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

Ster	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
														·						
Ś?	2.760	\$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
																· .				\$ 22.9448
- V 23.	,,,,,	¥ 10.0050	ψ 10.5005	φ 10.71.0	ψ 17.0 .00	ψ 17.0033	Ų 17117O71	ψ 10.0310	Ψ 201.1500	ψ 10.022 <i>i</i>	ψ 13.1332	ψ 15.5001	ψ 15.57 .0	ψ 20.07 IO	ψ 2017 O 2 O	Ψ 22.257 .	Ψ L1.0L1 .	ψ <u>L</u> 2.0550	Ψ LL11313	ψ <u>L</u> L.13 1 1.0
\$2	4 070	\$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
																				\$23.8626
710	.5000	γ10.7070	ÿ17.0+10	717.3020	ÿ17.730Z	710.0040	¥10.4403	710.0133	γ13.1310	ψ13.3730	Ç13.3071	720.3003	720.7730	Ç21.1033	721.0131	722.0433	722. ₹002	ÇZZ.5500	Ç23.3347	723.0020
ģ:	5 433	\$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
		. ,	. ,					. ,	· · ·											\$24.8171
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\$:	8 268	\$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
710	.5500	710.7000	713.1 413	ÿ13.32 41	Ç13.3140	720.3123	720.7131	ΨZ1.1333	721.330Z	Ψ 21 .3073	7 22. 7 271	JZZ.0730	Ψ23.3331	Ç23.7330	724.2730	ÇZ-1.7013	723.2303	Ç23.7010	γ20.2703	ÿ20.0024
¢/	2 095	\$42 927	\$43 705	\$44 671	\$45 565	\$46.476	\$47.405	\$48.354	\$49 321	\$50.307	\$51 313	\$52 330	\$53 386	\$54.454	\$55 5/2	\$56.654	\$57 787	\$58.943	\$60 122	\$61,324
																				\$29.4827
720	3/0	720.0720	721.0334	721.7703	721.3001	722.3742	722.7311	723.2703	723.7110	72-7.1001	72-1.0030	Y23.1032	723.0004	720.1730	720.7034	727.2374	727.7022	720.3370	720.3040	723.7027
Ċ A	6,304	\$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
	\$ 15. \$ 33 \$ 16 \$ 33 \$ 17 \$ 33 \$ 18	\$32,760 \$ 15.7500 \$ 15.7500 \$34,070 \$16.3800 \$35,433 \$17.0352 \$38,268 \$18.3980 \$42,095 \$20.2378	\$ 15.7500 \$ 16.0650 \$34,070 \$34,752 \$16.3800 \$16.7076 \$35,433 \$36,142 \$17.0352 \$17.3759 \$38,268 \$39,033 \$18.3980 \$18.7660	\$ 15.7500 \$ 16.0650 \$ 16.3863 \$34,070 \$34,752 \$35,447 \$16.3800 \$16.7076 \$17.0418 \$35,433 \$36,142 \$36,865 \$17.0352 \$17.3759 \$17.7234 \$38,268 \$39,033 \$39,814 \$18.3980 \$18.7660 \$19.1413	\$ 15.7500 \$ 16.0650 \$ 16.3863 \$ 16.7140 \$ 16.3863 \$ 16.7140 \$ 16.3863 \$ 16.7140 \$ 16.3863 \$ 16.7140 \$ 16.3800 \$ 16.7076 \$ 17.0418 \$ 17.3826 \$ 16.3800 \$ 16.7076 \$ 17.0418 \$ 17.3826 \$ 17.0352 \$ 17.3759 \$ 17.7234 \$ 18.0779 \$ 17.0352 \$ 17.3759 \$ 17.7234 \$ 18.0779 \$ 18.3980 \$ 18.7660 \$ 19.1413 \$ 19.5241 \$ 18.3980 \$ 18.7660 \$ 19.1413 \$ 19.5241	\$ 15.7500 \$ 16.0650 \$ 16.3863 \$ 16.7140 \$ 17.0483 \$ 34,070 \$ 34,752 \$ 35,447 \$ 36,156 \$ 36,879 \$ 16.3800 \$ 16.7076 \$ 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\$ 17.0418 \$ 17.3826 \$ 17.7302 \$ 18.0848 \$ 18.4655 \$ 18.8155 \$ 19.1918 \$ 19.5756 \$ 19.9671 \$ \$20.3665 \$ 18.3833 \$ \$36,142 \$ \$36,865 \$ \$37,602 \$ \$38,354 \$ \$39,121 \$ \$39,904 \$ \$40,702 \$ \$41,516 \$ \$42,346 \$ \$43,193 \$ \$44,057 \$ \$17.0352 \$ \$17.0352 \$ \$17.7374 \$ \$18.0779 \$ \$18.4394 \$ \$18.8082 \$ \$19.1844 \$ \$19.5681 \$ \$19.9595 \$ \$20.3586 \$ \$20.7658 \$ \$21.1811 \$ \$18.3980 \$ \$18.7660 \$ \$19.1413 \$ \$19.5241 \$ \$19.9146 \$ \$20.3129 \$ \$20.7191 \$ \$21.1335 \$ \$21.5562 \$ \$21.9873 \$ \$22.4271 \$ \$22.8756 \$ \$ \$42,095 \$ \$42,937 \$ \$43,795 \$ \$44,671 \$ \$45,565 \$ \$46,476 \$ \$47,405 \$ \$48,354 \$ \$49,321 \$ \$50,307 \$ \$51,313 \$ \$52,339 \$ \$ \$42,095 \$ \$42,937 \$ \$43,795 \$ \$44,671 \$ \$45,565 \$ \$46,476 \$ \$47,405 \$ \$48,354 \$ \$49,321 \$ \$50,307 \$ \$51,313 \$ \$52,339 \$ \$ \$42,095 \$ \$42,937 \$ \$43,795 \$ \$44,671 \$ \$45,565 \$ \$46,476 \$ \$47,405 \$ \$48,354 \$ \$48,354 \$ \$49,321 \$ \$50,307 \$ \$51,313 \$ \$52,339 \$ \$ \$42,095 \$ \$42,095 \$ \$42,937 \$ \$43,795 \$ \$44,671 \$ \$45,565 \$ \$46,476 \$ \$47,405 \$ \$48,354 \$ \$48,354 \$ \$49,321 \$ \$50,307 \$ \$51,313 \$ \$52,339 \$ \$ \$42,095 \$ \$42,095 \$ \$42,937 \$ \$43,795 \$ \$44,671 \$ \$45,565 \$ \$46,476 \$ \$47,405 \$ \$48,354 \$ \$48,354 \$ \$49,321 \$ \$50,307 \$ \$51,313 \$ \$52,339 \$ \$ \$42,095 \$ \$42,095 \$ \$42,095 \$ \$44,671 \$ \$43,565 \$ \$46,476 \$ \$47,405 \$ \$48,354 \$ \$48,354 \$ \$49,321 \$ \$50,307 \$ \$51,313 \$ \$52,339 \$ \$ \$ \$42,095 \$ \$ \$42,095 \$ \$ \$44,671 \$ \$43,565 \$ \$ \$46,476 \$ \$47,405 \$ \$48,354 \$ \$48,354 \$ \$49,321 \$ \$50,307 \$ \$51,313 \$ \$52,339 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$ 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 \$ 19.7371 \$ 18.0918 \$ 18.4536 \$ 18.8227 \$ 19.1992 \$ 19.5831 \$ 19.9748 \$ 19.7382 \$ 19.7	\$ 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 \$ 19,000 \$ 10,00	\$ 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 \$ 19.3740 \$ 19.5741 \$ 19.748 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.3743 \$ 20.7818 \$ 19.748 \$ 20.748	\$ 15.7500 \$ 16.0650 \$ 16.3863 \$ 16.7140 \$ 17.0483 \$ 17.3893 \$ 17.7371 \$ 18.0918 \$ 18.4236 \$ 18.8227 \$ 19.1992 \$ 19.5831 \$ 19.9748 \$ 20.3743 \$ 20.7818 \$ 21.1974 \$ 19.774 \$ 19.	\$ 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 \$ 19.7500 \$ 10.0	\$ 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 \$ 19.0715 \$ 19.0	\$ 15.7500 \$ 16.0650 \$ 516.3863 \$ 16.7140 \$ 17.0483 \$ 517.3893 \$ 517.7371 \$ 518.0918 \$ 518.4536 \$ 518.8227 \$ 519.1992 \$ 519.5831 \$ 519.9748 \$ 20.3743 \$ 20.7818 \$ 21.1974 \$ 521.6214 \$ 522.0538 \$ 522.4949\$ \$ 534.070 \$ 534.752 \$ 535.447 \$ 536.156 \$ 536.879 \$ 537.616 \$ 538.369 \$ 539.136 \$ 539.919 \$ 640.717 \$ 641.532 \$ 642.076 \$ 641.074 \$ 644.995 \$ 645.854 \$ 646.771 \$ 647.070 \$ 646.076 \$ 647.000 \$ 646.076 \$ 647.000 \$ 646.076 \$ 647.000 \$ 646.076 \$

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
80	Building Inspector I
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
	le u u
85	Building Inspector II
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
90	Budget Analyst
30	1
90	Engineer I

\$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
\$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

\$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
\$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

\$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
\$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	Facilities Operations Supervisor
90	Fleet Operations Supervisor
90	GIS Supervisor
90	Horticulturist
90	Housing & Community Connections Manager
90	Planner II
90	Senior Human Resources Generalist
90	Sustainability Manager
90	Transit Comm/Cust Service Manager
90	Transit ITS/Special Projets Manager
90	Transit Maintenance Manager
90	Transit Maintenance Manager Transit Assistant Operations Manager
90	Utility Services Manager
90	Othity Services Manager
95	Accounting Supervisor
95	Accounting Supervisor
	Engineer II
95	General Services Manager
95	Public Works Superintendent
95	Purchasing Manager
95	Senior Network Analyst
95	Senior Planner
95	Transit Financial Manager
95	Water Resource Manager
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100	Senior Engineer
100	Senior Project Manager
100	Transit Operations Manager
100	Zoning Administrator
105	Building Official
110	Assistant Director of Finance
110	Assistant Director of Parks & Recreation
110	Assistant Director of Public Works
110	Assistant Director Planning & Building
110	Community Relations Manager
115	Assistant to Town Manager/HCC Manager
115	Human Resources Manager
120	No Position
125	Chief of Police
125	Director of Engineering & GIS
125	Director of Financial Services
125	Director of Parks & Recreation

\$67,794	\$69,150	\$70,533	\$71,944	\$73,382	\$74,850	\$76,347	\$77,874	\$79,431	\$81,020	\$82,640	\$84,293	\$85,979	\$87,699	\$89,453	\$91,242	\$93,067	\$94,928	\$96,826	\$98,763
\$32.5933	\$33.2451	\$33.9100	\$34.5882	\$35.2800	\$35.9856	\$36.7053		\$38.1882	\$38.9520	\$39.7310	\$40.5256	\$41.3361	\$42.1629	\$43.0061	\$43.8662	\$44.7436		\$46.5512	\$47.4822
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\$74,573	\$76,065	\$77,586	\$79,138	\$80,721	\$82,335	\$83,982	\$85,661	\$87,375	\$89,122	\$90,904	\$92,723	\$94,577	\$96,469	\$98,398	\$100,366	\$102,373		\$106,509	\$108,639
\$35.8526	\$36.5696	\$37.3010	\$38.0470	\$38.8080	\$39.5841	\$40.3758	\$41.1833	\$42.0070	\$42.8471	\$43.7041	\$44.5782	\$45.4697	\$46.3791	\$47.3067	\$48.2528	\$49.2179	\$50.2022	\$51.2063	\$52.2304
\$82,031	\$83,671	\$85,345	\$87,052	\$88,793	\$90,568	\$92,380	\$94,227	\$96,112	\$98,034	\$99,995	\$101,995	\$104,035	\$106,115	\$108,238		\$112,610		\$117,160	\$119,503
\$39.4378	\$40.2265	\$41.0311	\$41.8517	\$42.6887	\$43.5425	\$44.4134	\$45.3016	\$46.2077	\$47.1318	\$48.0744	\$49.0359	\$50.0167	\$51.0170	\$52.0373	\$53.0781	\$54.1396	\$55.2224	\$56.3269	\$57.4534
\$88,593	\$90,365	\$92,172	\$94,016	\$95,896	\$97,814	\$99,770	\$101,766	\$103,801	\$105,877	\$107,994	\$110,154	\$112,357	\$114,605	\$116,897	\$119,235	\$121,619	\$124,052	\$126,533	\$129,063
\$42.5928	\$43.4447	\$44.3136	\$45.1999	\$46.1038	\$47.0259	\$47.9664	\$48.9258	\$49.9043	\$50.9024	\$51.9204	\$52.9588	\$54.0180	\$55.0984	\$56.2003	\$57.3243	\$58.4708		\$60.8330	\$62.0497
\$91,124	\$92,947	\$94,806	\$96,702	\$98,636	\$100,609	\$102,627	\$104,686	\$106,787	\$108,930	\$111,114	\$113,339	\$115,606	\$117,915	\$120,266	\$122,678	\$125,133	\$127,629	\$130,187	\$132,787
\$46.0002	\$46.9202	\$47.8586	\$48.8158	\$49.7921	\$50.7879	\$51.8037	\$52.8398	\$53.8965	\$54.9745	\$56.0740	\$57.1954	\$58.3394	\$59.5061	\$60.6963	\$61.9102	\$63.1484	\$64.4114	\$65.6996	\$67.0136
4402.225	64.05.400	6407.510	d100.000	6444.0=0	6444.000	6446.272	6440.533	6424.0=2	6422.425	6425.055	6420.421	6424.6= :	6422.6==	4426.212	6420.0==	64.44.0==	64.44.60.1	64.47.500	4450 500
\$103,335 \$49.6802	\$105,402 \$50.6738	\$107,510 \$51.6873	\$109,660 \$52.7211	\$111,853 \$53.7755	\$114,090 \$54.8510	\$116,372 \$55.9480	\$118,699 \$57.0670	\$121,073 \$58.2083	\$123,495 \$59.3725	\$125,965 \$60.5599	\$128,484 \$61.7711	\$131,054 \$63.0065	\$133,675 \$64.2667	\$136,348 \$65.5520	\$139,075 \$66.8630	\$141,857 \$68.2003	\$144,694 \$69.5643	\$147,588 \$70.9556	\$150,539 \$72.3747
\$49.0802	\$50.0738	<i>\$</i> 31.08/3	<i>φ</i> 5Ζ./ΖΙΙ	<i>\$</i> 33.//55	<i>γ</i> 54.8510	<i>\$</i> 33.9480	<i>3</i> 57.00/0	\$30.2083	<i>φ</i> 59.5725	\$00.5599	11//11	\$03.0065	\$04.20b/	205.5520	00.0030	⊋08.∠UU3	\$09.5043	\$70.9556	7/2.5/4/
\$115,735	\$118,050	\$120,411	\$122,819	\$125,275	\$127,781	\$130,337	\$132,943	\$135,602	\$138,314	\$141,081	\$143,902	\$146,780	\$149,716	\$152,710	\$155,764	\$158,880	\$162,057	\$165,298	\$168,604
4== 6446	4======	4== 0000	4=0.04=0	400000	464 4000	400 0040	400 04=4	465 466 4	466 4030	46-00-0	400 400=	4=0=0=0	4=4 0=00	4=0 4400	4= 4 00 0=	4=0000	4	4=0 +=0+	404 0500

\$55.6419 \$56.7548 \$57.8898 \$59.0476 \$60.2286 \$61.4332 \$62.6618 \$63.9151 \$65.1934 \$66.4972 \$67.8272 \$69.1837 \$70.5674 \$71.9788 \$73.4183 \$74.8867 \$76.3844 \$77.9121 \$79.4704 \$81.0598

125	Director of Planning & Building
125	Director of Public Works
125	Director of Technology
125	Director of Transit
125	Recue Chief/EMT
130	No Position
135	Deputy Town Manager
Note: S	worn Police positions are included in a separate Pay Plan

\$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
\$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
\$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