

TOWN OF CULPEPER
JOB CLASSIFICATIONS BY JOB TITLE - FY2021

Position	Exemption Status	Grade	Hourly			Salary (40 hours/week)		
			Min	Mid	Max	Min	Mid	Max
Accounting Technician	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Administration Support Officer	NE	15	\$19.84	\$25.80	\$31.75	\$41,276.52	\$53,659.47	\$66,042.43
Administrative Specialist	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Assistant Chief Operator	NE	20	\$25.44	\$33.07	\$40.70	\$52,907.46	\$68,779.70	\$84,651.94
Assistant Environmental Services Director	E	27	\$36.00	\$46.80	\$57.60	\$74,874.98	\$97,337.48	\$119,799.97
Assistant Finance Director	E	25	\$32.48	\$42.23	\$51.97	\$67,562.35	\$87,831.06	\$108,099.76
Assistant Information Technology Director	E	26	\$34.28	\$44.57	\$54.85	\$71,309.51	\$92,702.36	\$114,095.21
Assistant Light & Power Director	E	27	\$36.00	\$46.80	\$57.60	\$74,874.98	\$97,337.48	\$119,799.97
Assistant Public Works Director	E	27	\$36.00	\$46.80	\$57.60	\$74,874.98	\$97,337.48	\$119,799.97
Billing/Accounting Clerk	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Building & Grounds Maintenance Technician	NE	9	\$14.76	\$19.18	\$23.61	\$30,690.45	\$39,897.58	\$49,104.72
Cable TV Technical Director	NE	11	\$16.28	\$21.17	\$26.05	\$33,870.85	\$44,032.10	\$54,193.35
Chief Accountant	E	22	\$28.04	\$36.45	\$44.86	\$58,320.66	\$75,816.86	\$93,313.06
Chief of Police	E	33	\$48.02	\$62.43	\$76.83	\$99,885.10	\$129,850.63	\$159,816.16
Chief Plant Operator	NE	22	\$28.04	\$36.45	\$44.86	\$58,320.66	\$75,816.86	\$93,313.06
Civilian Analyst	NE	16	\$20.85	\$27.10	\$33.36	\$43,365.12	\$56,374.66	\$69,384.19
Community Service Officer	NE	10	\$15.51	\$20.17	\$24.82	\$32,268.63	\$41,949.22	\$51,629.81
Construction Inspector	NE	18	\$23.02	\$29.93	\$36.83	\$47,881.08	\$62,245.40	\$76,609.73
Crew Leader	NE	16	\$20.85	\$27.10	\$33.36	\$43,365.12	\$56,374.66	\$69,384.19
Customer Service Representative	NE	10	\$15.51	\$20.17	\$24.82	\$32,268.63	\$41,949.22	\$51,629.81
Deputy Town Clerk	E	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Deputy Treasurer	E	18	\$23.02	\$29.93	\$36.83	\$47,881.08	\$62,245.40	\$76,609.73
Electric Line Service Technician	NE	24	\$30.93	\$40.21	\$49.49	\$64,341.76	\$83,644.29	\$102,946.82
Electric Meter/Substation Generator Technician	NE	17	\$21.91	\$28.48	\$35.06	\$45,573.89	\$59,246.06	\$72,918.22
Electric Utility Heavy Equipment Operator	NE	15	\$19.84	\$25.80	\$31.75	\$41,276.52	\$53,659.47	\$66,042.43
Equipment Mechanic	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Equipment Operator	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Facilities Technician	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Finance Director/Town Treasurer	E	33	\$48.02	\$62.43	\$76.83	\$99,885.10	\$129,850.63	\$159,816.16
Fleet Manager	NE	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Gardener	NE	11	\$16.28	\$21.17	\$26.05	\$33,870.85	\$44,032.10	\$54,193.35
Geographic Information System (GIS) Coordinator	E	23	\$29.46	\$38.30	\$47.14	\$61,283.62	\$79,668.70	\$98,053.79
Geographic Information System (GIS)Analyst	NE	17	\$21.91	\$28.48	\$35.06	\$45,573.89	\$59,246.06	\$72,918.22
Human Resources Director	E	31	\$43.56	\$56.62	\$69.69	\$90,598.73	\$117,778.35	\$144,957.97
Human Resources Generalist	E	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Information Technology Director	E	31	\$43.56	\$56.62	\$69.69	\$90,598.73	\$117,778.35	\$144,957.97
IT Specialist	E	17	\$21.91	\$28.48	\$35.06	\$45,573.89	\$59,246.06	\$72,918.22
Laboratory Analyst	NE	17	\$21.91	\$28.48	\$35.06	\$45,573.89	\$59,246.06	\$72,918.22
Lead Lineman	NE	24	\$30.93	\$40.21	\$49.49	\$64,341.76	\$83,644.29	\$102,946.82
Light and Power Director	E	32	\$45.73	\$59.46	\$73.18	\$95,128.67	\$123,667.26	\$152,205.86
Line Technician - 1st Class	NE	23	\$29.46	\$38.30	\$47.14	\$61,283.62	\$79,668.70	\$98,053.79
Line Technician - 2nd Class	NE	20	\$25.44	\$33.07	\$40.70	\$52,907.46	\$68,779.70	\$84,651.94
Line Technician Apprentice	NE	16	\$20.85	\$27.10	\$33.36	\$43,365.12	\$56,374.66	\$69,384.19
Maintenance/Construction Worker	NE	8	\$14.04	\$18.26	\$22.47	\$29,209.54	\$37,972.40	\$46,735.27
Management Analyst	E	21	\$26.70	\$34.71	\$42.71	\$55,529.37	\$72,188.19	\$88,847.00
Master Police Officer	NE	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Network Security Engineer	E	24	\$30.93	\$40.21	\$49.49	\$64,341.76	\$83,644.29	\$102,946.82
Operations Manager	E	23	\$29.46	\$38.30	\$47.14	\$61,283.62	\$79,668.70	\$98,053.79
Operations Program Manager	E	20	\$25.44	\$33.07	\$40.70	\$52,907.46	\$68,779.70	\$84,651.94
Planner I	E	18	\$23.02	\$29.93	\$36.83	\$47,881.08	\$62,245.40	\$76,609.73
Planner II	E	20	\$25.44	\$33.07	\$40.70	\$52,907.46	\$68,779.70	\$84,651.94
Planning & Community Development Director	E	32	\$45.73	\$59.46	\$73.18	\$95,128.67	\$123,667.26	\$152,205.86
Planning and Zoning Assistant	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Plant Maintenance Worker	NE	10	\$15.51	\$20.17	\$24.82	\$32,268.63	\$41,949.22	\$51,629.81
Plant Mechanic	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Police Administrative Specialist	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Police Captain	E	25	\$32.48	\$42.23	\$51.97	\$67,562.35	\$87,831.06	\$108,099.76
Police Forensic/Network Analyst	E	24	\$30.93	\$40.21	\$49.49	\$64,341.76	\$83,644.29	\$102,946.82
Police Lieutenant	NE	23	\$29.46	\$38.30	\$47.14	\$61,283.62	\$79,668.70	\$98,053.79
Police Major	E	28	\$37.71	\$49.03	\$60.34	\$78,440.46	\$101,972.60	\$125,504.73
Police Officer I	NE	16	\$20.85	\$27.10	\$33.36	\$43,365.12	\$56,374.66	\$69,384.19
Police Officer II	NE	18	\$23.02	\$29.93	\$36.83	\$47,881.08	\$62,245.40	\$76,609.73
Police Sergeant	NE	20	\$25.44	\$33.07	\$40.70	\$52,907.46	\$68,779.70	\$84,651.94
Principal Planner	E	23	\$29.46	\$38.30	\$47.14	\$61,283.62	\$79,668.70	\$98,053.79
Programmer/Analyst	E	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Public Services Director	E	34	\$50.42	\$65.55	\$80.68	\$104,879.35	\$136,343.16	\$167,806.97
Quartermaster/Property & Evidence Specialist	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Records Management/Administrative Specialist	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Records Specialist I	NE	10	\$15.51	\$20.17	\$24.82	\$32,268.63	\$41,949.22	\$51,629.81
Records Specialist II	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Revenue & Collection Specialist	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Senior Accountant	E	20	\$25.44	\$33.07	\$40.70	\$52,907.46	\$68,779.70	\$84,651.94

TOWN OF CULPEPER
JOB CLASSIFICATIONS BY JOB TITLE - FY2021

Senior Equipment Operator	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Senior Maintenance/Construction Worker	NE	10	\$15.51	\$20.17	\$24.82	\$32,268.63	\$41,949.22	\$51,629.81
Senior Planner	E	23	\$29.46	\$38.30	\$47.14	\$61,283.62	\$79,668.70	\$98,053.79
Senior Plant Mechanic/Instrumentation & Controls Technician	NE	18	\$23.02	\$29.93	\$36.83	\$47,881.08	\$62,245.40	\$76,609.73
Senior Utility Plant Operator	NE	17	\$21.91	\$28.48	\$35.06	\$45,573.89	\$59,246.06	\$72,918.22
Station Manager	E	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Storekeeper	NE	18	\$23.02	\$29.93	\$36.83	\$47,881.08	\$62,245.40	\$76,609.73
Support Division Manager	E	21	\$26.70	\$34.71	\$42.71	\$55,529.37	\$72,188.19	\$88,847.00
Systems Administrator	E	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Systems Architect	E	25	\$32.48	\$42.23	\$51.97	\$67,562.35	\$87,831.06	\$108,099.76
Tourism & Economic Development Director	E	29	\$39.60	\$51.48	\$63.36	\$82,362.48	\$107,071.22	\$131,779.97
Tourism and Marketing Specialist	NE	17	\$21.91	\$28.48	\$35.06	\$45,573.89	\$59,246.06	\$72,918.22
Town Clerk	E	26	\$34.28	\$44.57	\$54.85	\$71,309.51	\$92,702.36	\$114,095.21
Traffic Engineering Technician	NE	14	\$18.90	\$24.57	\$30.24	\$39,310.37	\$51,103.48	\$62,896.59
Travel Specialist	NE	8	\$14.04	\$18.26	\$22.47	\$29,209.54	\$37,972.40	\$46,735.27
Utility Billing Coordinator	NE	16	\$20.85	\$27.10	\$33.36	\$43,365.12	\$56,374.66	\$69,384.19
Utility Locator	NE	13	\$17.98	\$23.37	\$28.76	\$37,392.29	\$48,609.97	\$59,827.66
Utility Plant Operator I	NE	13	\$17.98	\$23.37	\$28.76	\$37,392.29	\$48,609.97	\$59,827.66
Utility Plant Operator II	NE	15	\$19.84	\$25.80	\$31.75	\$41,276.52	\$53,659.47	\$66,042.43
Utility Plant Operator Trainee	NE	11	\$15.51	\$20.17	\$24.82	\$32,268.63	\$41,949.22	\$51,629.81
Utility Service Technician	NE	13	\$17.98	\$23.37	\$28.76	\$37,392.29	\$48,609.97	\$59,827.66
Visitor Center Supervisor	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Water Utility AMR Technician	NE	12	\$17.11	\$22.25	\$27.38	\$35,595.52	\$46,274.17	\$56,952.83
Water Utility Supervisor	NE	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33
Zoning Administrator	E	23	\$29.46	\$38.30	\$47.14	\$61,283.62	\$79,668.70	\$98,053.79
Zoning Inspector	NE	19	\$24.19	\$31.44	\$38.70	\$50,309.58	\$65,402.46	\$80,495.33