465	ELECTRO/MECH TECH II	T26	H	25.32	26.59	27.92	29.32	30.78	28.61	30.04	31.54	33.12	34.78	29.18	30.64	32.18	33.78	35.47	29.77	31.26	32.82	34.46	36.18	30.66	32.19	33.80	35.49	37.27
05-0731	ENGINEERING TECHNICIAN I	T15	H	19.30	20.27	21.28	22.34	23.46	21.81	22.90	24.04	25.25	26.51	22.25	23.36	24.53	25.75	27.04	22.69	23.82	25.02	26.27	27.58	23.37	24.54	25.77	27.05	28.41
05-0732	ENGINEERING TECHNICIAN II	T18	H	20.79	21.82	22.92	24.06	25.26	23.49	24.67	25.90	27.20	28.56	23.96	25.16	26.42	27.74	29.13	24.44	25.66	26.95	28.29	29.71	25.18	26.43	27.76	29.14	30.60
05-0729	ENGINEERING TECHNICIAN, SENIOR	T22	H	22.94	24.09	25.29	26.56	27.89	25.92	27.22	28.58	30.01	31.51	26.44	27.76	29.15	30.61	32.14	26.97	28.32	29.73	31.22	32.78	27.78	29.17	30.63	32.16	33.76
05-2052	ENVIRONMENTAL HEALTH SPEC I	T19	H	21.30	22.37	23.49	24.66	25.90	24.07	25.27	26.54	27.86	29.26	24.55	25.78	27.07	28.42	29.84	25.04	26.29	27.61	28.99	30.44	25.79	27.08	28.44	29.86	31.35
05-1191	ENVIRONMENTAL HEALTH SPEC II	T25	H	24.71	25.94	27.24	28.60	30.03	27.92	29.32	30.78	32.32	33.94	28.48	29.90	31.40	32.97	34.62	29.05	30.50	32.03	33.63	35.31	29.92	31.42	32.99	34.64	36.37
05-1193	ENVIRONMENTAL HEALTH SPEC. SR	T29	H	27.27	28.64	30.07	31.57	33.15	30.82	32.36	33.97	35.67	37.46	31.43	33.00	34.65	36.39	38.21	32.06	33.66	35.35	37.11	38.97	33.02	34.67	36.41	38.23	40.14
05-0812	FACIL MAINT WORKER I	T02	H	14.00	14.70	15.44	16.21	17.02	15.82	16.61	17.44	18.31	19.23	16.14	16.94	17.79	18.68	19.61	16.46	17.28	18.15	19.05	20.01	16.95	17.80	18.69	19.63	20.61
05-0813	FACIL MAINT WORKER II	T04	H	14.71	15.45	16.22	17.03	17.88	16.62	17.45	18.33	19.24	20.20	16.95	17.80	18.69	19.63	20.61	17.29	18.16	19.07	20.02	21.02	17.81	18.70	19.64	20.62	21.65
05-0818	FACILITIES MAINT TECH I	T11	H	17.49	18.36	19.28	20.24	21.25	19.76	20.75	21.79	22.88	24.02	20.16	21.17	22.23	23.34	24.50	20.56	21.59	22.67	23.80	24.99	21.18	22.24	23.35	24.52	25.74
05-0819	FACILITIES MAINT TECH II	T15	H	19.30	20.27	21.28	22.34	23.46	21.81	22.90	24.04	25.25	26.51	22.25	23.36	24.53	25.75	27.04	22.69	23.82	25.02	26.27	27.58	23.37	24.54	25.77	27.05	28.41
05-0820	FACILITIES MAINTENANCE LEAD WK	T19	H	21.30	22.37	23.49	24.66	25.90	24.07	25.27	26.54	27.86	29.26	24.55	25.78	27.07	28.42	29.84	25.04	26.29	27.61	28.99	30.44	25.79	27.08	28.44	29.86	31.35
05-0823	FACILITIES MAINTENANCE WKR SR	T08	H	16.24	17.05	17.90	18.80	19.74	18.35	19.27	20.23	21.24	22.31	18.72	19.65	20.64	21.67	22.75	19.09	20.05	21.05	22.10	23.21	19.67	20.65	21.68	22.77	23.90
05-1241	FLEET MAINTENANCE TECHNICIAN	T08	H	16.24	17.05	17.90	18.80	19.74	18.35	19.27	20.23	21.24	22.31	18.72	19.65	20.64	21.67	22.75	19.09	20.05	21.05	22.10	23.21	19.67	20.65	21.68	22.77	23.90
05-0049	GRADING AND STORMWATER INSPECT	T25	H	24.71	25.94	27.24	28.60	30.03	27.92	29.32	30.78	32.32	33.94	28.48	29.90	31.40	32.97	34.62	29.05	30.50	32.03	33.63	35.31	29.92	31.42	32.99	34.64	36.37
05-2079	HAZARDOUS MATERIALS SPEC I	T24	H	24.10	25.31	26.58	27.90	29.30	27.23	28.59	30.02	31.53	33.10	27.78	29.17	30.62	32.16	33.76	28.33	29.75	31.24	32.80	34.44	29.18	30.64	32.17	33.78	35.47
05-2080	HAZARDOUS MATERIALS SPEC II	T27	H	25.96	27.26	28.62	30.05	31.55	29.33	30.80	32.34	33.96	35.66	29.92	31.42	32.99	34.64	36.37	30.52	32.05	33.65	35.33	37.10	31.44	33.01	34.66	36.39	38.21
05-2047	HEAVY EQUIPMENT OPERATOR I	T12	H	17.92	18.82	19.76	20.75	21.79	20.25	21.26	22.33	23.44	24.61	20.65	21.69	22.77	23.91	25.11	21.07	22.12	23.23	24.39	25.61	21.70	22.78	23.92	25.12	26.38
05-2048	HEAVY EQUIPMENT OPERATOR II	T14	H	18.83	19.77	20.76	21.80	22.89	21.28	22.34	23.46	24.63	25.86	21.70	22.79	23.93	25.12	26.38	22.14	23.24	24.41	25.63	26.91	22.80	23.94	25.14	26.40	27.72
05-1032	HEAVY EQUIPMENT/AUTO MECH	T11	H	17.49	18.36	19.28	20.24	21.25	19.76	20.75	21.79	22.88	24.02	20.16	21.17	22.23	23.34	24.50	20.56	21.59	22.67	23.80	24.99					

05-0308	PLANS EXAMINER I	T31	H	28.65	30.09	31.59	33.17	34.83	32.37	33.99	35.69	37.48	39.35	33.02	34.67	36.41	38.23	40.14	33.68	35.37	37.13	38.99	40.94	34.69	36.43	38.25	40.16	42.17
05-0309	PLANS EXAMINER II	T33	H	30.10	31.61	33.19	34.85	36.59	34.01	35.71	37.50	39.37	41.34	34.69	36.43	38.25	40.16	42.17	35.39	37.16	39.01	40.97	43.01	36.45	38.27	40.18	42.19	44.30
05-2218	PUBLIC WORKS WKR-INMTE CRW LDR	T17	H	20.28	21.29	22.36	23.47	24.65	22.92	24.06	25.27	26.53	27.86	23.37	24.54	25.77	27.06	28.41	23.84	25.03	26.29	27.60	28.98	24.56	25.79	27.07	28.43	29.85
05-2050	PUBLIC WORKS WORKER I	T05	H	15.08	15.83	16.62	17.45	18.33	17.04	17.89	18.79	19.73	20.71	17.38	18.25	19.16	20.12	21.13	17.73	18.62	19.55	20.52	21.55	18.26	19.17	20.13	21.14	22.20
05-2096	PUBLIC WORKS WORKER II	T09	H	16.64	17.48	18.35	19.27	20.23	18.80	19.74	20.73	21.77	22.86	19.18	20.14	21.15	22.20	23.31	19.56	20.54	21.57	22.65	23.78	20.15	21.16	22.22	23.33	24.49
05-2099	PUBLIC WORKS WORKER, SENIOR	T13	H	18.37	19.29	20.25	21.27	22.33	20.76	21.80	22.89	24.03	25.23	21.17	22.23	23.34	24.51	25.74	21.60	22.68	23.81	25.00	26.25	22.24	23.36	24.52	25.75	27.04
05-2104	RWA/AIRPORT OPS COORD	T29	H	27.27	28.64	30.07	31.57	33.15	30.82	32.36	33.97	35.67	37.46	31.43	33.00	34.65	36.39	38.21	32.06	33.66	35.35	37.11	38.97	33.02	34.67	36.41	38.23	40.14
05-2109	SOLID WASTE HVY EQUIP OPERATOR	T14	H	18.83	19.77	20.76	21.80	22.89	21.28	22.34	23.46	24.63	25.86	21.70	22.79	23.93	25.12	26.38	22.14	23.24	24.41	25.63	26.91	22.80	23.94	25.14	26.40	27.72
05-0737	SURVEY TECHNICIAN	T18	H	20.79	21.82	22.92	24.06	25.26	23.49	24.67	25.90	27.20	28.56	23.96	25.16	26.42	27.74	29.13	24.44	25.66	26.95	28.29	29.71	25.18	26.43	27.76	29.14	30.60
05-1467	UTILITY WORKER I	T13	H	18.37	19.29	20.25	21.27	22.33	20.76	21.80	22.89	24.03	25.23	21.17	22.23	23.34	24.51	25.74	21.60	22.68	23.81	25.00	26.25	22.24	23.36	24.52	25.75	27.04
05-1468	UTILITY WORKER II	T17	H	20.28	21.29	22.36	23.47	24.65	22.92	24.06	25.27	26.53	27.86	23.37	24.54	25.77	27.06	28.41	23.84	25.03	26.29	27.60	28.98	24.56	25.79	27.07	28.43	29.85
05-1470	UTILITY WORKER, SENIOR	T21	H	22.38	23.50	24.68	25.91	27.21	25.29	26.55	27.88	29.28	30.74	25.80	27.08	28.44	29.86	31.35	26.31	27.63	29.01	30.46	31.98	27.10	28.46	29.88	31.37	32.94
05-0725	WATER METER READ/CONN TECH I	T06	H	15.46	16.23	17.04	17.89	18.79	17.47	18.34	19.26	20.22	21.23	17.82	18.71	19.65	20.63	21.66	18.18	19.08	20.04	21.04	22.09	18.72	19.66	20.64	21.67	22.76
05-0726	WATER METER READ/CONN TECH II	T12	H	17.92	18.82	19.76	20.75	21.79	20.25	21.26	22.33	23.44	24.61	20.65	21.69	22.77	23.91	25.11	21.07	22.12	23.23	24.39	25.61	21.70	22.78	23.92	25.12	26.38
05-0431	WATER RESOURCES TECHNICIAN	T25	H	24.71	25.94	27.24	28.60	30.03	27.92	29.32	30.78	32.32	33.94	28.48	29.90	31.40	32.97	34.62	29.05	30.50	32.03	33.63	35.31	29.92	31.42	32.99	34.64	36.37
05-0831	WEIGHMASTER	T03	H	14.35	15.07	15.82	16.61	17.44	16.22	17.03	17.88	18.77	19.71	16.54	17.37	18.24	19.15	20.10	16.87	17.71	18.60	19.53	20.51	17.38	18.25	19.16	20.12	21.12
05-1443	WTR/WSTWTR TRTMNT PL OP TRAINE	T15	H	19.30	20.27	21.28	22.34	23.46	21.81	22.90	24.04	25.25	26.51	22.25	23.36	24.53	25.75	27.04	22.69	23.82	25.02	26.27	27.58	23.37	24.54	25.77	27.05	28.41
05-1444	WTR/WSTWTR TRTMNT PLANT OP I	T21	H	22.38	23.50	24.68	25.91	27.21	25.29	26.55	27.88	29.28	30.74	25.80	27.08	28.44	29.86	31.35	26.31	27.63	29.01	30.46	31.98	27.10	28.46	29.88	31.37	32.94
05-1445	WTR/WSTWTR TRTMNT PLANT OP II	T25	H	24.71	25.94	27.24	28.60	30.03	27.92	29.32	30.78	32.32	33.94	28.48	29.90	31.40	32.97	34.62	29.05	30.50	32.03	33.63	35.31	29.92	31.42	32.99	34.64	36.37
05-1446	WTR/WSTWTR TRTMNT PLANT OP III	T29	H	27.27	28.64	30.07	31.57	33.15	30.82	32.36	33.97	35.67	37.46	31.43	33.00	34.65	36.39	38.21	32.06	33.66	35.35	37.11	38.97	33.02	34.67	36.41	38.23	40.14