
PAY PLANS

During FY 13-14, the Town of Vienna completed a Class and Compensation study. As a result of this study the Town moved 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.

Town of Vienna, VA

Pay Plan FY 16-17

All FLSA Non-Exempt unless noted

Pay Grade	Class Code	Classification Title	FLSA		Annual Salary		
			WC Code	Exempt	Minimum	Mid-Point	Maximum
109					\$29,991	\$39,175	\$48,360
	1802	Custodian	9015				
111					\$33,065	\$43,191	\$53,317
	1805	Maintenance Worker I					
		General Maintenance	9015				
		Parks & Recreation	9102				
		Sanitation	9403				
		Streets	5506				
		Sewer Construction	6306				
		Water Construction	6319				
112					\$34,718	\$45,350	\$55,982
	1602	After School Program Coordinator	9102				
113					\$36,454	\$47,618	\$58,782
	1202	Fiscal Assistant	8810				
	1302	IT Assistant	8810				
	1807	Maintenance Worker II					
		General Maintenance	9015				
		Parks & Recreation	9102				
		Sanitation	9403				
		Streets	5506				
		Sewer Construction	6306				
		Water Construction	6319				
115					\$40,190	\$52,499	\$64,807
	1102	Administrative Assistant I	8810				
	1402	Dispatcher I	8810				
	1810	Maintenance Worker III					
		General Maintenance	9015				
		Parks & Recreation	9102				
		Sanitation	9403				
		Streets	5506				
		Sewer Construction	6306				
		Water Construction	6319				
	1813	Meter Service Worker III					
116					\$42,200	\$55,123	\$68,047
	1502	Animal Control Officer I	8831				
	1605	Community Center Supervisor	9015				
	1205	Customer Service Specialist	8810				
	1208	Fiscal Technician	8810				
	1003	Human Resources Assistant	8810				
	1702	Mechanic I	8380				
	1211	Real Estate Tax Specialist	8810				
117					\$44,310	\$57,880	\$71,449
	1105	Administrative Assistant II	8810				
	1214	Buyer	8810				
	1405	Dispatcher II	8810				
	1816	Finish Carpenter	9015				

All FLSA Non-Exempt unless noted

Pay Grade	Class Code	Classification Title	WC Code	FLSA Exempt	Minimum	Annual Salary Mid-Point	Maximum
	1819	Maintenance Worker IV					
		General Maintenance	9015				
		Parks & Recreation	9102				
		Sanitation	9403				
		Streets	5506				
		Sewer Construction	6306				
		Water Construction	6319				
	1820	Meter Service Worker IV	9015				
	1107	Parts Specialist	8810				
118					\$46,525	\$60,773	\$75,022
	1217	Business License Officer	8810				
	1822	Electrical & Traffic Signal Technician I	6325				
	1220	Head Cashier	8810				
	1705	Mechanic II	8380				
	1223	Payroll Specialist	8810				
	1901	Zoning Technician	9410				
119					\$48,851	\$63,812	\$78,773
	1505	Animal Control Officer II	8831				
	1408	Communications & Records Coordinator	8810				
	1110	Communications Specialist	8810	E			
	1115	Deputy Town Clerk	8810				
	1226	Grant Fiscal Agent I	8810				
	1120	Legal Secretary	8820				
	1905	Planning Specialist	9410				
	1023	Public Works Specialist	8810				
120					\$51,294	\$67,003	\$82,712
	1125	Executive Assistant	8810				
	1708	Fleet Maintenance Coordinator	8810				
	1030	Human Resources Specialist	8810				
	1508	Police Officer	7720				
	1825	Public Works Inspector	9410				
	1915	Senior Zoning Technician	9410				
121					\$53,859	\$70,353	\$86,847
	1305	Computer Technician	8810				
	1711	Mechanic III	8380				
	1920	Planner	9410				
	1828	Electrical & Traffic Signal Technician II	6325				
122					\$56,552	\$73,871	\$91,190
	1511	Animal Control Officer III	8831				
	1831	General Maintenance Supervisor	9015				
	1834	Meter Reading Supervisor	9410				
	1514	Police Officer First Class	7720				
	1608	Recreation Program Coordinator I	9102				
	1837	Sanitation Supervisor	9403				
	1840	Street Maintenance Supervisor	5506				
	1714	VM Supervisor - Trainer	8380				
	1843	W&S Supervisor	9410				
123					\$59,380	\$77,565	\$95,749
	1229	Grant Fiscal Agent II	8810	E			
	1230	Grants/Revenue Auditor	8810	E			
	1517	Master Police Officer	7720				
	1614	Recreation Program Coordinator II	9102				
124					\$62,348	\$81,442	\$100,536
	1308	Information Technology Coordinator	8810				
	1617	Parks Maintenance Manager	9102	E			

All FLSA Non-Exempt unless noted

Pay Grade	Class Code	Classification Title	WC Code	FLSA Exempt	Annual Salary		
					Minimum	Mid-Point	Maximum
125					\$65,466	\$85,515	\$105,563
	1846	Civil Engineer I	9410	E			
	1620	Community Center Manager	9102	E			
	1623	Recreation Program Manager	9102	E			
	1520	Sergeant	7720				
126					\$68,739	\$89,790	\$110,841
	1040	Communications & Marketing Manager	8810	E			
127					\$72,176	\$94,280	\$116,384
	1232	Budget Manager	8810	E			
	1849	Civil Engineer II	9410	E			
	1850	Construction Project Manager	9410	E			
	1717	Vehicle Maintenance Superintendent	8380	E			
	1235	Financial Operations Manager	8810	E			
	1238	Purchasing Agent	8810	E			
128					\$75,785	\$98,994	\$122,203
	1852	Operations Superintendent	9410	E			
	1854	Project Engineer	9410	E			
	1855	Water and Waste Water Superintendent	9410	E			
129					\$79,574	\$103,944	\$128,313
	1950	Deputy Director of Planning and Zoning	9410	E			
	1523	Lieutenant	7720	E			
130					\$83,553	\$109,141	\$134,729
	1526	Deputy Chief of Police	7720	E			
	1241	Deputy Finance Director	8810	E			
	1858	Deputy Public Works Director	9410	E			
132					\$92,117	\$120,328	\$148,539
	2150	Director of Human Resources	8810	E			
	2350	Director of Information Technology	8810	E			
133					\$96,722	\$126,344	\$155,965
	2650	Director of Parks and Recreation	9102	E			
	2950	Director of Planning and Zoning	9410	E			
134					\$101,559	\$132,662	\$163,764
	2250	Finance Director / Treasurer	8810	E			
	2550	Police Chief	7720	E			
	2880	Public Works Director	9410	E			

NON-CLASSIFIED POSITIONS	SALARY
Town Manager (Exempt)	\$182,014
Town Clerk (Exempt)	\$106,144