



Updated April 8, 2026

FY26 Fluvanna County Pay Rates and Classifications	Mid-Range 25% above Min; Max 50% above Minimum FT 2,080 Annual Hours- PT	* 2,184 hrs annually included 208 hrs scheduled OT
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Approved April 8, 2026 and adjusted as necessary.

Pay Band	Class	FLSA Status	Position Title	Full-Time Hourly Rates			Full-Time Annual Pay (Expected)		
				MIN	MID	MAX	MIN	MID	MAX
5	8851	Non-Exempt	Library Clerk	\$13.88	\$17.35	\$20.82	N/A	N/A	N/A
	4090	Non-Exempt	P&R Camp Counselor Seasonal						
6	4131	Non-Exempt	Facilities Assistant	\$14.64	\$18.31	\$21.96	N/A	N/A	N/A
	4132	Non-Exempt	Museum Attendant						
	1612	Non-Exempt	Registrar Clerk						
7	3461	Non-Exempt	Convenience Ctr Attendant	\$15.45	\$19.31	\$23.18	\$32,136	\$40,165	\$48,204
	4065	Non-Exempt	Park Maintenance Worker						
	3150	Non-Exempt	Building Services Worker I						
8	3171	Non-Exempt	Grounds Maintenance Worker I	\$16.30	\$20.37	\$24.45	\$33,904	\$42,370	\$50,856
	3151	Non-Exempt	Building Services Worker II						
	8831	Non-Exempt	Library Assistant I						
9	1020	Non-Exempt	Commercial Kitchen Coordinator(PT/No Benefits)	\$17.20	\$21.50	\$25.80	\$35,776	\$44,720	\$53,664
	3172	Non-Exempt	Grounds Maintenance Worker II						
	8832	Non-Exempt	Library Assistant II						
10	7401	Non-Exempt	Assistant Equipment & Fleet Maintenance Technician	\$18.14	\$22.68	\$27.21	\$37,731	\$47,174	\$56,597
11	1052	Non-Exempt	Administrative Assistant- Admin Asst.	\$19.14	\$23.92	\$28.71	\$39,811	\$49,754	\$59,717
	1092	Non-Exempt	Admin Program Assistant- PT						
	1093	Non-Exempt	Children's Services Act (CSA) Programs Assistant						
	8833	Non-Exempt	Children's Program Specialist-Library						
	3180	Non-Exempt	Facility Maintenance Technician						
	1321	Non-Exempt	Financial Services Technician						
	1250	Non-Exempt	Human Resources Assistant						



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				MIN	MID	MAX	MIN	MID	MAX
	3184	Non-Exempt	HVAC Assistant						
	1094	Non-Exempt	Law Enforcement Support Technician						
	1811	Non-Exempt	Deputy Clerk I						
	1511	Non-Exempt	Deputy Commissioner I						
	2540	Non-Exempt	Deputy Treasurer I						
12	4112	Non-Exempt	Active Seniors & Therapeutic Recreation Coordinator	\$20.19	\$25.24	\$30.29	\$41,995	\$52,499	\$62,993
	4114	Non-Exempt	Athletics and Special Events Coordinator						
	1611	Non-Exempt	Deputy Registrar-Assistant Registrar						
	3181	Non-Exempt	Facilities Maintenance Specialist						
	4113	Non-Exempt	Recreational Programs and Special Events Coordinator						
13	3431	Non-Exempt	Convenience Center Manager - Recycle Coordinator	\$21.30	\$26.63	\$31.95	\$44,304	\$55,390	\$66,456
	1821	Non-Exempt	Deputy Clerk II						
	1521	Non-Exempt	Deputy Commissioner II						
	2530	Non-Exempt	Deputy Treasurer II						
14	1051	Non-Exempt	Administrative Program Specialist	\$22.47	\$28.09	\$33.71	\$46,738	\$58,427	\$70,106
	9102	Non-Exempt	EMT Basic Life Support (BLS)						
	3391	Non-Exempt	Buildings Supervisor						
	4115	Non-Exempt	Parks and Recreation Services Specialist						
	6211	Non-Exempt	Communications Officer I (No EMD Certification)*(E911)						
	7400	Non-Exempt	Equipment & Fleet Maintenance Technician						
	1712	Non-Exempt	Victim/Witness Program Assistant						
	3611	Non-Exempt	Utilities System Operator I (Trainee)						
		Non-Exempt	Law Enforcement Support Tech						
15	2211	Non-Exempt	Code Inspector - Building & Site Inspector	\$23.71	\$29.64	\$35.57	\$49,317	\$61,651	\$73,975
	6214	Non-Exempt	Communications Services Technician *(E911)						
	1330	Non-Exempt	Financial Services Specialist						



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		Full-Time Annual Pay (Expected)

Pay Band	Class	FLSA Status	Position Title	Full-Time Hourly Rates			Full-Time Annual Pay (Expected)		
				MIN	MID	MAX	MIN	MID	MAX
	1831	Non-Exempt	Deputy Clerk III-Criminal Division Clerk & Executive Assistant						
	1832	Non-Exempt	Deputy Clerk III-Jury Management Coordinator						
	2030	Non-Exempt	Deputy Commissioner of the Revenue III						
	2520	Non-Exempt	Deputy Treasurer III						
	3371	Non-Exempt	Grounds Services Supervisor						
	6213	Non-Exempt	Communications Officer II (With EMD Certification)*(E911)						
	3531	Non-Exempt	Utilities System Operator II						
16	2111	Non-Exempt	Code Inspector - Code Enforcement Officer	\$25.01	\$31.27	\$37.52	\$52,021	\$65,042	\$78,031
	2112	Non-Exempt	Code Inspector - E&SC Plans Reviewer						
	6212	Non-Exempt	Communications Team Lead*(E911)						
	1841	Non-Exempt	Deputy Clerk IV- Probate Clerk						
	1842	Non-Exempt	Deputy Clerk IV- Court Financial Management Analyst I/II						
	1843	Non-Exempt	Deputy Clerk IV- Criminal Court Division Lead						
	1541	Non-Exempt	Deputy Commissioner of the Revenue IV						
	1542	Non-Exempt	Deputy Commissioner of the Revenue IV-II						
	2521	Non-Exempt	Deputy Treasurer IV						
	1081	Non-Exempt	Paralegal/Legal Assistant						
	3632	Non-Exempt	Utilities System Operator III						
17	1332	Non-Exempt	Judicial Assistant	\$26.39	\$32.99	\$39.59	\$54,891	\$68,619	\$82,337
	1122	Non-Exempt	IT Systems Specialist						
	2451	Non-Exempt	Small Business Development & Tourism Specialist						
	5130	Non-Exempt	Planner/GIS Technician						
	3631	Non-Exempt	Utilities Specialist						
	3633	Non-Exempt	Utilities System Operator IV						
18	3634	Non-Exempt	Utilites System Operator V	\$27.84	\$34.80	\$41.76	\$57,907	\$72,384	\$86,861
	9400	Non-Exempt	Emergency Management Generalist						
	7300	Non-Exempt	HVAC Specialist						



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				MIN	MID	MAX	MIN	MID	MAX
	1381	Non-Exempt	Purchasing Officer						
	2351	Non-Exempt	Senior Planner						
	3670	Non-Exempt	Project Manager, PT/Temp						
	6251	Non-Exempt	Communications Supervisor*(E911)						
19	1851	Exempt	Chief Deputy Clerk I	\$29.37	\$36.72	\$44.06	\$61,090	\$76,378	\$91,634
	1550	Exempt	Chief Deputy Commissioner of the Revenue I						
	2510	Exempt	Chief Deputy Treasurer I						
	6281	Non-Exempt	Communications Operations Coordinator *(E911)						
	1091	Exempt	Executive Assistant / Clerk to the Board						
	1711	Exempt	Victim/Witness Manager						
	9101	Non-Exempt	EMT Advanced Life Support (ALS)						
	1384	Exempt	Management Analyst I						
	1251	Non-Exempt	Human Resources Generalist						
	3635	Non-Exempt	Chief Utilities Operator						
20	1852	Exempt	Chief Deputy Clerk II	\$30.99	\$38.74	\$46.49	\$64,459	\$80,579	\$96,689
	1551	Exempt	Chief Deputy Commissioner of the Revenue II						
	2511	Exempt	Chief Deputy Treasurer II						
	1385	Exempt	Management Analyst II						
21	1121	Exempt	Information Technology Systems Engineer	\$32.69	\$40.87	\$49.04	\$67,995	\$85,010	\$101,993
22	3550	Exempt	Utilities System Supervisor	\$34.49	\$43.11	\$51.74	\$71,739	\$89,669	\$107,609
	1351	Exempt	CSA Manager						
23	3680	Exempt	Assistant Public Works Director	\$36.39	\$45.49	\$54.59	\$75,691	\$94,619	\$113,537
24		None		\$38.39	\$47.99	\$57.59	\$79,851	\$99,819	\$119,777



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				MIN	MID	MAX	MIN	MID	MAX
25	9100	Exempt	Emergency Medical Services Supervisor	\$40.25	\$50.63	\$60.38	\$83,720	\$105,310	\$125,580
26	6291	Exempt	Director of Communications & Technology*(E911)	\$42.73	\$53.41	\$64.10	\$88,878	\$111,093	\$133,318
	8800	Exempt	Library Director						
	2250	Exempt	Building Official						
27	1002	Exempt	Assistant County Attorney	\$45.08	\$56.35	\$67.62	\$93,766	\$117,208	\$140,650
	1750	Exempt	Assistant Commonwealth Attorney						
	4290	Exempt	Director of Parks and Recreation						
	3690	Exempt	Director of Public Works						
	7500	Exempt	Director of Public Utilities						
28	1130	Exempt	Director of Human Resources	\$47.56	\$59.45	\$71.34	\$98,925	\$123,656	\$148,387
	2390	Exempt	Director of Planning						
29	1600	Exempt	Director of Elections/General Registrar	\$50.17	\$62.72	\$75.26	\$104,354	\$130,458	\$156,530
	1120	Exempt	Director of Information Technology						
	2450	Exempt	Director of Economic Development						
30	9000	Exempt	Chief of Fire and EMS	\$52.93	\$66.17	\$79.40	\$110,094	\$137,634	\$165,142
	1390	Exempt	Director of Finance						
31				\$55.84	\$69.81	\$83.76	\$116,147	\$145,205	\$174,221
32	1150	Exempt	Assistant County Administrator	\$59.20	\$73.99	\$88.80	\$123,136	\$153,899	\$184,704
33		Exempt	County Attorney	\$62.75	\$78.43	\$94.13	\$130,520	\$163,134	\$195,780



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Full-Time Hourly Rates

Full-Time Annual Pay (Expected)

Pay Band	Class	FLSA Status	Position Title	MIN	MID	MAX	MIN	MID	MAX
34				\$66.51	\$83.14	\$99.77	\$138,351.00	\$172,939	\$207,527