## TOWN OF BLACKSBURG ADOPTED PAY PLAN JULY 1, 2024 - JUNE 30, 2025

JULY 1, 2024 - JUNE 30, 2025																				
Pay																				
Group Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
	\$33,743		\$35,106	\$35,808		\$37,255	\$38,000		\$39,535							\$45,413	\$46,322			\$49,157
50 Bus Maintenance Specialist	\$ 16.2225	\$ 16.5470	\$ 16.8779	\$ 17.2154	\$ 17.5598	\$17.9110	\$ 18.2692	\$ 18.6346	\$ 19.0072	\$ 19.3874	\$ 19.7751	\$ 20.1706	\$ 20.5741	\$ 20.9855	\$ 21.4052	\$ 21.8333	\$ 22.2700	\$ 22.7154	\$ 23.1697	\$ 23.6331
50 Custodian																				
50 Greenskeeper																				
50 Recreation Associate																				
	\$35,093	\$35,794	\$36,510	\$37,240	\$37,985	\$38,745	\$39,520		\$41,116				\$44,506			\$47,230	\$48,174		\$50,121	\$51,123
55 Maintenance Specialist I	\$16.8714	\$17.2088	\$17.5530	\$17.9041	\$18.2621	\$18.6274	\$18.9999	\$19.3799	\$19.7675	\$20.1629	\$20.5661	\$20.9775	\$21.3970	\$21.8250	\$22.2615	\$22.7067	\$23.1608	\$23.6240	\$24.0965	\$24.5784
55 Mechanic Assistant																				
55 Transit Parts and Service Assistant																				
	\$36,496	\$37,226	\$37,971	\$38,730	\$39,505	\$40,295	\$41,101	\$41,923	\$42,761	\$43,616	\$44,489	\$45,378	\$46,286	\$47,212	\$48,156	\$49,119	\$50,101	\$51,104	\$52,126	\$53,168
60 Accounting Associate	\$17.5463	\$17.8972	\$18.2551	\$18.6202	\$18.9926	\$19.3725	\$19.7599	\$20.1551	\$20.5582	\$20.9694	\$21.3888	\$21.8166	\$22.2529	\$22.6980	\$23.1519	\$23.6150	\$24.0872	\$24.5690	\$25.0604	\$25.5616
60 Administrative Associate		•				Į.								L			l.	•	l.	
60 Meter Reader - Skilled																				
60 Police Public Liaison Assistant																				
60 Recreation Program Associate																				
60 Warehouse Coordinator																				
	\$39,416	\$40,204	\$41,008	\$41,828	\$42,665	\$43,518	\$44,389	\$45,276	\$46,182	\$47,106	\$48,048	\$49,009	\$49,989	\$50,989	\$52,008	\$53,049	\$54,110	\$55,192	\$56,296	\$57,421
65 Accounting Specialist	\$18.9499	· · ·		\$20.1098		\$20.9223			\$22.2029				\$24.0331				\$26.0142			\$27.6065
65 Administrative Specialist				,												,			,	
65 Building Permit Specialist																				
65 Human Resource Specialist																				
65 Maintenance Specialist II																				
65 Planning Specialist																				
65 Police Technology Technician																				
65 Police Public Liaison Specialist																				
65 Solid Waste Specialist																				
65 Transit Bus Operator																				
65 Transit Comm & Cust Service Specialist																				
65 Transit Dispatcher																				
65 Transit Operations Specialist	_																			
os mansicoperations specialist																				
	\$43,357	\$44,225	\$45,109	\$46,011	\$46,932	\$47,870	\$48,828	\$49,804	\$50,800	\$51,816	\$52,853	\$53,910	\$54,988	\$56,088	\$57,209	\$58,353	\$59,521	\$60,711	\$61,925	\$63,164
70 Code Inspector	\$20.8449		\$21.6871	\$22.1208		\$23.0145			\$24.4232				\$26.4364				\$28.6156		\$29.7717	\$30.3671
70 Crime Analyst	\$20.8443	721.2010	721.00/1	722.1200	722.3032	723.0143	723.7740	723.3743	727.7232	724.5110	723.7033	723.3101	720.7304	720.5051	727.3044	720.0343	720.0130	723.1073	723.1111	Ç30.3071
70 Finance Accounting Specialist																				
70 Inspector - Zoning																				
' '																				
'																				
70 Mechanic																				
70 Payroll Specialist																				

70 Property Maintenance Official70 Public Works Technician

70 Traffic Signal Maintenance Technician
 70 Transit Operations Trainer
 70 Transit Operations Supervisor Assistant

Pay																					
	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
							<u>-</u>														•
		\$47,693	\$48,647	\$49,620	\$50,612	\$51,625	\$52,657	\$53,710	\$54,785	\$55,880	\$56,998	\$58,138	\$59,301	\$60,487	\$61,696	\$62,930	\$64,189	\$65,473	\$66,782	\$68,118	\$69,480
75	Assistant Receation Supervisor	\$22.9294	\$23.3880	\$23.8558	\$24.3329	\$24.8196	\$25.3160	\$25.8223	\$26.3387	\$26.8655	\$27.4028	\$27.9509	\$28.5099	\$29.0801	\$29.6617	\$30.2549	\$30.8600	\$31.4772	\$32.1068	\$32.7489	\$33.4039
75	Buyer					-															
75	Crew Leader																				
75	Fire Inspector/Firefighter																				
75	GIS/CADD Technician																				
75	Inspector - Site Construction																				
75	Inspector - Stormwater																				
75	Inspector - Water Resources																				
75	Lead Greenskeeper																				
75	Mechanic - Senior																				
75	Meter Reader Supervisor																				
75	MIS Application Support Specialist																				
75	Network Support Technician																				
75	Transit ITS Technician - Lead																				
75	Transit Parts & Service Administrator																				
		\$52,463	\$53,512	\$54,582	\$55,674	\$56,787	\$57,923	\$59,081	\$60,263	\$61,468	\$62,698	\$63,952	\$65,231	\$66,535	\$67,866	\$69,223	\$70,608	\$72,020	\$73,460	\$74,930	\$76,428
80	Building Inspector I	\$25.2224	\$25.7269	\$26.2414	\$26.7662	\$27.3016	\$27.8476	\$28.4046	\$28.9726	\$29.5521	\$30.1431	\$30.7460	\$31.3609	\$31.9881	\$32.6279	\$33.2805	\$33.9461	\$34.6250	\$35.3175	\$36.0238	\$36.7443
80	Business Solutions Manager											•									
80	Communications Specialist/FOIA Officer																				
80	Database Administrator																				
80	Energy & Environmental Specialist																				
80	Facilities Construction Coordinator																				
80	Fire Code Official/Firefighter																				
80	Grants Coordinator																				
80	HOME Program Coordinator																				
80	Human Resources Generalist																				
80	Maintenance Specialist Foreman																				
80	Occupational Safety Administrator																				
80	Parks and Natural Lands Coordinator																				
80	Planner - Transit Transportation																				
80	Planner I																				
80	Recreation Supervisor																				
80	Senior Buyer																				
80	Traffic Signal Maintenance Foreman																				
80	Transit Communications Coordinator																				
80	Transit ITS System Administrator																				
80	Transit Mechanic Foreman																				
80	Transit Operations Supervisor																				
80	Website Administrator																				
		\$57,709	\$58,863	\$60,040	\$61,241	\$62,466	\$63,715	\$64,989	\$66,289	\$67,615	\$68,967	\$70,347	\$71,754	\$73,189	\$74,652	\$76,145	\$77,668	\$79,222	\$80,806	\$82,422	\$84,071
85	Building Inspector II	\$27.7446		\$28.8655	\$29.4428	\$30.0316	\$30.6323				\$33.1574	\$33.8205	\$34.4969	\$35.1869	\$35.8906	\$36.6084	\$37.3406	\$38.0874	\$38.8491	\$39.6261	\$40.4186
85	Digital Media Specialist				l			. I	l		ı I							J.			
85	Finance & Grants Supervisor																				
85	MIS Manager																				
85	Network Analyst																				
85	Paralegal																				
85	Transit Dispatch Coordinator																				
85	Transit Program Coordinator																				
85	Transit Safety/Training Supervisor																				
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Pay																				
Group Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
85 Transit Scheduling & Planning Coordinator			•				•					•								
85 Utilities Instrumentation and Control Specialist	ı																			
	\$63,480	\$64,749	\$66,044	\$67,365	\$68,713	\$70,087	\$71,488	\$72,918	\$74,377	\$75,864	\$77,381	\$78,929	\$80,508	\$82,118	\$83,760	\$85,435	\$87,144	\$88,887	\$90,665	\$92,478
90 Budget Analyst	\$30.5191	\$31.1295	\$31.7521	\$32.3871	\$33.0349	\$33.6956	\$34.3695	\$35.0569	\$35.7580	\$36.4732	\$37.2026	\$37.9467	\$38.7056	\$39.4797	\$40.2693	\$41.0747	\$41.8962	\$42.7341	\$43.5888	\$44.4606
90 Engineer I																				
90 Engineering Field Supervisor	ı																			
90 Facilities Operations Supervisor	ı																			
90 Fleet Operations Supervisor	ı																			
90 GIS Supervisor	ı																			
90 Horticulturist	ı																			
90 Housing Program Administrator	ı																			
90 Planner II	ı																			
90 Senior Human Resources Generalist	ı																			
90 Transit Comm/Cust Service Manager	ı																			
90 Transit ITS/Special Projets Manager	ı																			
90 Transit Maintenance Manager	ı																			
90 Transit Assistant Operations Manager	ı																			
90 Utility Services Manager	ı																			
50 Othics Wanager																				
	\$69,828	\$ \$71,224	\$72,649	\$74,102	\$75,584	\$77,096	\$78,638	\$80,210	\$81,814	\$83,451	\$85,120	\$86,822	\$88,559	\$90,330	\$92,136	\$93,979	\$95,859	\$97,776	\$99,731	\$101,726
95 Accounting Supervisor	\$33.5711			\$35.6259	\$36.3384		\$37.8065	\$38.5626		\$40.1206	\$40.9230	\$41.7414	\$42.5763	\$43.4278	\$44.2964		\$46.0859	\$47.0076		
95 Engineer II	\$33.3711	334.2423	334.3274	J33.0233	J30.3364	J37.0032	\$37.8003	J30.3020	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	340.1200	340.3230	341.7414	J42.3703	343.4270	344.2304	J4J.1023	\$40.0833	347.0070	347.3470	340.3000
95 General Services Manager	ı																			
95 Public Works Superintendent	ı																			
95 Purchasing Manager	ı																			
95 Senior Network Analyst	ı																			
95 Senior Network Analyst	ı																			
	ı																			
95 Sustainability Manager	ı																			
95 Transit Financial Manager	ı																			
95 Water Resource Manager																				
	676.011	<b>\$70.247</b>	670.044	604 543	602.442	604.005	Ć06 F04	ć00 224	ć00.00 <i>c</i>	Ć04 706	ć02.622	Ć05 504	607.44.4	ć00 262	6404.250	6402.277	6405.445	6407.552	6400 704	ć444 000
	\$76,811	\$78,347	\$79,914	\$81,512	\$83,142	\$84,805	\$86,501	\$88,231	\$89,996	\$91,796	\$93,632	\$95,504	\$97,414	\$99,363	\$101,350		\$105,445	\$107,553		
100 Senior Engineer	\$36.9282	\$37.6667	\$38.4201	\$39.1885	\$39.9722	\$40.7717	\$41.5871	\$42.4189	\$43.2672	\$44.1326	\$45.0152	\$45.9155	\$46.8339	\$47.7705	\$48.7259	\$49.7005	\$50.6945	\$51.7084	\$52.7425	\$53.7974
100 Senior Project Manager	ı																			
100 Transit Operations Manager	ı																			
100 Zoning Administrator																				
	4	A	40	405	40	40	405 :-	40	40	440	440	440	4105 :-	4.0	A	447	A	4	440	440
	\$84,492	\$86,181	\$87,905	\$89,663	\$91,456	\$93,285	\$95,151	\$97,054	\$98,995		\$102,995	\$105,055	\$107,156		\$111,485			\$118,309		
105 Building Official	\$40.6209	\$41.4334	\$42.2620	\$43.1073	\$43.9694	\$44.8488	\$45.7458	\$46.6607	\$47.5939	\$48.5458	\$49.5167	\$50.5070	\$51.5172	\$52.5475	\$53.5985	\$54.6704	\$55.7638	\$56.8791	\$58.0167	\$59.1770
	\$91,251	\$93,076	\$94,937	\$96,836	\$98,773	\$100,748	\$102,763	\$104,819			\$111,234	\$113,459	\$115,728	\$118,043	\$120,404	. ,	\$125,268	\$127,773		
110 Assistant Director of Finance	\$43.8706	\$44.7480	\$45.6430	\$46.5558	\$47.4869	\$48.4367	\$49.4054	\$50.3935	\$51.4014	\$52.4294	\$53.4780	\$54.5476	\$55.6385	\$56.7513	\$57.8863	\$59.0440	\$60.2249	\$61.4294	\$62.6580	\$63.9112
110 Assistant Director of Parks & Recreation	ı																			
110 Assistant Director of Public Works	ı																			
110 Assistant Director Planning & Building	ı																			
110 Community Relations Manager	ı																			
110 Housing and Community Connections Manager																				
	\$98,551	\$100,522	\$102,532	\$104,583	\$106,675	\$108,808	\$110,984	\$113,204	\$115,468		\$120,133	\$122,536	\$124,986	\$127,486	\$130,036	\$132,636	\$135,289	\$137,995	\$140,755	\$143,570
445 No Booking	\$47.3802	\$48.3278	\$49.2944	\$50.2803	\$51.2859	ĆE2 244C	¢52.2570	CE 4 4350	4	4======	\$57.7562	\$58.9113	\$60.0896	\$61.2913	\$62.5172	\$63.7675	\$65.0429	\$66.3437	\$67.6706	\$69.0240
115 No Position	\$47.3802	\$48.3278	\$45.2544	330.2003	\$51.2659	\$52.3116	\$53.3578	\$54.4250	\$55.5135	\$56.6237	\$57.7502	\$58.9113	\$60.0896	\$61.2913	302.3172	\$03.7075	303.0429	300.3437	\$67.6706	303.0240

Pay																					
Group	Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
		\$106,435	\$108,564	\$110,735	\$112,950	\$115,209		\$119,863	\$122,260		\$127,200	\$129,744		\$134,985	\$137,685			\$146,112	\$149,035	\$152,015	\$155,055
120	No Position	\$51.1706	\$52.1940	\$53.2379	\$54.3027	\$55.3887	\$56.4965	\$57.6264	\$58.7789	\$59.9545	\$61.1536	\$62.3767	\$63.6242	\$64.8967	\$66.1946	\$67.5185	\$68.8689	\$70.2463	\$71.6512	\$73.0842	\$74.5459
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		\$119,207	\$121,591	\$124,023	\$126,504	\$129,034		\$134,247	\$136,932		\$142,464	\$145,313	\$148,219	\$151,184	\$154,207	\$157,291		\$163,646	\$166,919	\$170,257	\$173,662
	Chief of Police	\$57.3112	\$58.4574	\$59.6265	\$60.8191	\$62.0354	\$63.2761	\$64.5417	\$65.8325	\$67.1492	\$68.4921	\$69.8620	\$71.2592	\$72.6844	\$74.1381	\$75.6209	\$77.1333	\$78.6759	\$80.2495	\$81.8544	\$83.4915
125	Director of Engineering & GIS																				
125	Director of Financial Services																				
125	Director of Human Resources																				
125	Director of Parks & Recreation																				
125	Director of Planning & Building																				
125	Director of Public Works																				
125	Director of Technology																				
125	Director of Transit																				
125	Recue Chief/EMT																				
		\$128,744	\$131,319	\$133,945	\$136,624	\$139,357	\$142,144	\$144,987	\$147,886	\$150,844	\$153,861	\$156,938	\$160,077	\$163,278	\$166,544	\$169,875	\$173,272	\$176,738	\$180,273	\$183,878	\$187,556
130	No Position	\$61.8961	\$63.1340	\$64.3967	\$65.6846	\$66.9983	\$68.3383	\$69.7051	\$71.0992	\$72.5211	\$73.9716	\$75.4510	\$76.9600	\$78.4992	\$80.0692	\$81.6706	\$83.3040	\$84.9701	\$86.6695	\$88.4029	\$90.1709
		\$139,043	\$141,824	\$144,661	\$147,554	\$150,505	\$153,515	\$156,585	\$159,717	\$162,911	\$166,170	\$169,493	\$172,883	\$176,340	\$179,867	\$183,465	\$187,134	\$190,877	\$194,694	\$198,588	\$202,560
135	Deputy Town Manager	\$66.8477	\$68.1847	\$69.5484	\$70.9393	\$72.3581	\$73.8053	\$75.2814	\$76.7870	\$78.3228	\$79.8892	\$81.4870	\$83.1167	\$84.7791	\$86.4747	\$88.2041	\$89.9682	\$91.7676	\$93.6029	\$95.4750	\$97.3845
Note: S	worn Police positions are included in a separate Pay Plan																				