

TOWN OF CULPEPER  
JOB CLASSIFICATIONS BY GRADE - FY2015

Position	Exemption Status	Grade	Hourly			Salary (40 hours/week)		
			Min	Mid	Max	Min	Mid	Max
Visitor's Center Assistant	NE	2	\$9.13	\$11.89	\$14.64	\$18,988.00	\$24,688.50	\$30,389.00
Park Attendant	NE	5	\$10.62	\$13.81	\$16.99	\$22,086.00	\$28,712.50	\$35,339.00
Maintenance Worker	NE	6	\$11.12	\$14.45	\$17.79	\$23,125.00	\$30,064.00	\$37,003.00
Sanitation Worker	NE	6	\$11.12	\$14.45	\$17.79	\$23,125.00	\$30,064.00	\$37,003.00
Administration Office Clerk	NE	8	\$12.27	\$15.95	\$19.63	\$25,523.00	\$33,176.50	\$40,830.00
Community Service Officer	NE	8	\$12.27	\$15.95	\$19.63	\$25,523.00	\$33,176.50	\$40,830.00
Maintenance/Construction Worker	NE	8	\$12.27	\$15.95	\$19.63	\$25,523.00	\$33,176.50	\$40,830.00
Building & Grounds Maintenance Technician	NE	9	\$12.89	\$16.76	\$20.62	\$26,817.00	\$34,853.50	\$42,890.00
Tourism Services Administrator	NE	9	\$12.89	\$16.76	\$20.62	\$26,817.00	\$34,853.50	\$42,890.00
Wastewater Plant Operator Trainee	NE	9	\$12.89	\$16.76	\$20.62	\$26,817.00	\$34,853.50	\$42,890.00
Water Plant Operator Trainee	NE	9	\$12.89	\$16.76	\$20.62	\$26,817.00	\$34,853.50	\$42,890.00
Customer Service Representative	NE	10	\$13.56	\$17.63	\$21.70	\$28,196.00	\$36,666.00	\$45,136.00
Plant Maintenance Worker	NE	10	\$13.56	\$17.63	\$21.70	\$28,196.00	\$36,666.00	\$45,136.00
Records Specialist	NE	10	\$13.56	\$17.63	\$21.70	\$28,196.00	\$36,666.00	\$45,136.00
Sanitation Equipment Operator	NE	10	\$13.56	\$17.63	\$21.70	\$28,196.00	\$36,666.00	\$45,136.00
Senior Maintenance/Construction Worker	NE	10	\$13.56	\$17.63	\$21.70	\$28,196.00	\$36,666.00	\$45,136.00
Wastewater Plant Operator IV	NE	10	\$13.56	\$17.63	\$21.70	\$28,196.00	\$36,666.00	\$45,136.00
Water Plant Operator IV	NE	10	\$13.56	\$17.63	\$21.70	\$28,196.00	\$36,666.00	\$45,136.00
Billing/Accounting Clerk	NE	11	\$14.23	\$18.50	\$22.77	\$29,596.00	\$38,479.00	\$47,362.00
Cable TV Technical Assistant	NE	11	\$14.23	\$18.50	\$22.77	\$29,596.00	\$38,479.00	\$47,362.00
Equipment Operator	NE	11	\$14.23	\$18.50	\$22.77	\$29,596.00	\$38,479.00	\$47,362.00
Gardner	NE	11	\$14.23	\$18.50	\$22.77	\$29,596.00	\$38,479.00	\$47,362.00
Quartermaster/Property & Evidence Specialist	NE	11	\$14.23	\$18.50	\$22.77	\$29,596.00	\$38,479.00	\$47,362.00
Utility Locator	NE	11	\$14.23	\$18.50	\$22.77	\$29,596.00	\$38,479.00	\$47,362.00
Administrative Specialist	NE	12	\$14.95	\$19.44	\$23.92	\$31,103.00	\$40,428.50	\$49,754.00
Plant Mechanic	NE	12	\$14.95	\$19.44	\$23.92	\$31,103.00	\$40,428.50	\$49,754.00
Traffic Engineering Technician	NE	12	\$14.95	\$19.44	\$23.92	\$31,103.00	\$40,428.50	\$49,754.00
Wastewater Plant Operator III	NE	12	\$14.95	\$19.44	\$23.92	\$31,103.00	\$40,428.50	\$49,754.00
Water Plant Operator III	NE	12	\$14.95	\$19.44	\$23.92	\$31,103.00	\$40,428.50	\$49,754.00
Electric Service Technician	NE	13	\$15.71	\$20.42	\$25.14	\$32,673.00	\$42,482.00	\$52,291.00
Equipment Mechanic	NE	13	\$15.71	\$20.42	\$25.14	\$32,673.00	\$42,482.00	\$52,291.00
Planning and Zoning Assistant	E	13	\$15.71	\$20.42	\$25.14	\$32,673.00	\$42,482.00	\$52,291.00
Tourism and Marketing Specialist	NE	13	\$15.71	\$20.42	\$25.14	\$32,673.00	\$42,482.00	\$52,291.00
Warehouse Clerk	NE	13	\$15.71	\$20.42	\$25.14	\$32,673.00	\$42,482.00	\$52,291.00
Civilian Analyst	NE	14	\$16.51	\$21.47	\$26.42	\$34,349.00	\$44,651.50	\$54,954.00
Collections Supervisor	NE	14	\$16.51	\$21.47	\$26.42	\$34,349.00	\$44,651.50	\$54,954.00
Police Officer I	NE	14	\$16.51	\$21.47	\$26.42	\$34,349.00	\$44,651.50	\$54,954.00
Treasury Supervisor	NE	14	\$16.51	\$21.47	\$26.42	\$34,349.00	\$44,651.50	\$54,954.00
Wastewater Plant Operator II	NE	14	\$16.51	\$21.47	\$26.42	\$34,349.00	\$44,651.50	\$54,954.00
Water Plant Operator II	NE	14	\$16.51	\$21.47	\$26.42	\$34,349.00	\$44,651.50	\$54,954.00
Senior Equipment Operator	NE	14	\$16.51	\$21.47	\$26.42	\$34,349.00	\$44,651.50	\$54,954.00
Administration Support Officer	NE	15	\$17.34	\$22.54	\$27.74	\$36,067.00	\$46,883.00	\$57,699.00
Crew Leader	NE	15	\$17.34	\$22.54	\$27.74	\$36,067.00	\$46,883.00	\$57,699.00
Geographic Information System (GIS) Technician	NE	15	\$17.34	\$22.54	\$27.74	\$36,067.00	\$46,883.00	\$57,699.00
Line Technician Apprentice	NE	15	\$17.34	\$22.54	\$27.74	\$36,067.00	\$46,883.00	\$57,699.00
Operator Mechanic	NE	15	\$17.34	\$22.54	\$27.74	\$36,067.00	\$46,883.00	\$57,699.00
Procurement/Administrative Officer	NE	15	\$17.34	\$22.54	\$27.74	\$36,067.00	\$46,883.00	\$57,699.00
Records Supervisor	NE	15	\$17.34	\$22.54	\$27.74	\$36,067.00	\$46,883.00	\$57,699.00
Collections Supervisor I	NE	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Construction Inspector	NE	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Human Resources Technician	E	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Police Officer II	NE	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Treasury Supervisor I	NE	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Wastewater Plant Operator I	NE	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Water Plant Operator I	NE	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Zoning Inspector	NE	16	\$18.22	\$23.68	\$29.15	\$37,892.00	\$49,262.00	\$60,632.00
Chief Equipment Mechanic	NE	17	\$19.15	\$24.89	\$30.64	\$39,822.00	\$51,776.50	\$63,731.00
Collections Supervisor II	NE	17	\$19.15	\$24.89	\$30.64	\$39,822.00	\$51,776.50	\$63,731.00
Electric Meter/Substation Generator Technician	NE	17	\$19.15	\$24.89	\$30.64	\$39,822.00	\$51,776.50	\$63,731.00
ITSpecialist, Police Department	E	17	\$19.15	\$24.89	\$30.64	\$39,822.00	\$51,776.50	\$63,731.00
IT Specialist	E	17	\$19.15	\$24.89	\$30.64	\$39,822.00	\$51,776.50	\$63,731.00
Senior Plant Mechanic	E	17	\$19.15	\$24.89	\$30.64	\$39,822.00	\$51,776.50	\$63,731.00
Treasury Supervisor II	NE	17	\$19.15	\$24.89	\$30.64	\$39,822.00	\$51,776.50	\$63,731.00
Collections Supervisor III	NE	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00
Laboratory Analyst	E	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00
Laboratory Supervisor	E	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00
Line Technician - 2nd Class	NE	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00

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Payment Obligations Supervisor	NE	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00
Police Sergeant	NE	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00
Substation Generation Supervisor	E	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00
Treasury Supervisor III	NE	18	\$20.11	\$26.15	\$32.18	\$41,838.00	\$54,386.00	\$66,934.00
Deputy Town Clerk	E	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Geographic Information System (GIS) Coordinator	NE	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Lead Operator	NE	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Programmer/Analyst	E	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Project Manager	NE	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Support Division Manager	NE	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Systems Administrator	E	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Water Utility Supervisor	NE	19	\$21.13	\$27.47	\$33.81	\$43,960.00	\$57,142.50	\$70,325.00
Electric Line Serviceman	NE	20	\$22.23	\$28.90	\$35.57	\$46,230.00	\$60,108.00	\$73,986.00
Line Technician - 1st Class	NE	20	\$22.23	\$28.90	\$35.57	\$46,230.00	\$60,108.00	\$73,986.00
Police Lieutenant	NE	20	\$22.23	\$28.90	\$35.57	\$46,230.00	\$60,108.00	\$73,986.00
Senior Accountant	E	20	\$22.23	\$28.90	\$35.57	\$46,230.00	\$60,108.00	\$73,986.00
Operations Supervisor	NE	21	\$23.33	\$30.33	\$37.33	\$48,521.00	\$63,083.50	\$77,646.00
Lead Lineman	NE	21	\$23.33	\$30.33	\$37.33	\$48,521.00	\$63,083.50	\$77,646.00
Plant Maintenance Supervisor	NE	21	\$23.33	\$30.33	\$37.33	\$48,521.00	\$63,083.50	\$77,646.00
Chief Accountant	E	22	\$24.50	\$31.85	\$39.20	\$50,961.00	\$66,248.50	\$81,536.00
Assistant Environmental Services Director	E	23	\$25.74	\$33.46	\$41.18	\$53,549.00	\$69,601.50	\$85,654.00
Assistant Light & Power Director	E	23	\$25.74	\$33.46	\$41.18	\$53,549.00	\$69,601.50	\$85,654.00
Assistant Public Works Director	E	23	\$25.74	\$33.46	\$41.18	\$53,549.00	\$69,601.50	\$85,654.00
Deputy Town Treasurer	E	23	\$25.74	\$33.46	\$41.18	\$53,549.00	\$69,601.50	\$85,654.00
Police Captain	E	23	\$25.74	\$33.46	\$41.18	\$53,549.00	\$69,601.50	\$85,654.00
Principal Planner	E	23	\$25.74	\$33.46	\$41.18	\$53,549.00	\$69,601.50	\$85,654.00
Zoning Administrator	E	23	\$25.74	\$33.46	\$41.18	\$53,549.00	\$69,601.50	\$85,654.00
Police Major	E	25	\$28.53	\$37.09	\$45.65	\$59,341.00	\$77,146.50	\$94,952.00
Tourism Director	E	26	\$29.96	\$38.94	\$47.93	\$62,309.52	\$81,003.83	\$99,699.60
Town Clerk	E	26	\$29.96	\$38.94	\$47.93	\$62,309.52	\$81,003.83	\$99,699.60
Human Resources Director	E	27	\$31.48	\$40.92	\$50.37	\$65,473.00	\$85,121.50	\$104,770.00
Director of Planning & Community Development	E	29	\$34.60	\$44.98	\$55.36	\$71,965.00	\$93,557.00	\$115,149.00
Information Technology Director	E	29	\$34.60	\$44.98	\$55.36	\$71,965.00	\$93,557.00	\$115,149.00
Chief of Police	E	30	\$36.33	\$47.23	\$58.13	\$75,571.00	\$98,240.50	\$120,910.00
Environmental Services Director	E	30	\$36.33	\$47.23	\$58.13	\$75,571.00	\$98,240.50	\$120,910.00
Light and Power Director	E	30	\$36.33	\$47.23	\$58.13	\$75,571.00	\$98,240.50	\$120,910.00
Public Works Director	E	30	\$36.33	\$47.23	\$58.13	\$75,571.00	\$98,240.50	\$120,910.00
Finance Director/Town Treasurer	E	31	\$38.15	\$49.59	\$61.04	\$79,344.72	\$103,152.53	\$126,955.92
Assistant Town Manager	E	32	\$40.05	\$52.07	\$64.09	\$83,311.96	\$108,305.54	\$133,299.13