

**Town of Christiansburg  
Pay Plan - Revised 8.1.17**

<b>Grade</b>	<b>Code</b>	<b>Title</b>	<b>FLSA</b>	<b>Minimum</b>	<b>Market</b>	<b>Maximum</b>
4	43140	Custodian	N	\$22,242	\$26,245	\$33,245
	41160	Maintenance Worker - Non-Driving	N	\$22,242	\$26,245	\$32,245
6	00020	Administrative Clerk	N	\$24,800	\$29,265	\$37,070
	41060	Maintenance Worker	N	\$24,800	\$29,265	\$37,070
7	41070	Supply Clerk	N	\$26,080	\$30,775	\$39,982
8	12580	Clerk/Cashier	N	\$27,360	\$32,285	\$40,894
	41040	Equipment Operator I	N	\$27,360	\$32,285	\$40,894
	41090	Meter Service Technician	N	\$27,360	\$32,285	\$40,894
	71070	Parks Maintenance Worker	N	\$27,360	\$32,285	\$40,894
	41050	Truck Driver	N	\$27,360	\$32,285	\$40,894
9	43130	Building Maintenance Worker	N	\$28,640	\$33,795	\$42,807
	41150	Traffic Control Technician Trainee	N	\$28,640	\$33,795	\$42,807
	45070	WWTP Operator Trainee	N	\$28,640	\$33,795	\$42,807
10	00015	Administrative Specialist I	N	\$29,919	\$35,305	\$44,720
	41030	Equipment Operator II	N	\$29,919	\$35,305	\$44,720
	31070	Police VCIN Coordinator	N	\$29,919	\$35,305	\$44,720
	31220	Police Records Specialist	N	\$29,919	\$35,305	\$44,720
	41145	Traffic Control Technician I	N	\$29,919	\$35,305	\$44,720
	41015	Lead Worker	N	\$29,919	\$35,305	\$44,720
	45017	WWTF Operator IV	N	\$29,919	\$35,305	\$44,720
11	34030	Permit Technician	N	\$31,198	\$36,815	\$46,633
	31210	Police Accreditation Specialist	N	\$31,198	\$36,815	\$46,633
	12550	Tax Billing & Collection Specialist	N	\$31,198	\$36,815	\$46,633
	12560	Utility Billing Specialist	N	\$31,198	\$36,815	\$46,633
	42040	Utility Locator	N	\$31,198	\$36,815	\$46,633
	44015	Recycling Technician	N	\$31,198	\$36,815	\$46,633
12	00010	Administrative Specialist II	N	\$32,478	\$38,325	\$48,545
	72080	Aquatics Maintenance Technician	N	\$32,478	\$38,325	\$48,545

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	44040	Automotive Technician	N	\$32,478	\$38,325	\$48,545
	43120	Facility Maintenance Technician	N	\$32,478	\$38,325	\$48,545
	41020	Equipment Operator III	N	\$32,478	\$38,325	\$48,545
	72060	Lifeguard Crew Leader	N	\$32,478	\$38,325	\$48,545
	31060	Police Head Dispatcher	N	\$32,478	\$38,325	\$48,545
	45018	WWTF Operator III	N	\$32,478	\$38,325	\$48,545
<b>13</b>						
	82040	Environmental Inspector	N	\$33,759	\$39,835	\$50,458
	12530	Payroll/BPOL Clerk	N	\$33,759	\$39,835	\$50,458
	45060	Pump Station Maintenance Technician	N	\$33,759	\$39,835	\$50,458
	41140	Traffic Control Technician II	N	\$33,759	\$39,835	\$50,458
	45050	WWTP Maintenance Mechanic	N	\$33,759	\$39,835	\$50,458
<b>14</b>						
	12440	Cemeterian	N	\$35,037	\$41,345	\$52,371
	41010	Crew Leader	N	\$35,037	\$41,345	\$52,371
	00005	Executive Assistant	N	\$35,037	\$41,345	\$52,371
	12520	Finance Office Manager	N	\$35,037	\$41,345	\$52,371
	71010	Recreation Center Supervisor	N	\$35,037	\$41,345	\$52,371
	45020	WWTF Operator II	N	\$35,037	\$41,345	\$52,371
<b>15</b>						
	72050	Customer Service Coordinator	N	\$36,317	\$42,855	\$54,283
	82030	E&S Program Coordinator	N	\$36,317	\$42,855	\$54,283
	82045	Engineering Inspector	N	\$36,317	\$42,855	\$54,283
	82020	Engineering Technician	N	\$36,317	\$42,855	\$54,283
	82060	GIS Technician	N	\$36,317	\$42,855	\$54,283
	12460	IT Systems Technician	N	\$36,317	\$42,855	\$54,283
	81020	Planner I	N	\$36,317	\$42,855	\$54,283
	31055	Police Dispatch Supervisor	N	\$36,317	\$42,855	\$54,283
	42040	Utility Locator	N	\$36,317	\$42,855	\$54,283
	41065	Warehouse Manager	N	\$36,317	\$42,855	\$54,283
<b>16</b>						
	72050	Customer Service Coordinator	N	\$37,598	\$44,365	\$56,196
	72030	Aquatics Program Coordinator	N	\$37,598	\$44,365	\$56,196
	72040	Aquatics Tournaments Coordinator	N	\$37,598	\$44,365	\$56,196
	34020	Building Inspector	N	\$37,598	\$44,365	\$56,196
	31050	Police Officer	N	\$37,598	\$44,365	\$56,196
	12710	Public Relations Specialist	N	\$37,598	\$44,365	\$56,196
	71030	Recreation Prog. Supv., Adult Athletics	N	\$37,598	\$44,365	\$56,196
	71060	Recreation Prog. Supv., Community Recreation	N	\$37,598	\$44,365	\$56,196

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	71040	Recreation Prog. Supv., Outdoor Sport	N	\$37,598	\$44,365	\$56,196
	71050	Recreation Prog. Supv., Seniors & Special Pr	N	\$37,598	\$44,365	\$56,196
	71020	Recreation Prog. Supv., Youth Athletics	N	\$37,598	\$44,365	\$56,196
	45035	WWTF Program Coordinator	N	\$37,598	\$44,365	\$56,196
	45025	WWTF Operator I	N	\$37,598	\$44,365	\$56,196
17						
	12510	Accountant	N	\$38,876	\$45,875	\$58,109
	72070	Aquatics Maintenance Supervisor	N	\$38,876	\$45,875	\$58,109
	43110	Facility Maintenance Supervisor	N	\$38,876	\$45,875	\$58,109
	41120	Crew Supervisor, ROW Maintenance	N	\$38,876	\$45,875	\$58,109
	41130	Crew Supervisor, Stormwater	N	\$38,876	\$45,875	\$58,109
	44020	Fleet Maintenance Supervisor	N	\$38,876	\$45,875	\$58,109
	12610	Human Resources Generalist	N	\$38,876	\$45,875	\$58,109
	81010	Planner II	N	\$38,876	\$45,875	\$58,109
	12540	Purchasing Coordinator	N	\$38,876	\$45,875	\$58,109
	12430	Radio & Electronics Technician	N	\$38,876	\$45,875	\$58,109
18						
	34010	Building Inspector, Senior	N	\$40,157	\$47,385	\$60,021
	41110	Crew Supervisor, Streets	N	\$40,157	\$47,385	\$60,021
	42020	Crew Supervisor, Utilities	N	\$40,157	\$47,385	\$60,021
	82050	GIS Coordinator	N	\$40,157	\$47,385	\$60,021
	41080	Safety Coordinator	N	\$40,157	\$47,385	\$60,021
	44010	Solid Waste Supervisor	N	\$40,157	\$47,385	\$60,021
	41115	Traffic Signal Maintenance Supervisor	N	\$40,157	\$47,385	\$60,021
	45045	Crew Supervisor, WWTF Maintenance	N	\$40,157	\$47,385	\$60,021
	45043	Crew Supervisor, WWTF Operations	N	\$40,157	\$47,385	\$60,021
19						
	31040	Police Detective (Sergeant)	N	\$41,436	\$48,895	\$61,934
	31030	Police Sergeant	N	\$41,436	\$48,895	\$61,934
	31035	Police Sergeant, ICAC	N	\$41,436	\$48,895	\$61,934
20						
	32220	Deputy Fire Marshal	N	\$42,715	\$50,405	\$63,847
21				\$44,609	\$52,640	\$66,677
22						
	31020	Police Lieutenant	N	\$48,177	\$55,660	\$72,265
	32320	Deputy Rescue Chief	E	\$48,177	\$55,660	\$72,265
	45040	WWTP Lab Manager	E	\$48,177	\$55,660	\$72,265

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	72010	Operations Supervisor	E	\$48,177	\$55,660	\$72,265
	42010	Operations Supervisor, Utilities	N	\$48,177	\$55,660	\$72,265
	45015	Operations Supervisor, WWTF	N	\$48,177	\$55,660	\$72,265
	82015	Project Engineer (frozen)	E	\$48,177	\$55,660	\$72,265
	82017	Civil Engineer	E	\$48,177	\$55,660	\$72,265
<b>24</b>						
	82010	Environmental Program Coordinator	E	\$52,287	\$61,699	\$78,153
	46010	Administrative Services Manager	E	\$52,287	\$61,699	\$78,153
	12701	Public Relations Director	E	\$52,287	\$61,699	\$78,153
<b>25</b>						
	71005	Assistant Director of Parks & Recreation	E	\$54,848	\$64,719	\$81,978
	12450	Network Systems Administrator	E	\$54,848	\$64,719	\$81,978
	42005	Superintendent, Utilities	E	\$54,848	\$64,719	\$81,978
	45005	Superintendent, WWTP	E	\$54,848	\$64,719	\$81,978
	41105	Superintendent, Streets	E	\$54,848	\$64,719	\$81,978
	44005	Superintendent, General Services	E	\$54,848	\$64,719	\$81,978
<b>26</b>						
	82005	Assistant Director of Engineering Operations	E	\$57,406	\$67,739	\$85,803
	82007	Assistant Director of Engineering Capital Pro	E	\$57,406	\$67,739	\$85,803
	34001	Building Official	E	\$57,406	\$67,739	\$85,803
	31010	Police Captain	E	\$57,406	\$67,739	\$85,803
	32301	Rescue Chief	E	\$57,406	\$67,739	\$85,803
<b>27</b>						
	32210	Fire Chief/Fire Marshal	E	\$61,244	\$72,270	\$91,542
<b>28</b>						
	12505	Deputy Director of Finance	E	\$66,365	\$78,309	\$99,192
	12410	Assistant to the Town Manager	E	\$66,365	\$78,309	\$99,192
	12602	HR Director	E	\$66,365	\$78,309	\$99,192
	31002	Assistant Police Chief	E	\$66,365	\$78,309	\$99,192
	41005	Assistant Public Works Director	E	\$66,365	\$78,309	\$99,192
<b>29</b>						
	72001	Aquatics Director	E	\$71,482	\$84,350	\$106,842
	71001	Parks & Recreation Director	E	\$71,482	\$84,350	\$106,842
	81001	Planning Director	E	\$71,482	\$84,350	\$106,842
<b>30</b>						
	82001	Engineering Director	E	\$79,160	\$93,409	\$118,318

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	41001	Public Works Director	E	\$79,160	\$93,409	\$118,318
31						
	12501	Finance Director/Treasurer	E	\$84,278	\$99,449	\$125,969
	31001	Police Chief	E	\$84,278	\$99,449	\$125,969
32						
	12402	Assistant Town Manager	E	\$89,397	\$105,489	\$133,619
Contract						
	12401	Town Manager	E	salary determined by Town Council		