

FY2017 Position Classification Plan - Town of Herndon, VA

Position	Grade	Annualized Range			Hourly Rate		
		Lower	Midpoint	Upper	Lower	Midpoint	Upper
Custodian I	2	\$28,746.02	38,879.36	49,286.43	13.8202	18.6920	23.6954
Irrigation Technician	2	\$28,746.02	38,879.36	49,286.43	13.8202	18.6920	23.6954
Office Assistant I	3	\$29,681.39	39,164.11	50,891.57	14.2699	18.8289	24.4671
Custodian II	4	\$32,308.43	42,630.64	55,394.77	15.5329	20.4955	26.6321
Equipment Operator/Greensworker	4	\$32,308.43	42,630.64	55,394.77	15.5329	20.4955	26.6321
Mechanic Assistant	4	\$32,308.43	42,630.64	55,394.77	15.5329	20.4955	26.6321
Office Assistant II	4	\$32,308.43	42,630.64	55,394.77	15.5329	20.4955	26.6321
Utility Maintenance Worker I	4	\$32,308.43	42,630.64	55,394.77	15.5329	20.4955	26.6321
Accounting Technician II	5	\$34,933.60	46,095.71	59,896.10	16.7950	22.1614	28.7962
Golf Operations Assistant I	5	\$34,933.60	46,095.71	59,896.10	16.7950	22.1614	28.7962
Recreation Assistant I	5	\$34,933.60	46,095.71	59,896.10	16.7950	22.1614	28.7962
Utility Equipment Operator I	5	\$34,933.60	46,095.71	59,896.10	16.7950	22.1614	28.7962
Water Meter Reader	5	\$34,933.60	46,095.71	59,896.10	16.7950	22.1614	28.7962
Head Fitness Trainer	6	\$37,560.22	49,561.20	64,398.67	18.0578	23.8275	30.9609
Recreation Assistant II	6	\$37,560.22	49,561.20	64,398.67	18.0578	23.8275	30.9609
Recreation Program Assistant	6	\$37,560.22	49,561.20	64,398.67	18.0578	23.8275	30.9609
Utility Equipment Operator II	6	\$37,560.22	49,561.20	64,398.67	18.0578	23.8275	30.9609
Utility Equipment Operator II/Truck Driver	6	\$37,560.22	49,561.20	64,398.67	18.0578	23.8275	30.9609
Utility Maintenance Worker II	6	\$37,560.22	49,561.20	64,398.67	18.0578	23.8275	30.9609
Accounting Technician II/Administrative Tech	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Communications Technician I	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Community Center Supervisor I	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Facility Maintenance Mechanic II	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Maintenance/Meter Mechanic	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Mechanic/Equipment Operator	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Office Assistant III	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Preschool Teacher	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Records Technician	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Right-of-Way Inspector/Utility Marker	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Tennis Center Manager	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Utility Technician	7	\$40,186.85	53,027.31	68,903.33	19.3206	25.4939	33.1266
Communications Technician II	8	\$42,813.06	56,491.97	73,406.32	20.5832	27.1596	35.2915
Facility Maintenance Mechanic III	8	\$42,813.06	56,491.97	73,406.32	20.5832	27.1596	35.2915
Mechanic I	8	\$42,813.06	56,491.97	73,406.32	20.5832	27.1596	35.2915
Office Assistant III/Administrative Clerk	8	\$42,813.06	56,491.97	73,406.32	20.5832	27.1596	35.2915
Assistant Communications Supervisor	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Assistant Crew Supervisor	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Assistant Golf Course Superintendent	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Building Maintenance Coordinator	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Community Center Supervisor II	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Equipment Operator	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Mechanic II	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Recreation Services Supervisor I	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Senior Accounting Technician	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Senior Communications Technician	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
System Technician	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Traffic Signal Technician	9	\$45,438.64	59,956.83	77,908.06	21.8455	28.8254	37.4558
Administrative Assistant	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Associate Administrative Planner	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Building Inspector I	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Community Inspector I	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Deputy Town Clerk	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Engineering Inspector	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Golf Operations Assistant II	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Help Desk Analyst	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Human Resources Technician	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Marketing Specialist	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Pool Operations Manager	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Procurement Specialist	10	\$48,064.22	63,422.11	82,409.60	23.1078	30.4914	39.6200
Building Inspector II	11	\$50,692.10	66,888.22	86,915.71	24.3712	32.1578	41.7864
Golf Professional	11	\$50,692.10	66,888.22	86,915.71	24.3712	32.1578	41.7864
Human Resources Analyst	11	\$50,692.10	66,888.22	86,915.71	24.3712	32.1578	41.7864

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		<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>
Information Specialist	11	\$50,692.10	66,888.22	86,915.71	24.3712	32.1578	41.7864
Legal Secretary	11	\$50,692.10	66,888.22	86,915.71	24.3712	32.1578	41.7864
Records Technician Supervisor	11	\$50,692.10	66,888.22	86,915.71	24.3712	32.1578	41.7864
Residential Building Inspector	11	\$50,692.10	66,888.22	86,915.71	24.3712	32.1578	41.7864
Accreditation Manager	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Community Inspector II	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Facility Maintenance Supervisor	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Fitness Specialist	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Fleet Manager	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Operations Coordinator	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Paralegal	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Planner I	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Recreation Services Supervisor II	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Right-of-Way Inspection Supervisor	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Traffic Control Supervisor/Coordinator	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Utility Work Crew Supervisor	12	\$53,317.06	70,353.09	91,417.25	25.6332	33.8236	43.9506
Administrative Assistant to the Town Manager	13	\$55,943.68	75,943.30	95,920.03	26.8960	36.5112	46.1154
Financial Management Analyst	13	\$55,943.68	75,943.30	95,920.03	26.8960	36.5112	46.1154
Management Analyst	13	\$55,943.68	75,943.30	95,920.03	26.8960	36.5112	46.1154
Purchasing Agent	13	\$55,943.68	75,943.30	95,920.03	26.8960	36.5112	46.1154
Revenue Supervisor	13	\$55,943.68	75,943.30	95,920.03	26.8960	36.5112	46.1154
Aquatics Services Manager	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Community Center Manager	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Community Forester	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Communications Section Manager	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Engineer	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
General Services Administrator	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Lead Network Engineer	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Network Security Engineer	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Recreation Program Coordinator	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Systems Manager	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Utility Manager	14	\$58,568.85	77,283.23	100,421.36	28.1581	37.1554	48.2795
Golf Course Superintendent	15	\$61,195.89	80,749.97	104,924.56	29.4211	38.8221	50.4445
Operations Engineer	15	\$61,195.89	80,749.97	104,924.56	29.4211	38.8221	50.4445
Deputy Zoning Admin/Senior Community Inspector	15	\$61,195.89	80,749.97	104,924.56	29.4211	38.8221	50.4445
Project Engineer I	15	\$61,195.89	80,749.97	104,924.56	29.4211	38.8221	50.4445
Sustainability Program Planner	15	\$61,195.89	80,749.97	104,924.56	29.4211	38.8221	50.4445
Development Program Planner	16	\$63,822.10	84,215.66	109,429.01	30.6837	40.4883	52.6101
Economic Development Manager	16	\$63,822.10	84,215.66	109,429.01	30.6837	40.4883	52.6101
Project Engineer II	16	\$63,822.10	84,215.66	109,429.01	30.6837	40.4883	52.6101
Special Projects & Budget Manager	16	\$63,822.10	84,215.66	109,429.01	30.6837	40.4883	52.6101
Transportation Program Manager	17	\$66,447.47	87,679.49	113,928.46	31.9459	42.1536	54.7733
Cemetery Manager	17	\$66,447.47	87,679.49	113,928.46	31.9459	42.1536	54.7733
Senior Planner	17	\$66,447.47	87,679.49	113,928.46	31.9459	42.1536	54.7733
Senior Project Planner	17	\$66,447.47	87,679.49	113,928.46	31.9459	42.1536	54.7733
Zoning Administrator	17	\$66,447.47	87,679.49	113,928.46	31.9459	42.1536	54.7733
Building Official	18	\$69,764.66	91,999.65	119,619.34	33.5407	44.2306	57.5093
Chief, Program & Project Manager	18	\$69,764.66	91,999.65	119,619.34	33.5407	44.2306	57.5093
Public Works Superintendent	18	\$69,764.66	91,999.65	119,619.34	33.5407	44.2306	57.5093
Senior Civil Engineer	18	\$69,764.66	91,999.65	119,619.34	33.5407	44.2306	57.5093
Chief Communications Officer	19	\$71,700.93	94,366.06	122,936.32	34.4716	45.3683	59.1040
Deputy Director of Finance	19	\$71,700.93	94,366.06	122,936.32	34.4716	45.3683	59.1040
Deputy Director of Parks and Recreation	19	\$71,700.93	94,366.06	122,936.32	34.4716	45.3683	59.1040
Town Clerk	19	\$71,700.93	94,366.06	122,936.32	34.4716	45.3683	59.1040
Deputy Director of Public Works	21	\$80,800.10	109,283.41	138,537.98	38.8462	52.5401	66.6048
Director of Golf	21	\$80,800.10	109,283.41	138,537.98	38.8462	52.5401	66.6048
Director of Human Resources	21	\$80,800.10	109,283.41	138,537.98	38.8462	52.5401	66.6048
Director of Community Development	24	\$91,617.34	124,417.28	157,157.52	44.0468	59.8160	75.5565
Director of Information Technology	24	\$91,617.34	124,417.28	157,157.52	44.0468	59.8160	75.5565
Director of Parks & Recreation	24	\$91,617.34	124,417.28	157,157.52	44.0468	59.8160	75.5565
Director of Finance	25	\$94,453.01	128,269.02	162,022.22	45.4101	61.6678	77.8953
Director of Public Works	25	\$94,453.01	128,269.02	162,022.22	45.4101	61.6678	77.8953

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<u>Position</u>	<u>Annualized Range</u>				<u>Hourly Rate</u>		
	<u>Grade</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>
<u>Protective Services</u>							
<u>Position</u>	<u>Grade</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>	<u>Lower</u>	<u>Midpoint</u>	<u>Upper</u>
Police Officer I	P01	\$52,738.61	69,957.89	92,058.72	25.3551	33.6336	44.2590
Police Officer First Class	P02	\$55,149.12	73,155.68	96,267.60	26.5140	35.1710	46.2825
Senior Police Officer	P03	\$57,779.90	76,645.50	100,860.86	27.7788	36.8488	48.4908
Police Corporal	P04	\$60,669.02	80,477.70	105,903.41	29.1678	38.6912	50.9151
Police Sergeant	P05	\$63,701.04	84,500.21	111,194.51	30.6255	40.6251	53.4589
Senior Police Sergeant	P06	\$66,886.35	88,725.52	116,754.35	32.1569	42.6565	56.1319
Police Lieutenant	P08	\$74,273.06	98,523.57	129,648.27	35.7082	47.3671	62.3309
Police Captain	P10	\$81,350.88	107,912.90	142,000.77	39.1110	51.8812	68.2696
Chief of Police	P12	\$94,453.01	128,269.02	162,022.22	45.4101	61.6678	77.8953
<u>Seasonal/Temporary</u>							
Attendant (Cart, Park)					\$8.00		12.00
Custodian					\$11.00		18.00
Groundswoker I					\$9.00		16.00
Groundswoker II					\$12.00		19.00
Seasonal Laborer					\$12.00		19.00
Equipment Operator (seasonal)					\$23.00		30.00
Recreation Assistant (seasonal)					\$12.00		21.00
Rec Instructor 1					\$8.00		17.00
Rec Instructor 2					\$17.00		26.00
Rec Instructor 3					\$26.00		35.00
Community Center Supervisor (seasonal)					\$14.00		23.00
Recreation Svcs Supervisor (seasonal)					\$14.00		23.00
Golf Rec Clerk					\$9.00		17.00
Golf Shop Asst					\$13.00		21.00
Office Assistant (seasonal)					\$15.00		24.00
Student Intern					\$10.00		19.00
Special Projects					\$20.00		75.00