
PAY PLANS

During FY 13-14, the Town of Vienna completed a Class and Compensation study. As a result of this study the Town will move away from a grade/step pay plan to a grade/band pay plan. In addition, positions were renamed and regraded based on data from comparable jurisdictions.

The following information is included in this section:

- Classified employees positions by grade and salary bands
- Recreation Worker positions by grade and salary bands

Town of Vienna, VA

Adopted Pay Plan

All Non-Exempt unless noted

Grade	Class Type	Min	Mid	Max
109		\$29,502	\$36,877	\$47,572
	C07 Custodian			
111		\$32,526	\$40,657	\$52,448
	M01 Maintenance Worker I			
112		\$34,152	\$42,690	\$55,070
	T01 After School Program Coordinator			
113		\$35,860	\$44,825	\$57,824
	F01 Fiscal Assistant			
	I03 IT Assistant			
	M02 Maintenance Worker II			
115		\$39,535	\$49,419	\$63,751
	A01 Administrative Assistant I			
	D09 Dispatcher I			
	M03 Maintenance Worker III			
	M09 Meter Service Worker III			
116		\$41,512	\$51,890	\$66,938
	A04 Animal Control Officer I			
	B04 Community Center Supervisor			
	F02 Customer Service Specialist			
	F02 Fiscal Technician			
	P16 Human Resources Assistant			
	M06 Mechanic I			
	R01 Real Estate Tax Specialist			
117		\$43,588	\$54,485	\$70,285
	A02 Administrative Assistant II			
	B05 Buyer			
	D10 Dispatcher II			
	F05 Finish Carpenter			
	M04 Maintenance Worker IV			
	M10 Meter Service Worker IV			
	P01 Parts Specialist			
118		\$45,767	\$57,209	\$73,799
	B02 Business License Officer			
	E01 Electrical & Traffic Signal Technician I			
	F07 Head Cashier			
	M11 Mechanic II			
	P02 Payroll Specialist			
	Z01 Zoning Technician			
119		\$48,055	\$60,069	\$77,489
	A03 Animal Control Officer II			
	C04 Communications & Records Coordinator			
	C08 Communications Specialist	Exempt		
	D05 Deputy Town Clerk			
	G02 Grant Fiscal Agent I			
	I05 Legal Secretary			
	P06 Planning Specialist			
	P11 Public Works Specialist			

Grade	Class Type	Min	Mid	Max
120		\$50,458	\$63,073	\$81,364
	Animal Control Officer III			
	E04 Executive Assistant			
	F06 Fleet Maintenance Coordinator			
	P03 Human Resources Specialist			
	P08 Police Officer			
	P14 Public Works Inspector			
	S02 Senior Zoning Technician			
121		\$52,981	\$66,226	\$85,432
	C06 Computer Technician			
	M07 Mechanic III			
	P04 Planner			
	E05 Electrical & Traffic Signal Technician II			
122		\$55,630	\$69,538	\$89,704
	G01 General Maintenance Supervisor			
	M08 Meter Reading Supervisor			
	P09 Police Officer First Class			
	R02 Recreation Program Coordinator I			
	S01 Sanitation Supervisor			
	S04 Street Maintenance Supervisor			
	V02 VM Supervisor - Trainer			
	W01 W&S Supervisor			
123		\$58,412	\$73,015	\$94,189
	GO2A Grant Fiscal Agent II			Exempt
	H01 Horticulturist/Arborist			
	M05 Master Police Officer			
	R10 Recreation Program Coordinator II			
124		\$61,332	\$76,665	\$98,898
	I01 Information Technology Coordinator			
	S05 Parks Maintenance Manager			Exempt
125		\$64,399	\$80,498	\$103,843
	C02 Civil Engineer I			Exempt
	C05 Community Center Manager			Exempt
	R03 Recreation Program Manager			Exempt
	S03 Sergeant			
126		\$67,619	\$84,523	\$109,035
	P10 Public Information Officer			Exempt
127		\$71,000	\$88,750	\$114,487
	B03 Budget Manager			Exempt
	C03 Civil Engineer II			Exempt
	V01 Vehicle Maintenance Superintendent			Exempt
	F04 Financial Operations Manager			Exempt
	P13 Purchasing Agent			Exempt
128		\$74,550	\$93,187	\$120,211
	O01 Operations Superintendent			Exempt
	W02 Water and Waste Water Superintendent			Exempt
129		\$78,277	\$97,846	\$126,222
	D02 Deputy Director of Planning and Zoning			Exempt
	L01 Lieutenant			Exempt
130		\$82,191	\$102,739	\$132,533
	D01 Deputy Chief of Police			Exempt
	D03 Deputy Finance Director			Exempt
	D04 Deputy Public Works Director			Exempt

Grade	Class Type	Min	Mid	Max
132		\$90,616	\$113,269	\$146,118
	D07 Director of Administrative Services			Exempt
	D08 Director of Information Technology			Exempt
133		\$95,146	\$118,933	\$153,423
	D06 Director of Parks and Recreation			Exempt
	P05 Director of Planning and Zoning			Exempt
134		\$99,904	\$124,880	\$161,095
	F03 Finance Director / Treasurer			Exempt
	P07 Police Chief			Exempt
	P12 Public Works Director			Exempt

NON-CLASSIFIED POSITIONS	SALARY
Town Manager (Exempt)	\$174,288
Town Clerk (Exempt)	\$100,360

RECREATION WORKER
ADOPTED POSITION LISTING
ADOPTED FY 14-15

GRADE	POSITIONS	HOURLY RANGE
RECREATION WORKER I: 0-3 years of related experience	Class Aide Building Supervisor League Supervisor Playground Counselor Teen Center Staff	\$8.32-\$13.55
RECREATION WORKER II: 3-5 years of related experience	Building Supervisor Playground Supervisor Program/Class Instructor	\$14.05-\$22.86
RECREATION WORKER III: 5-9 years of related experience	Playground Supervisor Program/Class Instructor	\$16.13-\$26.24
RECREATION WORKER IV: 10 or more years of experience OR certified in respective field with 5 or more years of related experience	Playground Supervisor Program/Class Instructor	\$18.73-\$30.48