

**TOWN OF BLACKSBURG
ADOPTED PAY PLAN
JULY 1, 2023 - JUNE 20, 2024**

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
		\$32,760	\$33,415	\$34,084	\$34,765	\$35,460	\$36,170	\$36,893	\$37,631	\$38,384	\$39,151	\$39,934	\$40,733	\$41,548	\$42,379	\$43,226	\$44,091	\$44,972	\$45,872	\$46,789	\$47,725
50	Bus Maintenance Specialist	\$ 15.7500	\$ 16.0650	\$ 16.3863	\$ 16.7140	\$ 17.0483	\$ 17.3893	\$ 17.7371	\$ 18.0918	\$ 18.4536	\$ 18.8227	\$ 19.1992	\$ 19.5831	\$ 19.9748	\$ 20.3743	\$ 20.7818	\$ 21.1974	\$ 21.6214	\$ 22.0538	\$ 22.4949	\$ 22.9448
50	Custodian																				
50	Greenskeeper																				
50	Recreation Associate																				
		\$34,070	\$34,752	\$35,447	\$36,156	\$36,879	\$37,616	\$38,369	\$39,136	\$39,919	\$40,717	\$41,532	\$42,362	\$43,210	\$44,074	\$44,955	\$45,854	\$46,771	\$47,707	\$48,661	\$49,634
55	Maintenance Specialist I	\$16.3800	\$16.7076	\$17.0418	\$17.3826	\$17.7302	\$18.0848	\$18.4465	\$18.8155	\$19.1918	\$19.5756	\$19.9671	\$20.3665	\$20.7738	\$21.1893	\$21.6131	\$22.0453	\$22.4862	\$22.9360	\$23.3947	\$23.8626
55	Mechanic Assistant																				
55	Transit Parts and Service Assistant																				
		\$35,433	\$36,142	\$36,865	\$37,602	\$38,354	\$39,121	\$39,904	\$40,702	\$41,516	\$42,346	\$43,193	\$44,057	\$44,938	\$45,837	\$46,753	\$47,688	\$48,642	\$49,615	\$50,607	\$51,620
60	Accounting Associate	\$17.0352	\$17.3759	\$17.7234	\$18.0779	\$18.4394	\$18.8082	\$19.1844	\$19.5681	\$19.9595	\$20.3586	\$20.7658	\$21.1811	\$21.6048	\$22.0368	\$22.4776	\$22.9271	\$23.3857	\$23.8534	\$24.3305	\$24.8171
60	Administrative Associate																				
60	Crime Analyst																				
60	Meter Reader - Skilled																				
60	Police Public Liaison Assistant																				
60	Recreation Program Associate																				
60	Warehouse Coordinator																				
		\$38,268	\$39,033	\$39,814	\$40,610	\$41,422	\$42,251	\$43,096	\$43,958	\$44,837	\$45,734	\$46,648	\$47,581	\$48,533	\$49,504	\$50,494	\$51,503	\$52,534	\$53,584	\$54,656	\$55,749
65	Accounting Specialist	\$18.3980	\$18.7660	\$19.1413	\$19.5241	\$19.9146	\$20.3129	\$20.7191	\$21.1335	\$21.5562	\$21.9873	\$22.4271	\$22.8756	\$23.3331	\$23.7998	\$24.2758	\$24.7613	\$25.2565	\$25.7616	\$26.2769	\$26.8024
65	Administrative Specialist																				
65	Building Permit Specialist																				
65	Human Resource Specialist																				
65	Maintenance Specialist II																				
65	Planning Specialist																				
65	Police Technology Technician																				
65	Solid Waste Specialist																				
65	Transit Bus Operator																				
65	Transit Comm & Cust Service Specialist																				
65	Transit Dispatcher																				
65	Transit Operations Specialist																				
		\$42,095	\$42,937	\$43,795	\$44,671	\$45,565	\$46,476	\$47,405	\$48,354	\$49,321	\$50,307	\$51,313	\$52,339	\$53,386	\$54,454	\$55,543	\$56,654	\$57,787	\$58,943	\$60,122	\$61,324
70	Code Inspector	\$20.2378	\$20.6426	\$21.0554	\$21.4765	\$21.9061	\$22.3442	\$22.7911	\$23.2469	\$23.7118	\$24.1861	\$24.6698	\$25.1632	\$25.6664	\$26.1798	\$26.7034	\$27.2374	\$27.7822	\$28.3378	\$28.9046	\$29.4827
70	Finance Accounting Specialist																				
70	Inspector - Zoning																				
70	Maintenance Specialist III																				
70	Mechanic																				
70	Payroll Specialist																				
70	Property Maintenance Official																				
70	Public Works Technician																				
70	Traffic Signal Maintenance Technician																				
70	Transit Operations Trainer																				
70	Transit Operations Supervisor Assistant																				
		\$46,304	\$47,230	\$48,175	\$49,138	\$50,121	\$51,123	\$52,146	\$53,189	\$54,253	\$55,338	\$56,444	\$57,573	\$58,725	\$59,899	\$61,097	\$62,319	\$63,566	\$64,837	\$66,134	\$67,456
75	Assistant Recreation Supervisor	\$22.2616	\$22.7068	\$23.1609	\$23.6242	\$24.0966	\$24.5786	\$25.0701	\$25.5716	\$26.0830	\$26.6046	\$27.1367	\$27.6795	\$28.2331	\$28.7977	\$29.3737	\$29.9611	\$30.5604	\$31.1716	\$31.7950	\$32.4309

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

	\$50,935	\$51,953	\$52,992	\$54,052	\$55,133	\$56,236	\$57,361	\$58,508	\$59,678	\$60,872	\$62,089	\$63,331	\$64,597	\$65,889	\$67,207	\$68,551	\$69,922	\$71,321	\$72,747	\$74,202	
80	Building Inspector I	\$24.4878	\$24.9775	\$25.4771	\$25.9866	\$26.5064	\$27.0365	\$27.5772	\$28.1288	\$28.6913	\$29.2652	\$29.8505	\$30.4475	\$31.0564	\$31.6776	\$32.3111	\$32.9573	\$33.6165	\$34.2888	\$34.9746	\$35.6741

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	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

	\$56,028	\$57,148	\$58,291	\$59,457	\$60,646	\$61,859	\$63,097	\$64,358	\$65,646	\$66,959	\$68,298	\$69,664	\$71,057	\$72,478	\$73,928	\$75,406	\$76,914	\$78,453	\$80,022	\$81,622	
85	Building Inspector II	\$26.9365	\$27.4752	\$28.0247	\$28.5852	\$29.1569	\$29.7401	\$30.3349	\$30.9416	\$31.5604	\$32.1916	\$32.8354	\$33.4921	\$34.1620	\$34.8452	\$35.5421	\$36.2530	\$36.9780	\$37.7176	\$38.4719	\$39.2414

85	Digital Media Specialist
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
85	Transit Scheduling & Planning Coordinator
85	Utilities Instrumentation and Control Specialist

	\$61,631	\$62,863	\$64,121	\$65,403	\$66,711	\$68,045	\$69,406	\$70,794	\$72,210	\$73,654	\$75,128	\$76,630	\$78,163	\$79,726	\$81,320	\$82,947	\$84,606	\$86,298	\$88,024	\$89,784	
90	Budget Analyst	\$29.6302	\$30.2228	\$30.8272	\$31.4438	\$32.0726	\$32.7141	\$33.3684	\$34.0357	\$34.7165	\$35.4108	\$36.1190	\$36.8414	\$37.5782	\$38.3298	\$39.0964	\$39.8783	\$40.6759	\$41.4894	\$42.3192	\$43.1655

90	Engineer I
90	Engineering Field Supervisor

125	Director of Planning & Building
125	Director of Public Works
125	Director of Technology
125	Director of Transit
125	Recue Chief/EMT

		\$124,994	\$127,494	\$130,044	\$132,645	\$135,298	\$138,003	\$140,764	\$143,579	\$146,450	\$149,379	\$152,367	\$155,414	\$158,523	\$161,693	\$164,927	\$168,225	\$171,590	\$175,022	\$178,522	\$182,093
130	No Position	\$60.0933	\$61.2951	\$62.5210	\$63.7715	\$65.0469	\$66.3478	\$67.6748	\$69.0283	\$70.4088	\$71.8170	\$73.2534	\$74.7184	\$76.2128	\$77.7371	\$79.2918	\$80.8776	\$82.4952	\$84.1451	\$85.8280	\$87.5445
		\$134,993	\$137,693	\$140,447	\$143,256	\$146,121	\$149,044	\$152,025	\$155,065	\$158,166	\$161,330	\$164,556	\$167,847	\$171,204	\$174,628	\$178,121	\$181,683	\$185,317	\$189,023	\$192,804	\$196,660
135	Deputy Town Manager	\$64.9007	\$66.1987	\$67.5227	\$68.8732	\$70.2506	\$71.6556	\$73.0887	\$74.5505	\$76.0415	\$77.5624	\$79.1136	\$80.6959	\$82.3098	\$83.9560	\$85.6351	\$87.3478	\$89.0948	\$90.8767	\$92.6942	\$94.5481

Note: Sworn Police positions are included in a separate Pay Plan