

Salary Survey Results for City of Hampton, VA Salary Survey

ACCOUNT CLERK I

Describe
 Performs a variety of clerical and technical support work in the preparation and maintenance of manual and automated fiscal records, reports, and accounting related work. Answers telephone and handles inquiries from citizens; may assist customers at counter as needed. Prepares tax and decal statements for mailing; receives, sorts, and processes payments; balances payment receipts with checks, and posts to proper accounts. Issues vehicle decal applications, completing required data entry for vehicle registration. Maintains registration files. Determines appropriate license category, computes license tax, and issues license. Maintains business license records. Assists in the preparation of financial reports and maintains records of cigarette tax sales, real estate, personal property, and storm water taxes. Assists customers in completing business personal property filing form, posts forms. Maintains personal property records.

Quals
 Graduation from high school or successful completion of GED, preferably supplemented by business school or college coursework in accounting or bookkeeping. Some clerical bookkeeping experience which includes data entry and automated recordkeeping. May be required to possess a valid motor vehicle operator's license issued by the State and have a satisfactory driving record based upon the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/AMES CITY COUNTY	ACCOUNT CLERK	Good	\$22,278	\$29,156	\$36,034	61.7%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	ACCOUNTING ASSISTANT I	Good	\$22,927	\$31,275	\$39,623	72.8%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	ACCOUNT CLERK I	Good	\$23,571	\$28,875	\$34,178	45.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	ACCOUNT SPECIALIST I	Good	\$23,635	\$30,973	\$38,310	62.1%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	ACCOUNT CLERK	Good	\$25,546	\$33,849	\$42,151	65.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	ACCOUNTING CLERK (FINANCE)	Good	\$26,828	\$35,047	\$43,265	61.3%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	ACCOUNTING TECHNICIAN	Good	\$26,900	\$34,950	\$43,000	59.9%	<input type="checkbox"/>		
Average			\$24,526	\$32,018	\$39,509	61.1%			

CITY OF HAMPTON, VA ACCOUNT CLERK I

\$ Difference	\$22,800	\$30,901	\$39,001	71.1%
	(\$1,726)	(\$1,117)	(\$508)	
% Difference	-7.6%	-3.6%	-1.3%	

Grade	Minimum	Midpoint	Maximum
106	\$25,485	\$34,405	\$43,324

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ADMINISTRATIVE ASSISTANT

Descrip
 Receives and screens visitors and callers from the general public, city departments and offices, and representatives of agencies outside of the city government. Responds appropriately and assists as needed to questions, comments, requests and citizen complaints. Assesses and resolves problems as necessary. Produces a wide variety of correspondence, documents and reports, in accordance with supervisor's professional style and preferences. Maintains supervisor's calendar. May coordinate group meetings, conference calls, and other departmental activities. Processes and prepares mail, maintains files.

Quals
 Completion of a standard high school course of study or GED; business school training or coursework in Office Administration preferred. Considerable responsible clerical experience, preferably within a municipal government or other service related organization, is required. May be required to possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	ADMINISTRATIVE ASSISTANT I	Good	\$22,927	\$31,275	\$39,623	72.8%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	ADMINISTRATIVE SUPPORT REPRESENTATIVE	Good	\$23,082	\$44,361	\$65,640	184.4%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	ADMINISTRATIVE ASSISTANT I	Good	\$26,277	\$33,969	\$41,661	58.5%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	ADMINISTRATIVE ASSISTANT I	Good	\$31,180	\$40,515	\$49,850	59.9%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	ADMINISTRATIVE ASSISTANT I	Good	\$31,701	\$38,834	\$45,966	45.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	ADMINISTRATIVE ASSISTANT I	Good	\$37,994	\$50,342	\$62,690	65.0%	<input type="checkbox"/>		
Average			\$28,860	\$39,883	\$50,905	76.4%			

CITY OF HAMPTON, VA ADMINISTRATIVE ASSISTANT

\$ Difference \$28,682 \$38,494 \$48,306 68.4%
 (\$178) (\$1,589) (\$2,599)

% Difference -0.6% -3.6% -5.4%

Grade **Minimum** **Midpoint** **Maximum**
 109 \$29,502 \$39,828 \$50,153

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ANIMAL CONTROL OFFICER II

Descrpt
 Patrols an assigned area in the enforcement of state and local animal control laws and ordinances. Impounds and confines stray and unlicensed animals. Responds to wildlife and domestic animal calls for service. Investigates animal bite incidents and other animal related complaints. Responds and investigates dispatched complaints regarding animals and wildlife. Captures, impounds and disposes of animals by using a variety of issued equipment including injectible tranquilizers and Schedule II narcotics. Issues summons or obtains warrants. Appears in court as necessary to present evidence. Completes reports and records by maintaining documents in accordance with state and local laws, documenting any problems that occur.

Quals
 Requires high school diploma or successful completion of the GED; two years of college, vocational, or technical school with major emphasis in wildlife management, biology, animal husbandry or a closely related field preferred. Two (2) years of college, vocational, or technical school with major emphasis in wildlife management, biology, animal husbandry or a closely related field may be substituted for the required knowledge of the proper care and handling of wild and domestic animals. Requires some work experience involving frequent customer, client, or other public contact and some knowledge of the proper care and handling of wild and domestic animals. Prior experience in animal handling as a veterinarian assistant, attendant at an approved kennel or as an animal control officer preferred. Must successfully complete state mandated basic training for Animal Control Officer and Special Conservator of the Peace and any specialized in-house training. Upon employment must obtain and maintain for duration of employment the following: successful completion of Level I National Animal Control Association training, Special Conservator of the Peace Officer Designation, Euthanasia Certification, Chemical Immobilization and Capture Certification.
 Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Must pass a physical agility test, Police Division's full Criminal background check to include a polygraph and psychological testing. Must successfully pass medical testing to include controlled substances. An acceptable combination of education and experience may be considered in lieu of the more specific qualifications outlined above.

	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	CITY OF RICHMOND, VA	ANIMAL CONTROL OFFICER II	Good	\$31,855	\$41,745	\$51,635	62.1%	<input type="checkbox"/>		
	CITY OF SUFFOLK, VA	ANIMAL CONTROL OFFICER	Good	\$31,899	\$41,670	\$51,440	61.3%	<input type="checkbox"/>		
	CITY OF NEWPORT NEWS, VA	ANIMAL CONTROL OFFICER II	Good	\$32,939	\$44,934	\$56,929	72.8%	<input type="checkbox"/>		
	CITY OF NORFOLK, VA	HUMANE OFFICER II	Good	\$36,605	\$47,563	\$58,520	59.9%	<input type="checkbox"/>		
	CITY OF VIRGINIA BEACH, VA	ANIMAL CONTROL OFFICER II	Good	\$38,625	\$47,316	\$56,006	45.0%	<input type="checkbox"/>		
	CITY OF CHEASAPEAKE, VA	ANIMAL CONTROL OFFICER II (FIELD TRAINING OFFICER)	Good	\$39,599	\$52,469	\$65,339	65.0%	<input type="checkbox"/>		
	Average			\$35,254	\$45,949	\$56,645	60.7%			

CITY OF HAMPTON, VA	ANIMAL CONTROL OFFICER II			\$33,419	\$44,613	\$55,807	67.0%			
		\$ Difference		(\$1,835)	(\$1,336)	(\$838)				
		% Difference		-5.5%	-3.0%	-1.5%				

Grade	Minimum	Midpoint	Maximum
113	\$35,860	\$48,411	\$60,961

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APPRaiser I/ASSESSOR

Describe
 Responsible for researching, collecting, analyzing, calculating, and preparing information to arrive at a fair and equitable appraisal of the value of residential and commercial real estate. Conducts field appraisals of all new constructions, renovations, and/or additions which includes taking measurements of structures and collecting other relevant data affecting fair market values. Calculates the fair market value of appraised property and prepares data for entry and reporting procedures. Verifies and updates property information to ensure accuracy of parcel, sale, and tax assessment data. Responds to inquiries, concerns, and request for information relating to property appraisals. Assist with preparing for assessment appeal hearings and appears before the board when necessary to defend assessments.

Quals
 Graduation from high school or successful completion of GED. Associate's Degree in Real Estate Appraising preferred, successful completion of two (2) basic courses in real estate appraising from a recognized appraisal organization such as AI (Appraisal Institute), IAAO (International Association of Assessment Officers), or ASA (American Society of Appraisal). Some experience in the real estate appraisal field, preferably to include working with more difficult appraisals. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Any acceptable combination of experience and education, which qualifies the applicant for this position, may be considered.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/JAMES CITY COUNTY	REAL ESTATE APPRAISER I	Good	\$35,126	\$45,409	\$55,691	58.5%	<input type="checkbox"/>		
CITY OF NORFOLK VA	REAL ESTATE APPRAISER I	Good	\$36,605	\$47,563	\$58,520	59.9%	<input type="checkbox"/>		
CITY OF SUFFOLK VA	APPRaiser I	Good	\$36,722	\$47,971	\$59,219	61.3%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	APPRaiser I	Good	\$37,196	\$51,735	\$66,273	78.2%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH VA	REAL ESTATE APPRAISER I	Good	\$38,625	\$47,316	\$56,007	45.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	APPRaiser I/ASSESSOR	Good	\$38,843	\$51,321	\$63,798	64.2%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	APPRaiser	Good	\$39,599	\$52,469	\$65,339	65.0%	<input type="checkbox"/>		
Average			\$37,531	\$49,112	\$60,692	61.7%			

CITY OF HAMPTON, VA	APPRaiser I/ASSESSOR	\$ Difference	% Difference
		\$38,939	3.6%
		\$1,408	5.1%
		\$2,631	6.0%
		\$3,854	
		\$64,546	65.8%

Grade	Minimum	Midpoint	Maximum
115	\$39,535	\$53,372	\$67,210

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ASSISTANT CITY ATTORNEY

Descrip

Assists the City Attorney in providing responsible and routine legal counsel, advice, and guidance to City Council, city departments, and a variety of boards and commissions. Studies contemplated policies, procedures, and programs and advises the appropriate officials on the legal implications of proposals. Meets with officials to assist in resolving questions as promptly and informally as possible. Prepares a wide variety of legal documents such as contracts, agreements, memorandums of understanding, deeds, deeds of trust, amendments to city code, resolutions, ordinances, etc., ensuring compliance with federal, state, and local codes and regulations. Ensures that final course of action is within appropriate legal framework and will withstand monitoring by courts and regulatory bodies.

Quals

Graduation from an accredited law school with an LLB or JD degree and a license to practice law in the State; some professional legal experience, preferably in municipal government.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	ASSISTANT CITY ATTORNEY I	Good	\$55,210	\$71,855	\$88,500	60.3%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	ASSISTANT CITY ATTORNEY I	Good	\$55,660	\$73,750	\$91,839	65.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	ASSISTANT CITY ATTORNEY I	Good	\$56,101	\$74,125	\$92,149	64.3%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	ASSISTANT CITY ATTORNEY I	Good	\$57,877	\$78,717	\$99,556	72.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	ASSISTANT CITY ATTORNEY	Good	\$66,493	\$83,117	\$99,740	50.0%	<input type="checkbox"/>		
WILLIAMSBURG/GAMES CITY COUNTY	ASSISTANT COUNTY ATTORNEY	Good	\$72,568	\$93,792	\$115,016	58.5%	<input type="checkbox"/>		
Average			\$60,652	\$79,226	\$97,800	61.2%			

CITY OF HAMPTON, VA ASSISTANT CITY ATTORNEY

\$ Difference	\$60,171	\$79,167	\$98,162	63.1%
% Difference	-0.8%	-0.1%	0.4%	

Grade	Minimum	Midpoint	Maximum
124	\$61,332	\$82,798	\$104,264

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ASSISTANT CITY MANAGER

Descrip
Provides leadership and strategic direction to all City employees. Represents City Manager/City's interests at meetings, on boards and committees, etc. Oversees financial planning and budgeting. Works to resolve interdepartmental issues as necessary. Responds to inquiries from City Council, employees and the general public.

Quals
Graduation from an accredited college or university with a Bachelor's Degree in Political Science, Government, Public Administration, Business Administration, or a closely related field. A Master's degree in a related field is preferred. At least eight (8) years executive level management and supervisory experience as an assistant city or county manager or administrator, or as a department director. An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	ASSISTANT CITY MANAGER	Good					<input type="checkbox"/>		\$210,221
CHESTERFIELD COUNTY, VA	DEPUTY COUNTY ADMINISTRATOR	Good					<input type="checkbox"/>		\$180,140
CITY OF NEWPORT NEWS, VA	ASSISTANT CITY MANAGER	Good					<input type="checkbox"/>		\$162,313
DECATUR, GA	ASSISTANT CITY MANAGER	Good	\$74,984	\$98,925	\$122,866	63.9%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	ASSISTANT COUNTY ADMINISTRATOR	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DEPUTY CITY MANAGER	Good	\$102,245	\$141,809	\$181,372	77.4%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	ASSISTANT CITY MANAGER	Good	\$106,683	\$142,106	\$177,528	66.4%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DEPUTY CITY MANAGER	Good	\$110,250	\$145,375	\$180,500	63.7%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DEPUTY CITY MANAGER	Good	\$119,556	\$149,445	\$179,335	50.0%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DEPUTY COUNTY MANAGER	Good	\$126,510	\$176,920	\$227,330	79.7%	<input type="checkbox"/>		
Average			\$104,349	\$138,744	\$173,138	65.9%			\$184,225

CITY OF HAMPTON, VA	ASSISTANT CITY MANAGER	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	ASSISTANT CITY MANAGER	\$45,000	\$122,500	\$200,000	344.4%

\$ Difference	(\$59,349)	(\$16,244)	\$26,862	
% Difference	-131.9%	-13.3%	13.4%	

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ASSISTANT COMMONWEALTH ATTORNEY II

Descrip
 Responsible for representing the Commonwealth in General District Court, Juvenile and Domestic Relations District Court and Circuit Court. Responsible for misdemeanor, traffic, juvenile and felony case prosecutions in all of the courts and the corresponding legal research, drafting and review of legal pleadings related to assigned cases. Prepares researches and prosecutes difficult and complex criminal cases involving misdemeanors and selected felones for trial in all courts; advises city and state law enforcement officials regarding investigation of law violations. Utilizes knowledge of the principles, practices and procedures of criminal law to thoroughly and accurately prepare cases for trial. Conducts witness interviews; prepares witnesses for trial in a timely manner. Ensures witnesses are apprised of resources available to them. Exercises creativity and skillful negotiating tactics in resolving cases. Keeps supervisor apprised of status of assigned cases.

Quals
 Graduation from an accredited law school with an LLB or JD degree and licensed to practice law in the Commonwealth of Virginia. Active membership in good standing in the State Bar. Requires some previous professional legal experience; experience in criminal prosecution is preferred. Must successfully complete a criminal background check.

Respondent	Matching Title	March	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	ASSISTANT COMMONWEALTH ATTORNEY II	Good	\$60,000	\$77,500	\$95,000	58.3%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	ASSISTANT COMMONWEALTH ATTORNEY II	Good	\$62,145	\$82,343	\$102,540	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	ASSISTANT COMMONWEALTHS ATTORNEY II	Good	\$62,408	\$80,817	\$99,226	59.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	ASSISTANT COMMONWEALTHS ATTORNEY	Good	\$66,493	\$83,117	\$99,740	50.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	ASSISTANT COMMONWEALTH ATTORNEY II	Good	\$68,998	\$93,843	\$118,687	72.0%	<input type="checkbox"/>		
Average			\$64,009	\$83,524	\$103,039	61.0%			

CITY OF HAMPTON, VA ASSISTANT COMMONWEALTH ATTORNEY II

\$ Difference	\$60,171	\$79,167	\$98,162	63.1%
	(\$3,838)	(\$4,357)	(\$4,877)	
% Difference	-6.4%	-5.5%	-5.0%	

Grade	Minimum	Midpoint	Maximum
127	\$71,000	\$95,850	\$120,700

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BATTALION CHIEF

Descrip Plans, commands, coordinates, and supervise the activities of one of the Hampton Division of Fire and Rescue functional Sections of Administration, Fire Prevention, Logistics, Training, Emergency Medical Services (EMS), Special Operations, or Suppression Operations as assigned. Work with citizens, community groups, and public agencies to develop and deliver programs that allows us to provide excellent service that exceeds customer expectations to meet the needs of the community. Provides first, second, and third level supervision to career and volunteer personnel. Participates in firefighting activities as necessary. In conjunction with Fire Chief, develops, establishes, and writes Division policies and Standard Operating Procedures. Works with the Division of Fire and Rescue membership, which includes all city employees and volunteer personnel to plan and develop major program activities. Meets with appropriate staff to resolve questions, conflicts, and/or problems and responds to complaints.

Quals Graduation from High school or successful completion of the GED required. Graduation from a college or university, which is recognized by an approved, regional or national accrediting agency with a Bachelor's Degree in Fire Administration, Business Administration, Business Management, Emergency Medical Management, Public Administration, or a related field of study approved by the Fire Chief and or Master's Degree preferred. Current certification in the EMT-Intermediate (EMT-I) program required; current State Department of Fire Programs, or ProBoard-approved certifications to include Fire Officer II (Fire Officer III preferred), Fire Instructor I (Fire Instructor II preferred) required. Successful completion of Hazardous Materials (HAZMAT) Awareness, HAZMAT Operations required. Completion of NIMS ICS 100, ICS 200, ICS 300, IS-700, and IS-800 required, ICS 400 is preferred. Certification by the State Office of EMS as an EMT-Instructor is preferred. Minimum of two (2) years of uninterrupted service as a currently employed Fire Captain in a permanent full-time paid capacity with the City Division of Fire and Rescue. Must successfully complete annual CPR certification; must successfully complete Emergency Vehicle Operator's Courses. Must have a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF VIRGINIA BEACH VA	FIRE BATTALION OFFICER	Good	\$62,365	\$77,957	\$93,548	50.0%	<input type="checkbox"/>		
WILLIAMSBURG/GAMES CITY COUNTY	FIRE RESCUE BATTALION CHIEF	Good	\$62,766	\$81,140	\$99,514	58.5%	<input type="checkbox"/>		
CITY OF SUFFOLK VA	BATTALION CHIEF (FIRE DEPT)	Good	\$64,915	\$88,289	\$111,662	72.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS VA	FIRE BATTALION CHIEF	Good	\$68,542	\$91,546	\$114,550	67.1%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE VA	FIRE BATTALION CHIEF	Good	\$69,459	\$92,033	\$114,607	65.0%	<input type="checkbox"/>		
CITY OF RICHMOND VA	FIRE BATTALION CHIEF	Good	\$72,000	\$92,268	\$112,535	56.3%	<input type="checkbox"/>		
CITY OF NORFOLK VA	BATTALION FIRE CHIEF	Good	\$72,359	\$84,837	\$97,315	34.5%	<input type="checkbox"/>		
Average			\$67,487	\$86,867	\$106,247	57.4%			

CITY OF HAMPTON, VA	BATTALION CHIEF	\$ Difference	% Difference	63.1%
		\$67,482	0.0%	
		\$88,770	2.1%	
		\$110,058	3.5%	
		\$1,903		
		\$3,811		

Grade	Minimum	Midpoint	Maximum
215	\$74,053	\$100,038	\$126,023

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BENEFITS MANAGER

Describe Directs the development, implementation, management, administration, coordination, and communication of the various employee benefit programs offered by the City; ensures that programs are up-to-date with court decisions and changes to Federal and/or State laws and regulations; studies contemplated programs and recommends course of action within legal framework and cost of total benefit package. Manages and administers existing benefit programs; conducts surveys and performs research to evaluate programs and providers to determine employee needs and measure performance of providers; analyzes benefit programs of surrounding localities to ensure City benefits program is competitive; analyzes benefit programs to determine if the current plan design meets the needs of employees, and recommends changes relative to current developments and practices.

Quals Graduation from an accredited college or university with a Bachelor's Degree in Human Resources, Business Management, Business Administration, Public Administration, or related field of study. Extensive experience in employee benefits administration, or Human Resources, with a minimum of three (3) years in benefits administration, preferably in a local government or non-profit organization. CEBS/PHR preferred. Must have a valid motor vehicle operator's license issued by the State and an acceptable driving record according to the City's criteria. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEASAPEAKE, VA	BENEFITS PROGRAM SUPERVISOR II	Good	\$50,038	\$66,346	\$82,654	65.2%	<input type="checkbox"/>		
WILLIAMSBURG/AMES CITY COUNTY	BENEFIT COORDINATOR	Good	\$50,488	\$65,268	\$80,048	58.5%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	PAYROLL MANAGER	Good	\$51,000	\$66,850	\$82,700	62.2%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	BENEFITS MANAGER	Good	\$55,608	\$74,567	\$95,526	78.2%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	PAYROLL MANAGER	Good	\$55,636	\$70,868	\$88,099	64.3%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PAYROLL SUPERVISOR	Good	\$57,338	\$71,673	\$86,008	50.0%	<input type="checkbox"/>		
Average			\$52,685	\$69,262	\$85,839	62.9%			

CITY OF HAMPTON, VA	BENEFITS MANAGER	\$ Difference	% Difference
		\$54,383	3.1%
		\$1,698	3.6%
		\$2,613	3.9%
		\$3,528	

Grade	Minimum	Midpoint	Maximum
121	\$52,981	\$71,524	\$90,068

64.3%

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BUILDING CODES INSPECTOR I

Descrip

Conducts routine inspections of new construction, alteration, and repairs of commercial, industrial, one and two family dwellings, and other structures to assure compliance with the International Building & Residential Code and the Uniform Statewide Building Code and related rules and regulations. Prepares daily reports of inspections. Logs all inspections on a daily basis and notifies contractors of any code violations. Submits reports of violations and issues written or verbal orders for correction of same. Makes re-inspection of premises to determine correction of violations. Coordinates with other inspectors to ensure that all inspection requirements are met prior to the issuance of a Certificate of Occupancy (CO) or a final inspection.

Quals

Graduation from high school or successful completion of the GED; preferably supplemented by an Associate's degree in Architecture, Building Construction Technology, or related field of study. Some experience at the Building Inspector level or some experience in building construction, maintenance, or repair. Within eighteen (18) months of the date of employment, must obtain a Building Inspector One & Two Family certification in accordance with the Department of Housing and Community Development (VDHCD). Must possess a valid motor vehicle operator's license as issued by the State and a satisfactory driver's record based on the City's criteria. Must successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	CONSTRUCTION INSPECTOR I	Good	\$31,180	\$40,515	\$49,850	59.9%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	COMBINATION INSPECTOR I	Good	\$34,781	\$46,035	\$57,289	64.7%	<input type="checkbox"/>		
WILLIAMSBURG/AMES CITY COUNTY	INSPECTOR I	Good	\$35,126	\$45,409	\$55,691	58.5%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	CONSTRUCTION INSPECTOR I	Good	\$36,375	\$48,062	\$59,749	64.3%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	BUILDING CODES INSPECTOR	Good	\$37,196	\$51,735	\$66,273	78.2%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	BUILDING INSPECTOR I	Good	\$38,364	\$50,115	\$61,866	61.3%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	BUILDING MAINTENANCE INSPECTOR I	Good	\$38,625	\$47,316	\$56,006	45.0%	<input type="checkbox"/>		
Average			\$35,950	\$47,027	\$58,103	61.6%			

CITY OF HAMPTON, VA BUILDING CODES INSPECTOR I

\$ Difference	\$36,073	\$48,042	\$60,011	66.4%
% Difference	0.3%	2.1%	3.2%	

Grade	Minimum	Midpoint	Maximum
113	\$35,860	\$48,411	\$60,962

Salary Survey Results for City of Hampton, VA Salary Survey

BUSINESS TAX AUDITOR

Descrip Supports all functions of the Commissioner of the Revenue. Primary responsibility to conduct local business tax audits. Purpose of local audits is to verify local business compliance with laws and regulations applicable to the local business, professional and occupational license tax, business personal property taxes, machinery and tools taxes, general personal property taxes, all local excise taxes and any other designated taxes or fees levied by the City. Works closely with the Business License Department in the discovery and classification of businesses not currently on file with the Commissioner of the Revenue. Performs research to resolve questions relative to taxation, including but not limited to assessing the potential impact of legislation on local policies, and preparing for tax appeals and/or litigation.

Quals Graduation from an accredited college or university with a Bachelor's Degree required; major concentration in Accounting or Finance preferred. Certified public accountant (CPA) designation or other comparable certification preferred. At least one (1) year experience in auditing local business tax returns; comparable experience in public accounting may be considered. Any acceptable combination of education and experience may substitute for the specific requirements included above. Must possess a valid motor vehicle operator's license issued by the State and have a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	March	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	BUSINESS TAX INVESTIGATOR	Good	\$38,364	\$50,115	\$61,866	61.3%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	BUSINESS AUDITOR I	Good	\$39,543	\$55,006	\$70,469	78.2%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	TAX ENFORCEMENT OFFICER III	Good	\$41,308	\$54,579	\$67,850	64.3%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	BUSINESS TAX FIELD REPRESENTATIVE	Good	\$43,667	\$56,451	\$69,235	58.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	BUSINESS TAX SPECIALIST III	Good	\$44,016	\$58,321	\$72,626	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	REVENUE INVESTIGATOR IV	Good	\$47,061	\$57,650	\$68,239	45.0%	<input type="checkbox"/>		
Average			\$42,327	\$55,354	\$68,381	61.6%			

CITY OF HAMPTON, VA BUSINESS TAX AUDITOR

\$ Difference	\$43,161	\$57,196	\$71,231	65.0%
% Difference	1.9%	3.2%	4.0%	

Grade	Minimum	Midpoint	Maximum
117	\$43,588	\$58,844	\$74,100

Salary Survey Results for City of Hampton, VA Salary Survey

CASE MANAGER DSS

Descrip
 Performs complex duties and assists other staff members in the planning, development, and implementation of policies, procedures, and programs to increase the self-sufficiency of customers seeking or receiving public assistance. Performs complex and highly responsible duties in administering all eligibility and other appropriate social service programs. Interacts with customers utilizing the principles and practices of self-sufficiency interviewing and intensive case management. Assists customers or refers them to appropriate team members, community agencies, or organizations. Helps customers complete applications and other paperwork as needed. Determines customer eligibility for benefit programs and services. Maintains an active caseload and determines eligibility on an accurate and timely basis. Establishes and maintains case records and complete appropriate reports. Completes "interactive" client interviews and enters data in the appropriate computer system. Completes preliminary/fraud assessments as needed.

Quals
 Graduation from high school or GED. Two (2) years of college course work indicative of such characteristics as continuous learning, self direction, oral and written communication and time management. Bachelor's degree preferred. Some experience in administering human service delivery and/or financial benefit programs in private or public sector. Experience working in a team and/or customer service setting preferred. Any acceptable combination of education and experience that qualifies an applicant may be substituted for the more specific requirements listed above. Subject to a criminal background check.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK VA	CASE MANAGER I	Good	\$28,815	\$37,458	\$46,100	60.0%	<input type="checkbox"/>		
CITY OF RICHMOND VA	SOCIAL SERVICES CASE MANAGER	Good	\$33,911	\$44,805	\$55,699	64.3%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH VA	ELIGIBILITY WORKER I	Good	\$36,763	\$45,035	\$53,306	45.0%	<input type="checkbox"/>		
Average			\$33,163	\$42,432	\$51,702	55.9%			

CITY OF HAMPTON, VA CASE MANAGER DSS

\$ Difference	\$31,717	\$42,417	\$53,117	67.5%
% Difference	-4.6%	0.0%	2.7%	

Grade	Minimum	Midpoint	Maximum
117	\$35,860	\$48,411	\$60,962

Salary Survey Results for City of Hampton, VA Salary Survey

CHILD PROTECTIVE SERVICE WORKER

Describe
 Performs specialized professional duties to provide child protective services. Maintains a caseload of difficult and complex cases. Receives referrals of cases of suspected child abuse and neglect. Makes extensive use of home visits. Determines the urgency and appropriateness of referrals. Investigates child abuse and neglect cases and exercises independent emergency removal authority. Applies crisis intervention and counseling techniques to ensure protection of children. Develops and implements service plans for children and caretakers in need of services. Consults with and advises multi-disciplinary teams of service providers to address the needs of children and caretakers. Coordinates the activities of multi-disciplinary teams. Prepares cases for and testifies in court proceedings as needed. Coordinates the agency's activities with the judge and court staff. Maintains all records and files related to child abuse and neglect. Prepares reports as required by the court, medical personnel, or other community agencies.

Quals
 Graduation from an accredited college or university with a Bachelor's degree in Social Work, Human Services, Sociology, Psychology, or closely related field of study. Some experience in direct crisis intervention and service delivery. Must be certified by the State as a Child Protective Services Investigator, with successful completion of the following courses: Sexual Abuse, Intake and Investigation of Child Abuse and Neglect and Sexual Abuse Investigations, or obtain certification within one (1) year of employment. Must possess valid motor vehicle operator's license issued by the State and an acceptable driving record according to the City's criteria. Subject to a criminal background check and child protective services check. Any acceptable combination of education and experience that qualifies an applicant may be substituted for the more specific requirements listed above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	FAMILY SERVICES WORKER I	Good	\$38,364	\$50,115	\$61,866	61.3%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	CHILDREN'S COUNSELOR II	Good	\$39,599	\$52,469	\$65,339	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	CHILD COUNSELOR III	Good	\$40,005	\$52,003	\$64,000	60.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	CHILD PROTECTIVE SERVICES SPECIALIST	Good	\$44,651	\$62,108	\$79,565	78.2%	<input type="checkbox"/>		
Average			\$40,655	\$54,174	\$67,693	66.5%			

CITY OF HAMPTON, VA CHILD PROTECTIVE SERVICE WORKER

\$ Difference	\$39,962	\$53,064	\$66,166	65.6%
% Difference	-1.7%	-2.1%	-2.3%	

Grade	Minimum	Midpoint	Maximum
117	\$43,588	\$58,844	\$74,100

Salary Survey Results for City of Hampton, VA Salary Survey

CITY SURVEYOR

Descrip

Under limited supervision, serves to supervise field survey party to determine property lines and location and elevation of topographic features to provide data for map production, engineering design, and construction. Approves and signs all City plats for recordation in City Circuit Court. Conducts research of courthouse records to determine existing drainage, sanitary, and utility locations. Signs and seals all Federal Emergency Management Agency (FEMA) flood insurance certificates for City buildings in the capacity of a licensed Professional Land Surveyor.

Quals

Requires Bachelor's Degree in Land Surveying, Civil Engineering, or related field; minimum of five (5) years work experience as a survey party chief or survey manager; minimum of five (5) years work experience in land boundary analysis and determination; must currently possess a valid State Professional Land Surveying License. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEASAPEAKE, VA	CITY SURVEYOR	Good	\$59,651	\$79,038	\$98,425	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	CITY SURVEYOR	Good	\$66,493	\$83,117	\$99,740	50.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	CITY SURVEYOR	Good	\$67,350	\$87,510	\$107,670	59.9%	<input type="checkbox"/>		
Average			\$64,498	\$83,222	\$101,945	58.1%			

	CITY OF HAMPTON, VA	CITY SURVEYOR	
	\$43,161	\$57,196	\$71,231
	\$ Difference (\$21,337)	(\$26,026)	(\$30,714)
	% Difference -49.4%	-45.5%	-43.1%
			65.0%

Grade	Minimum	Midpoint	Maximum
125	\$64,399	\$86,939	\$109,478

Salary Survey Results for City of Hampton, VA Salary Survey

CLERK II

Descrip

Types a variety of correspondence, reports and forms; may type minutes of meetings, newsletters, annual reports, purchase orders, and authorization for payment forms. Operates standard office machines, personal computers, word processors and other equipment. Reviews all work for accuracy and completeness. Sorts reports, compiles data and maintains files of correspondence, reference materials, statistical records, etc. Maintains confidentiality of all information. Receives, sorts, and distributes incoming mail. Answers telephone, receives and greets visitors, ascertains nature of business, answers general information questions and/or refers the caller to appropriate individual or department. Ensures that coworkers are informed of all calls received during their absence.

Quals

Graduation from high school or successful completion of the GED; minimum of one (1) year clerical experience. May be required to possess a valid motor vehicle operator's license issued by the State and a satisfactory driving record according to the City's criteria

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	OFFICE SUPPORT SPECIALIST I	Good	\$16,236	\$27,069	\$37,902	133.4%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	OFFICE ASSISTANT	Good	\$19,705	\$25,605	\$31,505	59.9%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	CLERK II	Good	\$23,571	\$28,875	\$34,178	45.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	OFFICE ASSISTANT II	Good	\$23,940	\$31,721	\$39,502	65.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	OFFICE ASSISTANT II	Good	\$25,094	\$32,781	\$40,468	61.3%	<input type="checkbox"/>		
Average			\$21,709	\$29,210	\$36,711	69.1%			

CITY OF HAMPTON, VA	CLERK II	\$ Difference	% Difference	\$ Difference	% Difference	73.2%
		\$19,567	-10.9%	(\$2,142)	-9.3%	
		\$26,724		(\$2,486)		
		\$33,881		(\$2,830)		

Grade	Minimum	Midpoint	Maximum
301	\$15,695	\$19,301	\$22,907

Salary Survey Results for City of Hampton, VA Salary Survey

COLISEUM EVENT STAFF I

Descrip

Greets patrons as they enter the Coliseum and assists them with finding their seat. Provides information and answers patron questions about Coliseum services, features, or programming. Tears or scans tickets with electronic device as instructed. Controls access through ticket portal to prevent those without proper tickets from gaining access. Controls access through doorway. Ensures that only persons with proper credentials gain access through the guarded doorway. Reads and enforces specific entry pass details as instructed. Performs other related duties as required.

Quais Graduation from high school or successful completion of the GED is preferred. Some experience in ushering, ticket taking, or security preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF VIRGINIA BEACH, VA	USHER/TICKET TAKER	Good			\$16,453		<input type="checkbox"/>		
Average					\$16,453				

CITY OF HAMPTON, VA	COLISEUM EVENT STAFF I	\$ Difference	% Difference
		\$15,080	26.5%
		\$17,080	
		\$19,080	
		\$2,627	
			13.8%

Grade	Minimum	Midpoint	Maximum
301	\$15,695	\$19,301	\$22,907

Salary Survey Results for City of Hampton, VA Salary Survey

DEPUTY CITY ATTORNEY

Descrip
Under the direction of the City Attorney, performs a range of the more difficult and complex legal tasks, providing a wide variety of professional legal services to all City departments, various boards and commissions, and City Council. Performs legal research and prepares opinions on various legal problems for City Council, Boards and Commissions, and City Departments. Studies, interprets, and applies laws, court decisions, ordinances, and other legal sources in advising officers and employees of the City in legal matters. Prepares and drafts ordinances, resolutions, administrative policies, contracts, deeds, leases, and other legal documents and instruments; reviews such documents and offers opinions as to legal acceptability when presented to the City for consideration.

Quals
Requires a Juris Doctorate from an accredited law school; extensive experience, i.e., a minimum of five (5) years, in government/municipal legal practice. Must be an active member in good standing in the State Bar. Must possess and maintain a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Subject to a criminal history background check.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHESTERFIELD COUNTY, VA	DEPUTY COUNTY ATTORNEY	Good					<input type="checkbox"/>		\$144,356
ORLANDO, FL	DEPUTY CITY ATTORNEY	Good					<input type="checkbox"/>		
FORT LAUDERDALE, FL	ASSISTANT CITY ATTORNEY I	Good	\$48,432	\$62,550	\$76,669	58.3%	<input type="checkbox"/>		
JACKSONVILLE, FL	ATTORNEY II	Good	\$59,300	\$79,650	\$99,999	68.6%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DEPUTY CITY ATTORNEY I	Good	\$83,400	\$110,450	\$137,500	64.9%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	DEPUTY COUNTY ATTORNEY	Good	\$83,902	\$108,464	\$133,026	58.5%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DEPUTY CITY ATTORNEY	Good	\$85,550	\$113,354	\$141,157	65.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DEPUTY CITY ATTORNEY	Good	\$89,513	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DEPUTY CITY ATTORNEY	Good	\$98,360	\$122,950	\$147,540	50.0%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DEPUTY COUNTY ATTORNEY	Good	\$104,876	\$146,665	\$188,455	79.7%	<input type="checkbox"/>		
Average			\$81,642	\$108,494	\$135,347	65.8%			\$144,356

CITY OF HAMPTON, VA	DEPUTY CITY ATTORNEY	\$75,796	\$99,726	\$123,655	63.1%
HAMPTON, VA	DEPUTY CITY ATTORNEY	\$75,796	\$99,726	\$123,655	63.1%
		\$ Difference (\$5,846)	(\$8,769)	(\$11,692)	
		% Difference -7.7%	-8.8%	-9.5%	

Grade	Minimum	Midpoint	Maximum
131	\$86,301	\$116,506	\$146,712

Salary Survey Results for City of Hampton, VA Salary Survey

DEPUTY COMMONWEALTH ATTORNEY III

Descrip

Represents the Commonwealth in General District Court, Juvenile and Domestic Relations District Court, and Circuit Court, in a full range of misdemeanor, traffic, juvenile, and felony cases. Conducts the corresponding legal research and drafts and reviews of legal pleadings relating to all assigned cases. Effectively prosecutes complex criminal cases, including necessary research, witness interview, negotiations with opposing counsel, preparation of jury instructions, and presentation of cases at trial. Prepares and researches criminal cases involving complex issues of constitutional law, evidence, and trial strategy in all courts of the Commonwealth. Utilizes knowledge of the principles, practices and procedures of criminal law to thoroughly and accurately prepare cases for trial. Exercises creativity and skillful negotiating tactics in resolving cases. Keeps supervisor apprised of status of assigned cases.

Quals

Graduation from an accredited law school with an LLB or JD degree and licensed to practice law in the Commonwealth. Active membership in good standing in the State Bar. Requires the completion of the National College of District Attorneys Career Prosecutor course or its equivalent. Requires four (4) years experience as a criminal prosecutor OR three (3) years experience as a criminal prosecutor and two (2) additional years experience in the general practice of law. Prior supervisory experience is preferred. Must successfully complete a criminal background check. An acceptable combination of experience and education may be considered in lieu of the more specific criteria outlined above.

Respondent	Matching Title	March	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
HENRICO COUNTY, VA	ASSISTANT ATTORNEY III/COMMONWEALTH	Good	\$79,159	\$110,701	\$142,243	79.7%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DEPUTY COMMONWEALTH ATTORNEY	Good	\$85,550	\$113,354	\$141,157	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DEPUTY COMMONWEALTHS ATTORNEY	Good	\$85,829	\$111,149	\$136,468	59.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DEPUTY COMMONWEALTH ATTORNEY	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DEPUTY COMMONWEALTHS ATTORNEY	Good	\$98,360	\$122,950	\$147,540	50.0%	<input type="checkbox"/>		
Average			\$87,642	\$116,405	\$145,168	65.6%			

CITY OF HAMPTON, VA	DEPUTY COMMONWEALTH ATTORNEY III	\$75,796	\$99,726	\$123,655	63.1%
HAMPTON, VA	DEPUTY COMMONWEALTH ATTORNEY III	\$75,796	\$99,726	\$123,655	63.1%

\$ Difference (\$11,846) (\$16,679) (\$21,513)

% Difference -15.6% -16.7% -17.4%

Grade	Minimum	Midpoint	Maximum
131	\$86,301	\$116,506	\$146,712

Salary Survey Results for City of Hampton, VA Salary Survey

DEPUTY FIRE CHIEF

Descrip

Assists the Fire Chief in the overall leadership, management and administration of the Fire and Rescue Division and as needed, serves as acting Fire Chief. Responsible for the overall supervision, administration, management and coordination of the operational or support services branch, to include performance management, employee relations, prioritizing, assigning work and related activities. Provides oversight to fire suppression and EMS activities, Emergency Medical Services division, EMS billing office, risk management, debt collection, facility maintenance and construction, human resources and payroll; serves as a resource to all chief officers and other senior staff across all operational and functional areas in the department.

Quals

Graduation from a college or university that is approved by a regionally or nationally recognized accrediting agency, with a Bachelor's Degree in Fire Science, Public Administration, Business Management, Business Administration or related field; master's degree preferred. Requires ten (10) years of progressively responsible experience to include two (2) years supervisory and management experience as a Chief Officer. Chief Fire Officer (CFO) or Executive Fire Officer (EFO) certification preferred. Must possess and maintain EMT-B certification, EMT-I or Paramedics preferred; must possess and maintain Officer II certification. Officer III certification is preferred. Must possess a valid motor vehicle operator's license issued by the State and an acceptable driving record according to the City's criteria. Requires an acceptable general background check to include a local and state criminal history check and sex offender registry check. Requires satisfactory results from a medical evaluation and must be able to successfully pass test for controlled substances.

Respondent	Matching Title	March	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	ASSISTANT FIRE CHIEF	Good	\$61,506	\$81,172	\$100,838	63.9%	<input type="checkbox"/>		\$143,396
DECATUR, GA	DEPUTY FIRE CHIEF	Good	\$68,998	\$93,843	\$118,687	72.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DEPUTY FIRE CHIEF	Good	\$78,029	\$100,872	\$123,715	58.6%	<input type="checkbox"/>		
WILLIAMSBURG/AMES CITY COUNTY	DEPUTY FIRE CHIEF	Good	\$81,789	\$104,567	\$127,345	55.7%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DEPUTY FIRE CHIEF	Good	\$81,947	\$114,000	\$146,053	78.2%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	DEPUTY FIRE CHIEF	Good	\$86,319	\$114,373	\$142,427	65.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DEPUTY FIRE CHIEF	Good	\$87,361	\$114,649	\$141,936	62.5%	<input type="checkbox"/>		
ORLANDO, FL	DEPUTY FIRE CHIEF	Good	\$87,568	\$114,837	\$142,106	62.3%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	DIVISION FIRE MANAGER	Good	\$87,909	\$109,886	\$131,864	50.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FIRE DEPUTY CHIEF	Good	\$90,115	\$121,998	\$153,880	70.8%	<input type="checkbox"/>		
CHESTERFIELD COUNTY, VA	DEPUTY FIRE CHIEF	Good	\$92,294	\$102,373	\$112,451	21.8%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DEPUTY FIRE CHIEF	Good	\$95,489	\$133,537	\$171,586	79.7%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DEPUTY FIRE CHIEF	Good	\$95,489	\$133,537	\$171,586	79.7%	<input type="checkbox"/>		
Average			\$83,277	\$108,842	\$134,407	61.4%			\$143,396

CITY OF HAMPTON, VA DEPUTY FIRE CHIEF
 HAMPTON, VA DEPUTY FIRE CHIEF

\$45,000 \$122,500 \$200,000 344.4%
 \$45,000 \$101,367 \$157,734 250.5%
 \$ Difference (\$38,277) \$13,658 \$65,593
 % Difference -85.1% 11.1% 32.8%

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, BUDGET AND MANAGEMENT ANALYSIS

Descrip

Directs the programs, services and activities of the Department of Budget and Management Analysis to ensure public resources are used effectively and efficiently to support the mission, vision and strategic goals of the City. Ensures the financial and budgetary integrity of the City's operation by establishing and maintaining sound budget practices and procedures. Integrates and coordinates major strategic functions in the areas of financial planning, budgeting, capital facilities planning and the growth and development of the organization to ensure the fiscal strength and integrity of city government. Develops short-range and long-range fiscal plans for the City that include forecasting revenues and expenditures for numerous funding sources including General funds, Enterprise funds, Federal and State grants, bonds, special state revenues and other miscellaneous funding sources.

Quals

Graduation from an accredited college or university with a Bachelor's degree in Accounting, Business Administration, Business Management, or related field of study; Master's degree in Business Administration, Financial Administration or Public Administration preferred. Certification as a Certified Public Accountant (CPA) or Certified Public Finance Officer (CPFO) is strongly preferred. Requires six (6) to nine (9) years of progressive managerial experience in budget administration, municipal operations and/or program evaluation, with a minimum of five (5) years at a program management, supervisory or administrator level. An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	CHIEF FINANCIAL OFFICER	Good					<input type="checkbox"/>		\$206,003
CHESTERFIELD COUNTY, VA	DIRECTOR OF BUDGET AND MANAGEMENT	Good					<input type="checkbox"/>		\$154,853
CITY OF NEWPORT NEWS, VA	DIRECTOR OF BUDGET AND EVALUATION						<input type="checkbox"/>		\$141,146
FORT LAUDERDALE, FL	BUDGET MANAGER	Good	\$83,366	\$109,325	\$135,283	62.3%	<input type="checkbox"/>		
ORLANDO, FL	MANAGEMENT AND BUDGET DIVISION MANAGER	Good	\$87,361	\$114,649	\$141,936	62.5%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF BUDGET AND STRATEGIC PLANNING	Good	\$90,786	\$117,025	\$143,263	57.8%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF BUDGET	Good	\$92,242	\$122,221	\$152,199	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF BUDGET AND STRATEGIC PLANNING	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
HENRICO COUNTY, VA	BUDGET DIRECTOR	Good	\$95,489	\$133,537	\$171,586	79.7%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF MANAGEMENT SERVICES	Good	\$98,360	\$122,950	\$147,540	50.0%	<input type="checkbox"/>		
Average			\$91,486	\$120,586	\$149,687	63.6%			\$167,334

CITY OF HAMPTON, VA	DIRECTOR, BUDGET AND MANAGEMENT ANALYSIS	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, BUDGET AND MANAGEMENT ANALYSIS	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$46,486)	\$1,914	\$50,313	
	% Difference	-103.3%	1.6%	25.2%	

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, COLISEUM

Descrip Directs the overall management of a major entertainment, sports, and convention facility, which includes sole responsibility for negotiating and signing all contracts. Oversees a viable Conventions and Tourism program which includes planning, coordinating, and directing. Plans, coordinates, and manages all aspects of event operation. Attends scheduled events to ensure the smooth operation of shows and sporting events and ensures that all requirements for the event have been met. Participates in the show settlement at the conclusion of an event. Meets with the Convention and Tourism Manager to analyze and evaluate the administration and major activities of that division. Develops plans for the promotion of tourism and the solicitation and servicing of conventions for the City. Represents the Coliseum, Conventions and Tourism at conferences, meetings and conventions, to include the Coliseum Advisory Board. Gives lectures and speeches to interested groups, and meets with all forms of media to disseminate information concerning the Coliseum and Conventions and Tourism.

Quals Graduation from an accredited college or university with a Bachelor's Degree in Business Administration, Business Management, Public Administration or related area of study; prefer Master's Degree in Business Administration or Public Administration; extensive experience in managing a major public assembly facility; some experience in public relations and/or promotion of tourism and conventions. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	DIRECTOR OF CULTURAL FACILITIES, ARTS AND ENTERTAINMENT	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
Average			\$92,800	\$124,400	\$156,000	68.1%			
CITY OF HAMPTON, VA	DIRECTOR, COLISEUM		\$45,000	\$122,500	\$200,000	344.4%			
HAMPTON, VA	DIRECTOR, COLISEUM		\$45,000	\$122,500	\$200,000	344.4%			
		\$ Difference	(\$47,800)	(\$1,900)	\$44,000				
		% Difference	-106.2%	-1.6%	22.0%				

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, COMMUNITY DEVELOPMENT

Descrip

Plans, directs and implements the activities of the Community Development Department to enhance and protect the quality of life and safety of our citizens, neighborhoods and districts through orderly land use and development as well as the protection of our natural resources in an efficient and effective manner. Manages and coordinates comprehensive programs in the areas of housing reinvestment, neighborhood services, land development services/zoning, planning services, environmental services, property maintenance services, and new construction services. Provides technical expertise and policy recommendations to the City Manager, City Council, Planning Commission, Neighborhood Commission, Wetlands Boards, Board of Zoning Appeals, Building Codes Board of Appeals, as well as other boards and commissions.

Quals

Graduation from an accredited college or university with a Bachelor's Degree in Urban or Regional Planning, Economics, Public Administration, Architecture, Business Administration, Engineering or related field of study. Master's Degree preferred. Requires six (6) to nine (9) years of progressive managerial experience in community development and/or planning in a municipal environment, with a minimum of five (5) years at a manager/supervisory or administrator level. An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR OF NEIGHBORHOOD PLANNING AND ZONING	Good	\$77,397	\$99,965	\$122,533	58.3%	<input type="checkbox"/>		\$169,894
FORT LAUDERDALE, FL	URBAN DESIGN AND DEVELOPMENT MANAGER	Good	\$79,159	\$110,701	\$142,243	79.7%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DIRECTOR OF COMMUNITY DEVELOPMENT	Good	\$87,561	\$114,649	\$141,936	62.5%	<input type="checkbox"/>		
ORLANDO, FL	DIRECTOR, OFFICE OF HOUSING AND COMMUNITY DEVELOPMENT	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DIRECTOR OF PLANNING AND COMMUNITY DEVELOPMENT	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	DIRECTOR COMMUNITY SERVICES/DIRECTOR SOCIAL SERVICES DI	Good	\$90,786	\$117,025	\$143,263	57.8%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF ECONOMIC AND COMMUNITY DEVELOPMENT	Good	\$92,242	\$122,221	\$152,199	65.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF DEVELOPMENT AND PERMITS	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF NEIGHBORHOOD DEVELOPMENT	Good	\$104,381	\$138,305	\$172,228	65.0%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF NEIGHBORHOODS	Good					<input type="checkbox"/>		
Average			\$89,295	\$118,640	\$147,985	65.7%			\$169,894

CITY OF HAMPTON, VA	DIRECTOR, COMMUNITY DEVELOPMENT	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, COMMUNITY DEVELOPMENT	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$44,295)	\$3,860	\$52,015	
	% Difference	-98.4%	3.2%	26.0%	

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, CONVENTION AND VISITORS CENTER

Descrip
Plans, administers and directs the overall management of the Convention Center. Works closely with the Director of the Convention and Visitor's Bureau and the Director of the Coliseum as it relates to the use of staff and equipment and coordinating dual utility and non-competing utilization of the two buildings. Aggressively promotes and develops use of Convention Center for conventions, trade shows, meetings and events. Meets with a wide variety of promoters and meeting planners to discuss possible bookings. Negotiates contracts in the best interest of the Convention Center and the city as a whole. Plans, directs and reviews the work of Convention Center management staff. Initiates, recommends, and approves personnel actions, such as special training, hiring, employee evaluations, employee discipline and counseling for all Convention Center employees.

Quals
Graduation from an accredited college or university with a Bachelor's Degree in Business Administration, Business Management, Public Administration, Marketing or related field. A Master's Degree in Business Administration or Facility Management is preferred. Extensive and increasingly responsible experience in an executive management level position in a medium to large size multi-purpose convention center type facility. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR CONVENTION CENTER	Good					<input type="checkbox"/>		\$186,202
CITY OF SUFFOLK, VA	TOURISM DEVELOPMENT MANAGER	Good	\$57,877	\$78,717	\$99,556	72.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF PARKS, RECREATION AND TOURISM	Good	\$85,550	\$113,534	\$141,157	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF CONVENTION AND VISITOR DEVELOPMENT	Good	\$103,278	\$129,097	\$154,917	50.0%	<input type="checkbox"/>		
Average			\$82,235	\$107,056	\$131,877	60.4%			\$186,202

CITY OF HAMPTON, VA	DIRECTOR, CONVENTION AND VISITORS CENTER	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, CONVENTION AND VISITORS CENTER	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference (\$37,235)	\$15,444	\$68,123		
	% Difference -82.7%	12.6%	34.1%		

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, CRIMINAL JUSTICE AGENCY

Descrip

Provides administrative and program development for the effective management of the Criminal Justice Agency; provides technical assistance and policy recommendations to the City Manager or designee, and the Community Criminal Justice Board. Serves as the Administrative Officer for the Community Criminal Justice Board; provides information and assistance necessary to facilitate its effectiveness; makes presentations and provides staff reports on proposed policies, changes in practice, research information, and resource allocation; provides technical assistance to Judges, Court Administrative Officers, and staff on a variety of issues relating to Community Corrections, Pretrial Services, Special Services and other programs.

Quals

Graduation from an accredited college or university with a Bachelor's Degree in Criminal Justice, Judicial Administration, Public Administration or related field. Master's Degree preferred. Extensive experience in Court Services. Considerable experience in a management, administrative or supervisory capacity. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Must successfully pass a criminal background investigation.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	DIRECTOR OF JUSTICE SERVICES	Good	\$90,786	\$117,025	\$143,263	57.8%	<input type="checkbox"/>		
Average			\$90,786	\$117,025	\$143,263	57.8%			

CITY OF HAMPTON, VA	DIRECTOR, CRIMINAL JUSTICE ACADEMY		\$45,000	\$122,500	\$200,000	344.4%			
HAMPTON, VA	DIRECTOR, CRIMINAL JUSTICE AGENCY		\$45,000	\$122,500	\$200,000	344.4%			
		\$ Difference	(\$45,786)	\$5,476	\$56,737				
		% Difference	-101.7%	4.5%	28.4%				

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, ECONOMIC DEVELOPMENT

Describe
Provides recommendations on overall economic development strategies to enhance the tax base of the city and strengthen the employment base for residents. Manages and directs Economic Development programs that expand the City's tax base and creates employment opportunities for citizens by focusing on business/job recruitment, development, redevelopment, expansion and retention. Directs a promotion and marketing program for the city to include a marketing program for commercial, industrial and retail sites. Solicits private developers and represents the City in negotiations with potential developers. Assists local businesses in their efforts to upgrade/expand businesses. Appears before community organizations to explain city and departmental goals and policies.

Quals
Graduation from an accredited college or university with a Bachelor's degree in Urban or Regional Planning, Economics, Public Administration, Business Administration, Real Estate, Marketing, or related field of study. Master's degree preferred. Requires six (6) to nine (9) years of progressive managerial experience in economic development and/or planning, or commercial economic development with a minimum of five (5) years at a manager/supervisory or administrator level. An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered. Must possess a valid motor vehicle operator's license issued by the State and an acceptable driving record that meets the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR OF ECONOMIC DEVELOPMENT	Good					<input type="checkbox"/>		\$165,963
CHESTERFIELD COUNTY, VA	DIRECTOR OF ECONOMIC DEVELOPMENT	Good					<input type="checkbox"/>		\$208,355
CITY OF NEWPORT NEWS, VA	DIRECTOR OF DEVELOPMENT	Good					<input type="checkbox"/>		\$155,947
PORT LAUDERDALE, FL	ECONOMIC AND BUSINESS DEVELOPMENT MANAGER	Good	\$79,373	\$102,482	\$125,590	\$8.2%	<input type="checkbox"/>		
CITY OF SUPERIOR, VA	DIRECTOR OF ECONOMIC DEVELOPMENT	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
WILLIAMSBURG/GAMES CITY COUNTY	DIRECTOR ECONOMIC DEVELOPMENT DEPARTMENT	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF ECONOMIC AND COMMUNITY DEVELOPMENT	Good	\$90,786	\$117,025	\$143,263	57.8%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF DEVELOPMENT	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF CHESAPEAKE, VA	DIRECTOR OF ECONOMIC DEVELOPMENT	Good	\$95,587	\$126,653	\$157,719	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF ECONOMIC DEVELOPMENT	Good	\$103,278	\$129,097	\$154,917	50.0%	<input type="checkbox"/>		
ORLANDO, FL	DIRECTOR OF ECONOMIC DEVELOPMENT	Good	\$110,521	\$145,061	\$179,600	62.5%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF ECONOMIC DEVELOPMENT	Good	\$129,672	\$171,816	\$213,959	65.0%	<input type="checkbox"/>		
Average			\$97,949	\$128,559	\$159,168	62.5%			\$176,755

CITY OF HAMPTON, VA	DIRECTOR, ECONOMIC DEVELOPMENT		\$45,000	\$122,500	\$200,000				344.4%
HAMPTON, VA	DIRECTOR, ECONOMIC DEVELOPMENT		\$45,000	\$122,500	\$200,000				344.4%
		\$ Difference	(\$52,949)	(\$6,059)	\$40,832				
		% Difference	-117.7%	-4.9%	20.4%				

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, FINANCE

Descrip

Provides staff direction to the Finance Department and advises the City Manager and his staff on financial activities of the City government. Plans, organizes, coordinates and directs the financial affairs of the city, and the retirement system for city employees. Provides for a formalized accounting system, auditing system, retirement system and employees payroll system. Directs senior staff members in formulating detailed procedures to be used in each function. Makes revenue projections for upcoming year based on current and projected revenue from all income sources. Coordinates such work with other interested parties such as Budget Director, Commissioner of Revenue, etc. Establishes system of reports to give City Manager, his staff and City Council periodic reports on status of funds in various categories such as general funds, CETA grant, DJCP grant, etc. Makes annual financial report of City operations and retirement fund. Prepares daily detailed financial reports for management and department heads, and a variety of other reports as needed.

Quals

Graduation from an accredited college or university with a Bachelor's Degree in Accounting or a related field with an emphasis in accounting; preferably supplemented by an advanced degree in Business Administration or certification as a Certified Public Accountant; extensive managerial and/or supervisory experience. Experience may substitute for education on the basis of one (1) year of appropriate accounting experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DEPUTY CHIEF FINANCIAL OFFICER	Good					<input type="checkbox"/>		\$177,611
CITY OF NEWPORT NEWS, VA	DIRECTOR OF FINANCE	Good					<input type="checkbox"/>		\$135,321
CITY OF SUFFOLK, VA	DIRECTOR OF FINANCE	Good	\$89,513	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
WILLIAMSBURG/AMES CITY COUNTY	DIRECTOR FINANCIAL AND MANAGEMENT SERVICES DEPARTMENT	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF FINANCE	Good	\$92,242	\$122,221	\$152,199	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF FINANCE	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF FINANCE	Good	\$98,360	\$122,950	\$147,540	50.0%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	DIRECTOR OF FINANCE	Good	\$99,029	\$131,914	\$164,798	66.4%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF FINANCE	Good	\$100,815	\$127,345	\$153,875	52.6%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DIRECTOR OF FINANCE	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF FINANCE/CHIEF FINANCIAL OFFICER	Good	\$129,672	\$171,816	\$213,959	65.0%	<input type="checkbox"/>		
Average			\$100,848	\$133,581	\$166,313	64.9%			\$156,466

CITY OF HAMPTON, VA	DIRECTOR, FINANCE	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, FINANCE	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$55,848)	(\$11,081)	\$33,687	
	% Difference	-124.1%	-9.0%	16.8%	

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, HUMAN RESOURCES

Descrip Plans, administrators, and directs a full range of comprehensive/innovative Human Resources programs including, but not limited to: policy development and administration, employee relations, equal employment opportunity, training and organizational development, staffing and recruitment, performance management, classification/compensation and official personnel records management. Provides leadership and guidance in EEO, Civil Rights, and diversity issues ensuring compliance with federal and state laws; supervises and provides guidance to a staff of professional and technical support personnel.

Quals Graduation from an accredited college or university with a Bachelor's Degree in Public Administration, Human Resources Management, Business Administration, the Social Sciences, or related field of study; Master's Degree in Public Administration or Business Administration preferred. PHR/SPHR certification preferred. Requires six (6) to nine (9) years of progressive managerial experience in human resources with a minimum of five (5) years at a manager or administrator level. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education. Must possess a valid motor vehicle operator's license issued by the State and an acceptable driving record that meets the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR OF HUMAN RESOURCES	Good					<input type="checkbox"/>		\$170,456
CHESTERFIELD COUNTY, VA	DIRECTOR OF HUMAN RESOURCE SERVICES	Good					<input type="checkbox"/>		\$137,047
CITY OF NEWPORT NEWS, VA	DIRECTOR OF HUMAN RESOURCES	Good					<input type="checkbox"/>		\$150,206
ORLANDO, FL	HUMAN RESOURCES DIVISION MANAGER	Good	\$87,361	\$114,648	\$141,935	62.5%	<input type="checkbox"/>		
CITY OF SUPPOLK, VA	DIRECTOR OF HUMAN RESOURCES	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
WILLIAMSBURG/AMES CITY COUNTY	DIRECTOR HUMAN RESOURCES DEPARTMENT	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF HUMAN RESOURCES	Good	\$92,242	\$122,221	\$152,199	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF HUMAN RESOURCES	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF HUMAN RESOURCES	Good	\$98,360	\$122,950	\$147,540	50.0%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	DIRECTOR OF HUMAN RESOURCES	Good	\$99,029	\$131,914	\$164,798	66.4%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF HUMAN RESOURCES	Good	\$100,815	\$127,345	\$153,875	52.6%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF EMPLOYEE SERVICES	Good	\$112,209	\$148,678	\$185,146	65.0%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DIRECTOR OF HUMAN RESOURCES	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$97,753	\$129,374	\$160,994	64.7%			\$152,570

CITY OF HAMPTON, VA	DIRECTOR, HUMAN RESOURCES	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, HUMAN RESOURCES	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$52,753)	(\$6,874)	\$39,006	
	% Difference	-117.2%	-5.6%	19.5%	

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, HUMAN SERVICES

Descrip
 Directs the City's implementation of federal, state and City human services policies. Provides leadership and administrative management of the City's Human Services department. Formulates, implements, directs, and participates in the City's strategic plan. Advises and consults with elected and appointed officials, commissions, federal or state regulatory agencies, department heads, staff agencies, civic or private groups, individuals, and others on problems, strategies, policies, and procedures related to human services programs and projects.

Quals
 Graduation from an accredited college or university with a Bachelor's Degree in Social Work, Psychology, Public Administration, Business Management, or a related field. Master's Degree preferred. Ten (10) years experience in the Human Services field with five (5) years at the senior management level. Must possess and maintain a valid motor vehicle operator's license issued by the State and a satisfactory driving record based on the City's criteria. Individuals under consideration will be subject to a criminal background check and child protective services check. Any appropriate combination of experience and education may be considered.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR, HEALTH AND HUMAN SERVICES	Good					<input type="checkbox"/>		\$168,501
CITY OF NEWPORT NEWS, VA	DIRECTOR OF HUMAN SERVICES	Good					<input type="checkbox"/>		\$145,000
JACKSONVILLE, FL	ACTING CHIEF OF BEHAVIOR AND HUMAN SERVICES	Good	\$25,272	\$95,139	\$165,006	552.9%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DIRECTOR OF SOCIAL SERVICES	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	DIRECTOR COMMUNITY SERVICES DEPARTMENT/DIRECTOR OF SO	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF HUMAN SERVICES	Good	\$92,242	\$122,221	\$152,199	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF HUMAN SERVICES	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF SOCIAL SERVICES	Good	\$100,815	\$127,345	\$153,875	52.6%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF HUMAN SERVICES	Good	\$103,278	\$129,097	\$154,917	50.0%	<input type="checkbox"/>		
HENNINGO COUNTY, VA	DIRECTOR OF SOCIAL SERVICES	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$88,640	\$124,973	\$161,305	82.0%			\$156,751

CITY OF HAMPTON, VA	DIRECTOR, HUMAN SERVICES	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, HUMAN SERVICES	\$45,000	\$122,500	\$200,000	344.4%
		\$ Difference (\$43,640)	% Difference (-97.0%)	\$ Difference (\$2,473)	% Difference (-2.0%)
				\$ Difference \$38,695	% Difference 19.3%

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, INFORMATION TECHNOLOGY

Descrip
 Develops, implements, and directs the information technology efforts for the city government, Constitutional offices, and other city partners; responsible for IT infrastructure, networks, communications, telephone systems, websites, office automation systems, PCs and management of the portfolio of software systems and technical solutions across the enterprise; advises the City Manager's staff and department managers on IT systems and functional capabilities; directs and supervises a centralized program of records management, printing and graphic reproducing, mail services, and research management information.

Quals
 Graduation from an accredited college or university with a Bachelor's Degree in Computer Science, MIS, Public Administration or related field of study required; Masters Degree preferred. Extensive experience in computer programming, systems analysis and design preferably in a municipal government environment. Extensive supervisory experience required. Must have some experience with records management and extensive knowledge of IT infrastructure components and their operation. Any appropriate combination of experience and education may be considered.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, IX	CHIEF INFORMATION OFFICER	Good					<input type="checkbox"/>		\$177,611
CHESTERFIELD COUNTY, VA	CHIEF INFORMATION OFFICER	Good					<input type="checkbox"/>		\$169,882
CITY OF NEWPORT NEWS, VA	DIRECTOR OF INFORMATION TECHNOLOGY	Good					<input type="checkbox"/>		\$140,122
DECATUR, GA	REVENUE AND TECHNOLOGY DIRECTOR	Good	\$53,040	\$69,992	\$85,944	63.9%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	INFORMATION TECHNOLOGY SYSTEMS DIRECTOR	Good	\$58,962	\$76,610	\$94,258	59.9%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	DIRECTOR INFORMATION RESOURCES MANAGEMENT DIVISION	Good	\$83,902	\$108,464	\$133,026	58.5%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	CHIEF TECHNOLOGY OFFICER	Good	\$89,215	\$111,519	\$133,823	50.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DIRECTOR OF INFORMATION TECHNOLOGY	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	INFORMATION TECHNOLOGY SERVICES DIRECTOR/CHIEF TECHNOL	Good	\$99,029	\$131,914	\$164,798	66.4%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF INFORMATION TECHNOLOGY	Good	\$100,815	\$127,345	\$153,875	52.6%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF INFORMATION TECHNOLOGIES	Good	\$104,381	\$138,305	\$172,228	65.0%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DIRECTOR OF INFORMATION TECHNOLOGY	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$88,205	\$116,567	\$144,929	64.3%			\$162,538

CITY OF HAMPTON, VA	DIRECTOR, INFORMATION TECHNOLOGY	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, INFORMATION TECHNOLOGY	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$43,205)	\$5,933	\$55,071	
	% Difference	-96.0%	4.8%	27.5%	

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, LIBRARY

Descrip
Plans, directs, and administers a program of library service. Functions as a resource, mentor, facilitator, advisor and subject matter expert for the development of library services goals, objectives, policies and procedures. Analyzes, selects, and executes recommendation of staff, such as division chiefs or branch supervisors. Formulates and administers the departmental budget. Plans and implements cost-reduction procedures based on minimal management directives. Analyzes and controls expenditures to administer approved budget. Provides leadership, counsel, motivation and constructive performance feedback to all staff. Initiates, reviews and approves personnel actions such as training, hiring, counseling, disciplining and evaluating. Plans and conducts staff meetings.

Quals
Graduation from college with a Masters Degree in Library Science from an American Library Association accredited school. Requires six (6) to nine (9) years of progressive experience as a professional librarian with a minimum of five (5) years at a manager or administrator level. Must possess a valid motor vehicle operator's license issued by the State and an acceptable driving record that meets the City's criteria. Must be eligible for certification as a professional librarian by the State.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR, LIBRARIES	Good					<input type="checkbox"/>		\$160,014
CHESTERFIELD COUNTY, VA	DIRECTOR OF LIBRARY SERVICES	Good					<input type="checkbox"/>		\$132,306
CITY OF NEWPORT NEWS, VA	DIRECTOR OF LIBRARIES AND INFORMATIONAL SERVICES	Good					<input type="checkbox"/>		\$163,101
CITY OF CHESAPEAKE, VA	DIRECTOR OF CHESAPEAKE PUBLIC LIBRARY SYSTEM	Good	\$85,550	\$113,354	\$141,157	65.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	LIBRARY DIRECTOR	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF LIBRARIES	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF PUBLIC LIBRARIES	Good	\$98,360	\$122,950	\$147,540	50.0%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF LIBRARIES	Good	\$104,381	\$138,505	\$172,228	65.0%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DIRECTOR OF LIBRARY	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$97,598	\$130,661	\$163,723	67.8%			\$151,807

CITY OF HAMPTON, VA	DIRECTOR, LIBRARY	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, LIBRARY	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$52,598)	(\$8,161)	\$36,277	
	% Difference	-116.9%	-6.7%	18.1%	

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, PARKS AND RECREATION

Describe
 Performs professional and managerial work directing the operations of the Department of Parks and Recreation. Develops and administers municipal recreation programs to meet the leisure needs of a diverse community; directs the care of land resources and facilities to ensure that they are safe, aesthetically pleasing and well-maintained; directs administrative activities to support record keeping, reporting, budget and personnel needs. Oversees the fiscal management of the department. Directs the preparation and administration of departmental budgets; approves plans and specifications for contractual items; participates in grant acquisition as needed.

Quals
 Graduation from an accredited college or university with a Bachelor's degree in Parks and Recreation Administration, Landscape Architecture, Public Administration, Business Administration or a related field. Certification as a Certified Park and Recreation Professional (CPRP) preferred. Requires extensive and increasingly responsible management and supervisory experience in planning and directing community programs and public park and recreation activities, some of which must have been in a municipal government setting. A combination of education and experience may be considered.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR, PARKS AND RECREATION	Good					<input type="checkbox"/>		\$185,203
CHESTERFIELD COUNTY, VA	DIRECTOR OF PARKS AND RECREATION	Good					<input type="checkbox"/>		\$130,097
CITY OF NEWPORT NEWS, VA	DIRECTOR OF PARKS, RECREATION AND TOURISM						<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF PARKS, RECREATION AND TOURISM	Good	\$85,550	\$113,354	\$141,157	65.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	DIRECTOR OF PARKS, RECREATION AND TOURISM	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
WILLIAMSBURG/AMES CITY COUNTY	DIRECTOR OF PARKS AND RECREATION	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF PARKS AND RECREATION DEPARTMENT	Good	\$90,786	\$117,025	\$143,263	57.8%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF PARKS, RECREATION AND COMMUNITY FACILITIES	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	DIRECTOR OF RECREATION, PARKS AND OPEN SPACE	Good	\$99,029	\$131,914	\$164,798	66.4%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PARKS AND RECREATION DIRECTOR	Good	\$103,278	\$129,097	\$154,917	50.0%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF PARKS AND RECREATION	Good	\$104,381	\$138,305	\$172,228	65.0%	<input type="checkbox"/>		
ORLANDO, FL	DIRECTOR OF FAMILY, PARKS AND RECREATION	Good	\$110,521	\$145,061	\$179,600	62.5%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DIRECTOR OF RECREATION AND PARKS	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$98,106	\$130,073	\$162,041	65.2%			\$155,570

CITY OF HAMPTON, VA	DIRECTOR PARKS AND RECREATION	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, PARKS AND RECREATION	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$53,106)	(\$7,573)	\$37,959	
	% Difference	-118.0%	-6.2%	19.0%	

Salary Survey Results for City of Hampton, VA Salary Survey

DIRECTOR, PUBLIC WORKS

Descrip

Plans, directs, and administers policies and activities for a comprehensive public works program to encompass design and construction of public buildings, major roadways, drainage and stormwater systems, sewerage systems and safe traffic movements; all maintenance of street, drainage, stormwater, sewerage and traffic control systems; maintenance of city facilities; refuse collection and disposal; energy production through a waste to energy plant; and review and inspection of private development design and construction.

Quals

Graduation from an accredited college or university with a Bachelor's Degree in Civil or Environmental Engineering, Public Administration, Business Administration or a related field; Master's Degree in Public Administration or related field of study preferred. Requires six (6) to nine (9) years of progressively responsible managerial experience in directing the staff and services of a major, multi-faceted local, state or federal government public works environment. An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered. Must possess a valid motor vehicle operator's license issued by the State and an acceptable driving record that meets the criteria of the City.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR, PUBLIC WORKS	Good					<input type="checkbox"/>		\$188,656
CITY OF NEWPORT NEWS, VA	DIRECTOR OF PUBLIC WORKS	Good					<input type="checkbox"/>		\$150,236
CITY OF SUFFOLK, VA	DIRECTOR OF PUBLIC WORKS	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF PUBLIC WORKS	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DIRECTOR OF PUBLIC WORKS	Good	\$95,587	\$126,653	\$157,719	65.0%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	PUBLIC WORKS DIRECTOR	Good	\$99,029	\$131,914	\$164,798	66.4%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	DIRECTOR OF PUBLIC WORKS	Good	\$100,815	\$127,345	\$153,875	52.6%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF PUBLIC WORKS	Good	\$103,278	\$129,097	\$154,917	50.0%	<input type="checkbox"/>		
ORLANDO, FL	PUBLIC WORKS DEPARTMENT DIRECTOR	Good	\$110,521	\$145,061	\$179,600	62.5%	<input type="checkbox"/>		
JACKSONVILLE, FL	DIRECTOR OF PUBLIC WORKS	Good	\$112,209	\$148,678	\$185,146	65.0%	<input type="checkbox"/>		
HENRICO COUNTY, VA	DIRECTOR OF PUBLIC WORKS/CITY ENGINEER	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$102,082	\$135,345	\$168,607	65.2%			\$169,446

CITY OF HAMPTON, VA	DIRECTOR, PUBLIC WORKS	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	DIRECTOR, PUBLIC WORKS	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$57,082)	(\$12,845)	\$31,393	
	% Difference	-126.8%	-10.5%	15.7%	

Salary Survey Results for City of Hampton, VA Salary Survey

EMERGENCY MANAGEMENT COORDINATOR

Descrip

Develops and manages a comprehensive disaster and emergency preparedness program for the City, including disaster mitigation, preparedness, planning, training, education, response, recovery and equipping of City staff and community members. Develops annual operating budget and oversees the budget process. Coordinates disaster preparedness with City departments, community and civic organizations, special districts and other federal, state and local governmental agencies. Implements emergency plans and disaster relief as needed. Coordinates and monitors volunteer relief workers during exercises and in the event of a natural and/or man made disaster. Coordinates media releases and briefings as needed.

Quals

Graduation from an accredited college or university with a Bachelor's degree in Public Administration, Business Administration, Government Administration, Criminal Justice, Law Enforcement, Planning or related field. Five (5) years of responsible experience in the public administration, research and finance, grants application and administration, including three (3) years of emergency management experience. Some work experience in research or technical field, program or project analysis and evaluation or emergency management and disaster preparedness. Some work experience in statistical analysis and interpretation. Experience may substitute for education on the basis of one (1) year of appropriate experience for year of education. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driving record based on the City's criteria. Must successfully complete a background investigation completed by the Police Division, to include a polygraph examination.

Respondent	Matching Title	Match	Min	Mfd	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	DIRECTOR, HOMELAND SECURITY AND EMERGENCY MANAGEMENT	Good					<input type="checkbox"/>		\$158,101
FORT LAUDERDALE, FL	DOMESTIC PREPAREDNESS AND EMERGENCY MANAGEMENT COO	Good	\$59,080	\$76,232	\$93,434	58.3%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	DIRECTOR EMERGENCY MANAGEMENT DIVISION	Good	\$62,766	\$81,140	\$99,514	58.5%	<input type="checkbox"/>		
ORLANDO, FL	EMERGENCY MANAGER	Good	\$67,791	\$87,900	\$108,009	59.3%	<input type="checkbox"/>		
CHESTERFIELD COUNTY, VA	EMERGENCY MANAGEMENT COORDINATOR	Good	\$69,039	\$93,465	\$117,891	70.8%	<input type="checkbox"/>		
HENRICO COUNTY, VA	EMERGENCY MANAGER	Good	\$72,074	\$100,793	\$129,511	79.7%	<input type="checkbox"/>		
JACKSONVILLE, FL	CHIEF OF EMERGENCY PREPAREDNESS	Good	\$84,022	\$111,330	\$138,637	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	DIRECTOR OF THE OFFICE OF EMERGENCY PREPAREDNESS AND RE	Good	\$92,800	\$124,400	\$156,000	68.1%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	DIRECTOR OF EMERGENCY COMMUNICATIONS AND CITIZENS SER	Good	\$93,676	\$117,095	\$140,514	50.0%	<input type="checkbox"/>		
Average			\$75,150	\$99,044	\$122,939	63.6%			\$158,101

CITY OF HAMPTON, VA	EMERGENCY MANAGEMENT COORDINATOR	\$45,000	\$101,367	\$157,734	250.5%
HAMPTON, VA	EMERGENCY MANAGEMENT COORDINATOR	\$45,000	\$101,367	\$157,734	250.5%

\$ Difference (\$30,150) \$2,323 \$34,795
% Difference -67.0% 2.3% 22.1%

Salary Survey Results for City of Hampton, VA Salary Survey

ENGINEERING MANAGER

Descrip
 Assists in the planning, development and administration of the activities of the City Engineer's Office. Manages the planning, design and construction of Capital Improvement Projects. Supervises the Capital Project Management Section. Assists with private development plan review as needed. Provides Engineering support to City departments as needed. Develops schedules, determines and establishes design criteria, environmental and neighborhood impact, budget requirements and project completion dates. Participates in selection of consultants for project designs, administers design contracts and oversees final project design. Provides a variety of reports for submission to the City Engineer, City Manager and/or City Council. Provides technical assistance to other departments as required. Attends meetings with Utility companies and VDOT, make presentations as needed and attend seminars.

Quals
 Graduation from an accredited college or university with a Bachelor's Degree in Civil Engineering or related field. Extensive experience in Civil Engineering preferably five (5) years experience in a municipal government setting. Must be a licensed Engineer in the State. Must possess a valid motor vehicle operator driver's license issued by the State and satisfactory driver's record based on the City's criteria. Experience may substitute for education on the basis of one (1) year directly applicable experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	PUBLIC WORKS ENGINEERING MANAGER	Good	\$68,998	\$93,843	\$118,687	72.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	ENGINEERING MANAGER	Good	\$76,000	\$98,750	\$121,500	59.9%	<input type="checkbox"/>		
Average			\$72,499	\$96,296	\$120,094	65.6%			

CITY OF HAMPTON, VA ENGINEERING MANAGER

\$58,735 \$77,310 \$95,884 63.2%
 \$ Difference (\$13,764) (\$18,987) (\$24,210)
 % Difference -23.4% -24.6% -25.2%

Grade **Minimum** **Midpoint** **Maximum**

126 \$67,619 \$91,286 \$114,952

Salary Survey Results for City of Hampton, VA Salary Survey

EQUIPMENT OPERATOR I

Descrip
Operates one or more types of motorized and automotive equipment and a variety of hand tools, power tools and equipment in the construction, maintenance and repair of the City's public works infrastructure. Operates a variety of automotive equipment to include dump trucks, utility trucks, pickup trucks, stake body trucks, snow plows, and medium sand spreaders. Operates a variety of motorized equipment to include asphalt patching units, farm tractors, air compressors and attachments, concrete saws, chain saws, milling machines and other small powered equipment as required.

Quals
Graduation from high school or successful completion of the GED is preferred. Some experience operating equipment as listed above. Must possess a State Commercial Driver's License (CDL) or must possess a valid motor vehicle operator's license issued by the State and obtain the CDL within one hundred eighty (180) days of employment. Must have a satisfactory driving record based on the City's criteria. Must successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	EQUIPMENT OPERATOR I	Good	\$21,222	\$27,576	\$33,930	59.9%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	EQUIPMENT OPERATOR I	Good	\$23,635	\$30,973	\$38,310	62.1%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	MOTOR EQUIPMENT OPERATOR I	Good	\$24,744	\$32,786	\$40,827	65.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	EQUIPMENT OPERATOR A	Good	\$26,437	\$33,079	\$43,722	65.4%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	MOTOR EQUIPMENT OPERATOR I	Good	\$27,336	\$33,486	\$39,636	45.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	HEAVY EQUIPMENT OPERATOR I	Good	\$30,293	\$39,573	\$48,853	61.3%	<input type="checkbox"/>		

Average	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF HAMPTON, VA	\$25,611	\$33,245	\$40,880	59.6%	<input type="checkbox"/>		
EQUIPMENT OPERATOR I	\$21,123	\$28,734	\$36,345	72.1%	<input type="checkbox"/>		
	\$ Difference (\$4,488)	(\$4,511)	(\$4,535)				
	% Difference -21.2%	-15.7%	-12.5%				

Grade	Minimum	Midpoint	Maximum
106	\$25,485	\$34,405	\$43,325

Salary Survey Results for City of Hampton, VA Salary Survey

EQUIPMENT OPERATOR II - SOLID WASTE

Descrip
Operates one or more types of medium to heavy duty motorized and automotive equipment and one or more types of motorized and automotive equipment and a variety of hand tools, power tools and equipment in the construction, maintenance and repair of the City's public works infrastructure. Operates a variety of automotive equipment to include tandem dump trucks, concrete mixers, sand spreaders, mowers, slope mowers, asphalt rollers and front loaders (tire). Operates a variety of hand tools to include shovels, rakes, pick axes and string line trimmers. Inspects, services and performs minor repairs on automotive equipment. Assists in loading and unloading materials and equipment and cleaning up work areas.

Quals
Graduation from high school or successful completion of the GED is preferred. Considerable experience operating equipment as listed above. Must possess a State Commercial Driver's License (CDL) or a valid motor vehicle operator's license issued by the State and obtain the CDL within one hundred eighty (180) days of employment. Must have a satisfactory driving record based on the City's criteria. Must successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	EQUIPMENT OPERATOR II	Good	\$24,685	\$32,093	\$39,500	60.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	EQUIPMENT OPERATOR II	Good	\$25,279	\$33,128	\$40,976	62.1%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	EQUIPMENT OPERATOR B	Good	\$28,080	\$37,014	\$45,947	63.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	MOTOR EQUIPMENT OPERATOR II	Good	\$28,357	\$37,573	\$46,789	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	MOTOR EQUIPMENT OPERATOR II	Good	\$31,701	\$38,834	\$45,966	45.0%	<input type="checkbox"/>		
CITY OF SUFOLK, VA	HEAVY EQUIPMENT OPERATOR II	Good	\$33,503	\$43,765	\$54,027	61.3%	<input type="checkbox"/>		
Average			\$28,601	\$37,068	\$45,534	59.2%			

CITY OF HAMPTON, VA	EQUIPMENT OPERATOR II - SOLID WASTE	\$ Difference	% Difference	\$ Difference	% Difference	\$ Difference	% Difference
		\$26,568	-7.7%	\$35,767	-3.6%	\$44,965	-1.3%
		(\$2,033)		(\$1,301)		(\$569)	
							69.2%

Grade	Minimum	Midpoint	Maximum
110	\$30,977	\$41,819	\$52,661

Salary Survey Results for City of Hampton, VA Salary Survey

EQUIPMENT OPERATOR V

Descrip
Operates one or more types of specialized, complex heavy duty motorized and automotive equipment and one or more types of motorized and automotive equipment and a variety of hand tools, power tools and equipment in the construction, maintenance and repair of the City's public works infrastructure. Operates a variety of complex motorized equipment to include cranes, dozers, milling machines, front end loaders (track), backhoes, ditch masters, and paving machines. Operates a variety of hand tools to include shovels, rakes, pick axes and string line trimmers. Inspects, services and performs minor repairs on automotive equipment. Assists in loading and unloading materials and cleaning up work areas.

Quals
Graduation from high school or successful completion of the GED is preferred. Extensive experience operating equipment as listed above. Must possess a State Commercial Driver's License (CDL) Class A or must possess a valid motor vehicle operator's License issued by the State and obtain the CDL Class A within one hundred eighty (180) days of employment. Must have a satisfactory driving record based on the City's criteria. Must successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	LEAD EQUIPMENT OPERATOR	Good	\$30,211	\$39,591	\$48,970	62.1%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	EQUIPMENT OPERATOR SPECIALIST	Good	\$35,776	\$47,507	\$59,238	65.6%	<input type="checkbox"/>		
Average			\$32,994	\$43,549	\$54,104	64.0%			

CITY OF HAMPTON, VA	EQUIPMENT OPERATOR V		\$28,682	\$38,494	\$48,306	68.4%			
		\$ Difference	(\$4,312)	(\$5,055)	(\$5,798)				
		% Difference	-15.0%	-13.1%	-12.0%				

Grade	Minimum	Midpoint	Maximum
111	\$32,526	\$43,910	\$55,294

Salary Survey Results for City of Hampton, VA Salary Survey

FAMILY SUPPORT WORKER

Descrip

Provides assistance in parenting skills to program participants and meets other needs to strengthen parent/child relationships. Establishes a trusting relationship with families and makes regular visits to observe and note the interaction between parent and child. Teaches basic parenting skills. Assists the family in making and attending appointments with medical providers and other agencies. Acts as a liaison between the family and agencies as required. Provides transportation as needed. Identifies family dysfunction, provides appropriate interventions as directed by supervisor, and implements a Plan of Care. Meets regularly with supervisor to discuss and modify plan. Attends case conferences, in-service training, and staff and other meetings.

Quals

Graduation from high school or successful completion of the GED. CPR certification required. Some experience in early childhood/preschool populations preferred. Must have a valid motor vehicle operator's license issued by the State and an acceptable driving record according to the City's criteria. Must successfully complete a criminal and protective services background check.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/JAMES CITY COUNTY	FAMILY SERVICES ASSISTANT	Good	\$28,255	\$36,527	\$44,798	58.5%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FAMILY SERVICES ASSISTANT	Good	\$28,720	\$35,182	\$41,644	45.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FAMILY SERVICES ASSOCIATE	Good	\$28,815	\$37,458	\$46,100	60.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	FAMILY SUPPORT WORKER	Good	\$32,939	\$44,934	\$56,929	72.8%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	FAMILY SERVICES WORKER	Good	\$38,843	\$51,321	\$63,798	64.2%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	FAMILY SUPPORT SPECIALIST	Good	\$41,205	\$54,597	\$67,988	65.0%	<input type="checkbox"/>		
Average			\$33,129	\$43,336	\$53,543	61.6%			

CITY OF HAMPTON, VA FAMILY SUPPORT WORKER

\$ Difference	\$26,568	\$35,767	\$44,965	69.2%
	(\$6,561)	(\$7,570)	(\$8,578)	
% Difference	-24.7%	-21.2%	-19.1%	

Grade	Minimum	Midpoint	Maximum
111	\$32,526	\$43,910	\$55,294

Salary Survey Results for City of Hampton, VA Salary Survey

FINANCIAL ANALYST

Descrip

Performs complex and difficult professional accounting work involving the design, maintenance, preparation and analysis of complex financial records. Applies a wide range generally accepted accounting principles and governmental accounting principles necessary to properly maintain, operate and implement changes to financial management and accounting systems for city funds to ensure adequate budgetary and internal controls. Performs the financial administration, accounting record maintenance and reporting of complex federal/state grants. Provides backup coverage for the Debt Manager. Assists the Debt Manager with various cash management programs.

Quals

Graduation from an accredited college or university with a Bachelor's Degree in Accounting, Business Administration, Finance or related field of study; considerable experience in accounting and some investment experience; or five (5) years of Accounting experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	FINANCIAL ANALYST	Good	\$35,012	\$48,704	\$62,395	78.2%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	FINANCIAL/STATISTICAL ANALYST	Good	\$43,771	\$57,835	\$71,898	64.3%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FINANCIAL AND RESEARCH ANALYST	Good	\$49,198	\$65,591	\$81,983	66.6%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FISCAL SYSTEMS ANALYST	Good	\$51,000	\$66,850	\$82,700	62.2%	<input type="checkbox"/>		
CITY OF CHEASapeake, VA	FINANCIAL SYSTEMS ANALYST	Good	\$55,660	\$73,750	\$91,839	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FINANCIAL ANALYST	Good	\$63,292	\$79,115	\$94,938	50.0%	<input type="checkbox"/>		
Average			\$49,655	\$65,307	\$80,959	63.0%			

CITY OF HAMPTON, VA	FINANCIAL ANALYST	\$ Difference	% Difference	\$ Difference	% Difference	\$ Difference	% Difference
		\$50,350	1.4%	\$66,480	1.8%	\$82,610	2.0%
		\$695		\$1,173		\$1,651	
							64.1%

Grade	Minimum	Midpoint	Maximum
120	\$50,458	\$68,118	\$85,779

Salary Survey Results for City of Hampton, VA Salary Survey

FIRE CAPTAIN

Descrip
Plans, commands, supervises, and coordinates the activities of career and volunteer firefighters assigned to a shift at a station. Provides the citizens with fire protection, and emergency medical services while ensuring we provide excellent service that exceeds customer expectations. Directs, coordinates, and/or supervises activities in the Operations, Emergency Medical Services (EMS), Fire Prevention, Logistics, Training and Administration Sections as assigned. Works with citizens, community groups, and public agencies to develop and deliver programs and services designed to meet the needs of the community.

Quals
Graduation from high school or successful completion of the GED required. Graduation from a college or university, which is recognized by an approved, regional or national accrediting agency, with an Associate's degree or at least sixty two (62) hours towards a Bachelor's degree in Fire Administration, Emergency Medical Management, Business Administration, Public Administration, or a related field of study approved by the Fire Chief is preferred. Current certification in the EMT-Intermediate (EMT-I) program required; current State Department of Fire Programs (VDFP) or ProBoard-approved certifications to include Fire Officer I, Fire Instructor I required; Fire Instructor II preferred. Successful completion of Hazardous Materials (HAZMAT) Awareness, HAZMAT Operations required. Completion of NIMS ICS-100, ICS-200, IS-700 and IS-800, required; ICS-300 preferred, certification by the State Office of EMS as an EMT-Instructor preferred.
Minimum of two (2) years of uninterrupted service as a currently employed Fire Lieutenant in a permanent full time paid capacity with the City's Fire and Rescue Division. Must possess and maintain a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Must successfully complete annual CPR certification; must successfully complete Emergency Vehicle Operator's Courses (EVOC).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/JAMES CITY COUNTY	FIRE RESCUE CAPTAIN	Good	\$54,287	\$70,179	\$86,071	58.5%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	FIRE CAPTAIN	Good	\$55,892	\$74,515	\$93,138	66.6%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FIRE CAPTAIN	Good	\$56,499	\$69,212	\$81,924	45.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FIRE CAPTAIN	Good	\$57,735	\$70,677	\$83,619	44.8%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	FIRE CAPTAIN	Good	\$61,794	\$82,897	\$103,999	68.3%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	FIRE CAPTAIN	Good	\$62,419	\$82,706	\$102,992	65.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	FIRE CAPTAIN	Good	\$65,000	\$83,298	\$101,596	56.3%	<input type="checkbox"/>		
Average			\$59,089	\$76,212	\$93,334	58.0%			

CITY OF HAMPTON, VA FIRE CAPTAIN

\$ Difference	\$59,014	\$77,829	\$96,643	63.8%
% Difference	(\$75) -0.1%	\$1,617 2.1%	\$5,309 3.4%	

Grade	Minimum	Midpoint	Maximum
212	\$63,970	\$86,417	\$108,863

Salary Survey Results for City of Hampton, VA Salary Survey

FIRE CHIEF

Descrip

Plans and directs the programs, services and activities of the Fire and Rescue Division to ensure community safety and that public resources are used effectively and efficiently to support the mission, vision, and strategic goals of the City. Plans, directs, and implements policies, procedures, and guidelines providing for fire suppression, fire prevention, and emergency medical services for the City and its citizens. Administers fire suppression and fire prevention services in the City for all residential, business, industrial, and educational institutions. Coordinates and administers daily fire activities through subordinates. Organizes departmental resources for maximum efficiency to provide for fire suppression service, fire prevention and investigation, training, communications, and emergency medical services. Develops and aligns fire station districts to provide the most effective service. Adjusts organizational alignment according to needs and availability of funds, and transfers personnel between organizational elements according to needs of the service.

Quals

Graduation from an accredited college or university that is approved by a regionally or nationally recognized accrediting agency, with a Bachelor's Degree in Fire Science, Public Administration, Business Management, Business Administration, or related field; Master's Degree in a related field is preferred. CPR and EMT Basic level or higher certifications are preferred. Requires six (6) to eight (8) years of increasingly responsible experience in a municipal Fire and Rescue department management or supervisory position at the level of Chief, Assistant/Deputy Chief, Major or Battalion Chief, preferably in a community equivalent or larger size with a combination of volunteer and career personnel. An equivalent combination of education, training and experience which provides the requisite knowledge, skills and abilities for this position may be considered. Must possess or be able to possess a valid motor vehicle operator's license issued by the State and an acceptable driving record based on the City's criteria. Must be able to successfully pass a comprehensive background investigation.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	FIRE CHIEF	Good					<input type="checkbox"/>		\$187,325
CHESTERFIELD COUNTY, VA	FIRE CHIEF	Good					<input type="checkbox"/>		\$173,931
CITY OF NEWPORT NEWS, VA	FIRE CHIEF	Good					<input type="checkbox"/>		\$154,875
CITY OF SUFFOLK, VA	FIRE CHIEF	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	FIRE CHIEF	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	FIRE CHIEF	Good	\$95,587	\$125,653	\$155,719	62.9%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	FIRE CHIEF	Good	\$99,029	\$131,914	\$164,798	66.4%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	CHIEF OF FIRE-RESCUE	Good	\$100,205	\$133,103	\$166,000	65.7%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FIRE CHIEF	Good	\$101,766	\$127,208	\$152,649	50.0%	<input type="checkbox"/>		
ORLANDO, FL	FIRE CHIEF	Good	\$110,521	\$145,061	\$179,600	62.5%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	CHIEF OF FIRE AND EMERGENCY SERVICES	Good	\$111,957	\$140,345	\$168,732	50.7%	<input type="checkbox"/>		
HENRICO COUNTY, VA	FIRE CHIEF	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$101,531	\$133,874	\$166,216	63.7%			\$172,044

CITY OF HAMPTON, VA	FIRE CHIEF		\$45,000	\$122,500	\$200,000	344.4%			
HAMPTON, VA	FIRE CHIEF		\$45,000	\$122,500	\$200,000	344.4%			
		\$ Difference	(\$56,531)	(\$11,574)	\$33,784				
		% Difference	-125.6%	-9.3%	16.9%				

Salary Survey Results for City of Hampton, VA Salary Survey

FIRE LIEUTENANT

Describe Plans, commands, supervises, and coordinates the activities of career and volunteer firefighters assigned to a shift at a station. Provides the citizens with fire protection, and emergency medical services while ensuring we provide excellent service that exceeds customer expectations. Directs, coordinates, and/or supervises activities in the Operations, Emergency Medical Services (EMS), Fire Prevention, Logistics, Training and Administration Sections as assigned. Works with citizens, community groups, and public agencies to develop and deliver programs and services designed to meet the needs of the community.

Quals Graduation from high school or successful completion of the GED required. Graduation from a college or university, which is recognized by an approved regional or national accrediting agency, with an Associate's degree or higher in Fire Science, Fire Administration, or a related field approved by the Fire Chief preferred. A current certification in EMT-Intermediate (EMT-I) program required; current Department of Fire Programs or ProBoard-approved certifications to include Fire Officer I, Fire Instructor I, and successful completion of an approved Officer Development program required. Successful completion of Hazardous Materials (HAZMAT) Awareness, HAZMAT Operations required. Successful completion of NIMS ICS-100, ICS 200, IS-700 and IS-800 required; ICS 300 is preferred; certification by the state Office of EMS as an EMT-Instructor preferred.
 Minimum of four (4) years uninterrupted service as a uniform firefighter (P1 or higher) in a permanent full-time paid capacity with the City Division of Fire and Rescue. Must successfully complete annual CPR certification; must successfully complete Emergency Vehicle Operator's Courses. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/JAMES CITY COUNTY	FIRE RESCUE LIEUTENANT	Good	\$46,955	\$60,701	\$74,446	58.5%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FIRE LIEUTENANT	Good	\$50,286	\$61,558	\$72,829	44.8%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	FIRE LIEUTENANT	Good	\$51,166	\$68,214	\$85,262	66.6%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	FIRE LIEUTENANT	Good	\$55,046	\$73,844	\$92,642	68.3%	<input type="checkbox"/>		
CITY OF CHEESAPEAKE, VA	FIRE LIEUTENANT	Good	\$56,097	\$71,747	\$87,397	55.8%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	FIRE LIEUTENANT	Good	\$57,500	\$75,750	\$94,000	63.5%	<input type="checkbox"/>		
Average			\$52,842	\$68,636	\$84,429	59.8%			

CITY OF HAMPTON, VA	FIRE LIEUTENANT	\$ Difference	% Difference	Range Width
		\$50,125	-5.4%	64.7%
		(\$2,717)	-3.4%	
		(\$1,853)	-2.2%	

Grade	Minimum	Midpoint	Maximum
209	\$55,259	\$74,650	\$94,040

Salary Survey Results for City of Hampton, VA Salary Survey

FIREFIGHTER

Describe Combats, controls, and extinguishes fires; rescues persons and salvages property in emergency situations; maintains equipment, fire station buildings, and grounds; performs fire prevention activities; drives or assists ambulance drivers to transport sick, injured, or convalescent persons. Responds to fire alarms and other emergency calls. Under supervision, lays out and connects hoses, and directs streams of water or extinguishment agents onto fires. Positions, raises, and climbs ladders to gain access to upper levels of buildings or to rescue individuals from burning structures. Carries out firefighting activities using tools and methods in a prescribed manner; creates openings in buildings for ventilation, ingress, or egress, using axes, crowbars, and other appropriate tools. Salvages and preserves property to minimize fire loss; protects property from water and smoke by use of waterproof salvage covers, smoke ejectors, and deodorants. Performs emergency life saving activities; administers emergency medical care. Performs clean up activities following fire suppression operations.

Quals Graduation from high school or successful completion of the GED; must be at least eighteen (18) years of age; graduation from the Tidewater Regional Fire Academy (TRFA) and state certified EMT-B required. Must successfully complete and become certified as a state EMT-Intermediate when required by the Division; must successfully complete Hazardous Materials-Operations, Emergency Vehicle Operation Course (EVOC), Driver/Pump Operator (DPO) course, FEMA IS 100, 200, 700, and 800; must meet the required medical standards provided by the city by a licensed physician; successful completion of the department's physical agility test; successful completion of the required application process for approval by the Fire Department; must pass a character background investigation and a polygraph examination; must agree to conditions of employment as specified by the Fire Department. Must possess a valid motor vehicle operator's license and a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	FIREFIGHTER I	Good	\$35,083	\$45,830	\$56,577	61.3%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	FIRE FIGHTER I	Good	\$38,000	\$52,261	\$66,521	75.1%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FIREFIGHTER EMT-ENHANCED	Good	\$38,228	\$48,199	\$58,170	52.2%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	FIREFIGHTER	Good	\$40,325	\$41,685	\$43,044	6.7%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	FIRE RESCUE TECHNICIAN III	Good	\$40,612	\$52,501	\$64,389	58.5%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	FIREFIGHTER/EMT	Good	\$40,749	\$52,118	\$63,486	55.8%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FIRE FIGHTER	Good	\$42,011	\$51,464	\$60,916	45.0%	<input type="checkbox"/>		
Average			\$39,287	\$49,151	\$59,015	50.2%			

Grade	Minimum	Midpoint	Maximum
204	\$43,297	\$58,490	\$73,683

	CITY OF HAMPTON, VA	FIREFIGHTER	
\$ Difference	\$40,478	\$53,923	\$67,368
% Difference	1.191	8.9%	12.4%
			66.4%

Salary Survey Results for City of Hampton, VA Salary Survey

FIREFIGHTER RECRUIT

Descrip

Combats, controls, and extinguishes fires; rescues persons and salvages property in emergency situations; maintains equipment; fire station buildings, and grounds; performs fire prevention activities; drives or assists ambulance drivers to transport sick, injured, or convalescent persons. Responds to fire alarms and other emergency calls. Under supervision, lays out and connects hoses, and directs streams of water or chemicals onto fires. Positions, raises, and climbs ladders to gain access to upper levels of buildings or to rescue individuals from burning structures. Carries out firefighting activities using tools and methods in a prescribed manner; creates openings in buildings for ventilation or entrance using axes and crowbars and other appropriate tools. Salvages and preserves property to minimize fire loss; protect property from water and smoke by use of waterproof salvage covers, smoke ejectors, and deodorants. Performs emergency life-saving activities; administers medical aid. Performs clean-up activities after fire suppression.

Quals

Graduation from high school or successful completion of the GED; must be at least eighteen (18) years of age; graduation from the Tidewater Regional Fire Academy or a state certified EMT Intermediate or Paramedic preferred; must meet the required medical standards provided by the city by a licensed physician; successful completion of the division's physical agility test; successful completion of the required Fire & Rescue application process; must pass a background investigation and a polygraph examination; must agree to conditions of employment as specified by the Fire & Rescue Division. Must successfully complete Emergency Vehicle Operator's course and Pump Operator course; must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria.

Respondent	Matching/Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	FIREFIGHTER RECRUIT	Good	\$35,126	\$45,409	\$55,691	58.5%	<input type="checkbox"/>		\$36,617
WILLIAMSBURG/JAMES CITY COUNTY	FIRE RESCUE TECHNICIAN I	Good	\$36,500	\$50,198	\$63,896	75.1%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	FIREFIGHTER RECRUIT	Good	\$38,325	\$39,325	\$40,325	5.2%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	FIREFIGHTER RECRUIT	Good	\$38,619	\$49,393	\$60,167	55.8%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	FIREFIGHTER - TRAINEE	Good	\$39,986	\$48,983	\$57,980	45.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FIREFIGHTER RECRUIT	Good							
Average			\$37,711	\$46,662	\$55,612	47.5%			\$36,617

CITY OF HAMPTON, VA FIREFIGHTER RECRUIT

\$ Difference	\$38,325	\$41,632	\$44,939	17.3%
% Difference	\$614	(\$5,030)	(\$10,673)	
	1.6%	-12.1%	-23.7%	

Grade	Minimum	Midpoint	Maximum
201	\$38,618	\$43,297	\$47,975

Salary Survey Results for City of Hampton, VA Salary Survey

FLEET MANAGER

Descrip Plans, directs, and coordinates the management of municipal automotive/equipment fleet acquisition, replacement, maintenance, and repair operation. Reviews and approves all specifications for replacement and major repairs. Determines the most cost effective method for preventive maintenance. Makes first and second level management decisions concerning employee management relations. Initiates, recommends, and approves personnel actions such as hiring, training, evaluation, counseling and disciplining. Establishes and directs operational and safety policies for the facility. Tours the plant periodically to inspect equipment and installations. Examines work areas to determine if safety regulation are being observed and if accident prevention devices are being used.

Quals Graduation from college with a Bachelor's Degree in Business Management, Business Administration, or related field of study; vocational, technical, or trade school training in automotive maintenance and repair field is desirable. Extensive experience as a supervisor in the automotive maintenance and repair field. Must possess a valid motor vehicle operator's license issued by the State. Experience may be substituted for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	FLEET OFFICER	Good					<input type="checkbox"/>		\$136,531
CITY OF RICHMOND, VA	SUPERINTENDENT OF AUTOMOTIVE MAINTENANCE	Good	\$43,771	\$57,835	\$71,898	64.3%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	FLEET SUPPORT MANAGER	Good	\$50,384	\$70,092	\$89,799	78.2%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	FLEET MANAGER	Good	\$61,339	\$77,844	\$94,349	53.8%	<input type="checkbox"/>		
ORLANDO, FL	FLEET MANAGER	Good	\$61,964	\$79,371	\$96,777	56.2%	<input type="checkbox"/>		
JACKSONVILLE, FL	FLEET MANAGEMENT ADMINISTRATOR	Good	\$62,916	\$83,364	\$103,812	65.0%	<input type="checkbox"/>		
CHESTERFIELD COUNTY, VA	AUTOMOTIVE FLEET MANAGER	Good	\$69,039	\$93,465	\$117,891	70.8%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FLEET MAINTENANCE MANAGER	Good	\$71,500	\$92,750	\$114,000	59.4%	<input type="checkbox"/>		
HENRICO COUNTY, VA	AUTOMOTIVE FLEET MANAGER	Good	\$72,074	\$100,793	\$129,511	79.7%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FLEET MANAGEMENT ADMINISTRATOR	Good	\$73,397	\$91,747	\$110,096	50.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	FLEET AND EQUIPMENT SERVICE MANAGER	Good	\$73,599	\$100,101	\$126,602	72.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	FLEET MANAGER	Good	\$79,393	\$105,197	\$131,000	65.0%	<input type="checkbox"/>		
Average			\$65,398	\$86,596	\$107,794	64.8%			\$136,531

CITY OF HAMPTON, VA	FLEET MANAGER	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	FLEET MANAGER	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$20,398)	\$35,904	\$92,206	
	% Difference	-45.3%	29.3%	46.1%	

Salary Survey Results for City of Hampton, VA Salary Survey

FLEET TECHNICIAN

Describe
 Performs, in a team environment with responsible work in the maintenance and repair of a variety of automotive and heavy motor equipment utilized by all customer departments. Performs minor preventive maintenance on vehicles and motorized equipment as needed. Examines vehicles and equipment and diagnoses nature and extent of damage or malfunctions. Performs repairs on sedans, light and heavy trucks, and motorized heavy equipment. Works with team members to solve problems, design and implement automotive services procedures to complete mechanical projects. Seeks advice and training from Master Technicians and Automotive Maintenance Supervisor as needed.

Quals
 Graduation from high school or successful completion of the GEED preferred. Vocational, technical or trade school training in automotive mechanics preferred. Some experience in the repair and maintenance of both diesel and gasoline automotive equipment. Certification as a Motor Vehicle Inspector, licensed by the State; or the ability to pass the requirements to obtain a State Vehicle Inspection certification. Must possess a State Commercial Driver's License (CDL) to include air brakes, passenger carrying and tractor/trailer or obtain the CDL within 90 days of employment. Must have a satisfactory driver's record based on the City's criteria. Must obtain and maintain ASE (Automotive Service Excellence) and/or EVT (Emergency Vehicle Technician) certification in at least two (2) content areas as determined by management within one (1) year of employment. Must successfully pass testing for controlled substances. Any combination of experience and education may be considered in lieu of the specific criteria outlined above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	VEHICLE SERVICE TECHNICIAN	Good	\$23,635	\$30,973	\$38,310	62.1%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	AUTOMOTIVE REPAIR TECHNICIAN	Good	\$31,180	\$40,515	\$49,850	59.9%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	AUTOMOTIVE TECHNICIAN I	Good	\$31,699	\$41,694	\$51,688	63.1%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	AUTOMOTIVE MECHANIC III	Good	\$36,722	\$47,971	\$59,219	61.3%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	AUTOMOTIVE TECHNICIAN III	Good	\$37,769	\$48,826	\$59,883	58.6%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	MECHANIC II	Good	\$38,625	\$47,316	\$56,006	45.0%	<input type="checkbox"/>		
Average			\$33,272	\$42,882	\$52,493	57.8%			

CITY OF HAMPTON, VA FLEET TECHNICIAN

\$ Difference	\$36,073	\$48,042	\$60,011	66.4%
% Difference	7.8%	10.7%	12.5%	

Grade	Minimum	Midpoint	Maximum
112	\$34,152	\$46,105	\$58,058

Salary Survey Results for City of Hampton, VA Salary Survey

FORENSICS SUPERVISOR

Descrip Plans, directs and leads a staff of forensic technicians in the Crime Scene Unit. Assists staff in performing a wide range of highly complex technical work in the collection, identification and classification of physical evidence gathered from crime scenes. May be required to perform duties as the Crime Scene Unit Supervisor in his/her absence. Requires extensive contact with citizens and personnel from other city departments and related agencies.

Quals Graduation from an accredited college or university with an Associate's Degree in Forensic Science, Police Science, or a related field; Bachelor's or Master's degree preferred. Extensive experience in police investigative work to include at least five (5) years experience from the Master Forensic Technician level. Some experience as a supervisor, preferably in a governmental crime scene unit. Latent Print Certification from the International Association of Identification preferred. Must be a graduate of the State Forensic Science Academy and be certified as an instructor. Certification as a fingerprint examiner is highly desirable. Must successfully complete a personal history background investigation to include a polygraph examination. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Any acceptable combination of experience and education which qualifies the applicant for this particular position may be considered for the more specific requirements outlined above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF VIRGINIA BEACH, VA	FORENSICS SPECIALIST SUPERVISOR	Good	\$40,580	\$49,711	\$58,841	45.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	EVIDENCE TECHNICIAN III	Good	\$41,205	\$54,597	\$67,988	65.0%	<input type="checkbox"/>		
CITY OF SURFOLK, VA	EVIDENCE TECHNICIAN SUPERVISOR	Good	\$41,657	\$55,537	\$69,417	66.6%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	SENIOR POLICE INVESTIGATOR	Good	\$43,667	\$56,451	\$69,235	58.6%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	CRIME ANALYST SUPERVISOR	Good	\$43,771	\$57,835	\$71,898	64.3%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	CRIME ANALYST SUPERVISOR	Good	\$47,408	\$65,942	\$84,475	78.2%	<input type="checkbox"/>		
Average			\$43,048	\$56,679	\$70,309	63.3%			

CITY OF HAMPTON, VA FORENSICS SUPERVISOR

\$ Difference
% Difference

Grade	Minimum	Midpoint	Maximum
119	\$48,055	\$64,874	\$81,694

Salary Survey Results for City of Hampton, VA Salary Survey

HOUSING REINVESTMENT SPECIALIST

Descrip

Initiates, directs and coordinates reinvestment in the housing stock in the City's Housing Venture neighborhoods. Develops and promotes incentives for housing reinvestment and matches property owners with resources for improving residential properties. Identifies resources to fill gaps in housing rehabilitation and reinvestment services and incentives. Coordinates development for infill housing in targeted neighborhoods and assists with marketing to prospective homebuyers.

Quals

Graduation from an accredited college or university with a Bachelor's degree in Business Administration, Planning, Urban Design, Economics, Public Administration, Marketing or related field of study. Considerable experience with residential real estate sales, financing and/or renovation/reinvestment. Must have a valid motor vehicle operator's license issued by the State and a satisfactory driving record based on the City's criteria. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	HOUSING COUNSELOR	Good	\$38,843	\$51,321	\$63,798	64.2%	<input type="checkbox"/>		
WILLIAMSBURG/GAMES CITY COUNTY	HOUSING PROJECT COORDINATOR	Good	\$46,955	\$60,701	\$74,446	58.5%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	HOUSING PROGRAMS COORDINATOR	Good	\$51,945	\$64,931	\$77,918	50.0%	<input type="checkbox"/>		
Average			\$45,914	\$58,984	\$72,054	56.9%			

CITY OF HAMPTON, VA	HOUSING REINVESTMENT SPECIALIST	\$ Difference	% Difference	\$ Difference	% Difference	\$ Difference	% Difference
		\$50,350	8.8%	\$66,480	11.3%	\$82,610	12.8%
		\$4,436		\$7,496		\$10,556	

Grade	Minimum	Midpoint	Maximum
118	\$45,767	\$61,785	\$77,804

Salary Survey Results for City of Hampton, VA Salary Survey

INTAKE CASE MANAGER - DSS

Descrip
 Performs complex duties and assists other staff members in the planning, development, and implementation of policies, procedures, and programs to increase the self-sufficiency of customers seeking or receiving public assistance. Administers the Diversionary Assistance intake duties. Provides direct customer service to reduce dependency on public assistance and increase customer self-sufficiency. Participates with other team members in identifying and accomplishing team objectives to include meeting or exceeding accuracy and timeliness standards of 92% and 94% respectively, in sharing responsibility for all team activities, and in leading the team when appropriate. Participates in personnel decisions to include recommending achievement awards, developing and monitoring team performance contracts, and recommending performance improvement plans where appropriate.

Quals
 Graduation from high school or GED. Two (2) years of college course work indicative of such characteristics as continuous learning, self direction, oral and written communication and time management. Bachelor's degree preferred. Two (2) years experience as a Case Manager in the City or equivalent experience. Considerable experience in administering human service delivery and/or financial benefit programs such as AFDC, food stamp, and other benefit and child welfare programs. Experience working in a team and/or customer service setting required. Any acceptable combination of education and experience that qualifies an applicant may be substituted for the more specific requirements listed above. Individuals under consideration will be subject to a criminal background check.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	SELF SUFFICIENCY WORKER I	Good	\$38,364	\$50,115	\$61,866	61.3%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	INTENSIVE CASE MANAGER	Good	\$38,843	\$51,321	\$63,798	64.2%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	INTAKE OFFICER	Good	\$39,543	\$55,006	\$70,469	78.2%	<input type="checkbox"/>		
Average			\$38,917	\$52,147	\$65,378	68.0%			

CITY OF HAMPTON, VA INTAKE CASE MANAGER - DSS

\$ Difference	\$34,256 (\$4,661)	\$45,696 (\$6,452)	\$57,135 (\$8,243)	66.8%
% Difference	-13.6%	-14.1%	-14.4%	

Grade	Minimum	Midpoint	Maximum
115	\$39,535	\$53,372	\$67,210

Salary Survey Results for City of Hampton, VA Salary Survey

INTERNAL AUDITOR II

Describe Conducts performance and financial audits to ensure the maintenance of a system of internal controls which safeguard the city's assets, ensures compliance with applicable laws and regulations, and provides reliable financial records and recommendations to improve City operations. Provides professional auditing services to departments and various city programs. Establishes audit objectives and develops audit programs, including time estimates and plan of work. Responsible for the development of audit findings. Completes and monitors fieldwork, completes and reviews work papers, edits preliminary drafts in accordance with GAAS.

Quals Graduation from an accredited college or university with a Bachelor's Degree in Accounting; considerable auditing experience required, preferably with governmental unit or agencies. Certified Public Accountant or Certified Internal Auditor designation required or must be obtained within three (3) years of employment. Must possess a valid motor vehicle operator's license issued by the State and have a satisfactory driver's record based on the City's criteria. Any combination of experience and education that qualifies the applicant may be substituted for the more specific criteria outlined above. Required to complete a criminal background check and a credit history check.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	AUDITOR	Good	\$43,297	\$66,570	\$89,842	107.5%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	AUDITOR II	Good	\$47,061	\$58,826	\$70,591	50.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	INTERNAL AUDITOR, SENIOR	Good	\$47,408	\$65,942	\$84,475	78.2%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	SENIOR AUDITOR	Good	\$50,488	\$65,268	\$80,048	58.5%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	AUDITOR II	Good	\$51,000	\$66,850	\$82,700	62.2%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	AUDITOR	Good	\$52,367	\$69,387	\$86,406	65.0%	<input type="checkbox"/>		
Average			\$48,603	\$65,474	\$82,344	69.4%			

CITY OF HAMPTON, VA INTERNAL AUDITOR II

Grade	Minimum	Midpoint	Maximum
120	\$50,458	\$68,118	\$85,779

\$ Difference	\$1,747	\$1,006	\$266
% Difference	3.5%	1.5%	0.3%

64.1%

Salary Survey Results for City of Hampton, VA Salary Survey

LIBRARIAN II/BRANCH LIBRARIAN

Describe
 Performs routine professional work in a branch library. Provides supervision to paraprofessional staff; provides oversight to the scheduling and operation of the mobile outreach vehicles. Provides reference services for via telephone and email. Assists patrons in locating material and responds to a variety of moderate to difficult reference questions. Provides assistance to patrons in the library computer lab. Prepares, implements, and evaluates literacy skill building programs for children and parents. Develops and presents computer training programs and other informational and literary programs for adults and teens. Provides supervision to designated paraprofessional and clerical personnel. Initiates, recommends, and approves personnel actions such as training, hiring, counseling, disciplining and evaluating. Oversees the scheduling and operations of the mobile outreach vehicles.

Quals
 Completion of a Master's program in Library Science from an ALA accredited Library School or certification as a Professional Librarian by the State. Previous work experience in library work some of which may have been at a senior paraprofessional level. Some supervisory experience preferred. Must possess a valid motor vehicle operator's license issued by the State and have a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	LIBRARIAN II	Good	\$41,308	\$54,579	\$67,850	64.3%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	LIBRARIAN II	Good	\$41,657	\$55,537	\$69,417	66.6%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	LIBRARIAN II	Good	\$42,016	\$58,440	\$74,864	78.2%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	LIBRARIAN II	Good	\$43,667	\$56,451	\$69,235	58.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	LIBRARIAN II	Good	\$44,016	\$58,321	\$72,626	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	LIBRARIAN II	Good	\$46,885	\$60,918	\$74,950	59.9%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	LIBRARIAN II	Good	\$47,061	\$58,826	\$70,591	50.0%	<input type="checkbox"/>		
Average			\$43,801	\$57,582	\$71,362	62.9%			

CITY OF HAMPTON, VA LIBRARIAN II/BRANCH LIBRARIAN

Grade	Minimum	Midpoint	Maximum
117	\$43,588	\$58,844	\$74,100

\$ Difference	\$36,999	\$49,237	\$61,475	66.2%
% Difference	-18.4%	-16.9%	-16.1%	

Salary Survey Results for City of Hampton, VA Salary Survey

LIBRARIAN IV - BRANCH MANAGER

Descrip
 Performs difficult professional library work in a branch library. Manages the branch under the direct supervision of the Library Director. Directs and manages the activities of a branch library. Based on system policies, establishes operational policies and procedures and ensures staff understanding and compliance. Develops short and long range objectives for the branch, including suggested budget requirements; initiates implementation of developed plans and policies; controls branch expenditures within adopted budget. Prepares reports and policy recommendations for consideration by the Library Director. Actively participates in system-wide planning activities. Maintains book and non-book collection. Administers the selection of materials to be added to the library collection, including books, periodicals, and A-V. Maintains current knowledge of books and authors through extensive reading of book reviews, periodicals and publishers' catalogs.

Quals
 Completion of a Master's Program in Library Science from an ALA accredited library school or certification as a professional librarian by the State. Considerable experience in professional library work; some supervisory experience. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based upon the City's criteria. An acceptable combination of education and experience may be considered in lieu of the criteria outlined above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	LIBRARY/COMMUNITY SERVICES MANAGER	Good	\$46,238	\$61,093	\$75,948	64.3%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	LIBRARY DEVELOPMENT OFFICER	Good	\$46,955	\$60,701	\$74,446	58.5%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	LIBRARIAN MANAGER I	Good	\$47,629	\$63,109	\$78,588	65.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	LIBRARIAN IV	Good	\$53,724	\$71,625	\$89,526	66.6%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	LIBRARIAN IV	Good	\$57,338	\$71,673	\$86,008	50.0%	<input type="checkbox"/>		
Average			\$50,377	\$65,640	\$80,903	60.6%			

CITY OF HAMPTON, VA LIBRARIAN IV - BRANCH MANAGER

Grade	Minimum	Midpoint	Maximum
120	\$50,458	\$68,118	\$85,779
	\$ Difference	% Difference	% Difference
	(\$3,759)	(\$3,982)	(\$4,205)
	-8.1%	-6.5%	-5.5%
			64.5%

Salary Survey Results for City of Hampton, VA Salary Survey

LIBRARY ASSISTANT

Describe
 Performs circulation desk duties using the library's automated system. Deals directly with patrons to review patron blocks and discuss ways to resolve them. Registers new borrowers. Advises patrons concerning the library, its services, resources and policies. Takes meeting room reservations. Assist patrons with holds. Sorts returned books and other materials according to classification system and returns them to designated holding shelves for the pages to shelve. Runs daily Dynix holds reports and prepares books for transit.

Quals
 Graduation from high school or successful completion of the GED; college level courses in Library Science, literature or related field of study preferred; minimum of one (1) year work experience in performing paraprofessional library duties. Any acceptable combination of experience and education which qualifies the applicant for this particular position may be considered for the more specific requirements outlined above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK VA	LIBRARY ASSISTANT I	Good	\$21,222	\$27,576	\$33,930	59.9%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	LIBRARY ASSISTANT I	Good	\$21,992	\$28,820	\$35,647	62.1%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	LIBRARY ASSISTANT I	Good	\$22,479	\$29,785	\$37,090	65.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	LIBRARY TECHNICIAN I	Good	\$22,927	\$31,275	\$39,623	72.8%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	LIBRARY ASSISTANT I	Good	\$23,900	\$31,221	\$38,541	61.3%	<input type="checkbox"/>		
Average			\$22,504	\$29,735	\$36,966	64.3%			

CITY OF HAMPTON, VA	LIBRARY ASSISTANT		\$23,440	\$32,655	\$41,869	78.6%			
		\$ Difference	\$936	\$2,919	\$4,903				
		% Difference	4.0%	8.9%	11.7%				

Grade	Minimum	Midpoint	Maximum
105	\$24,271	\$32,766	\$41,261

Salary Survey Results for City of Hampton, VA Salary Survey

LOCAL PROBATION OFFICER I

Descrip
 Provides probation supervision and counseling to low to medium risk local offenders and pretrial defendants referred to the Criminal Justice Agency by the courts. Maintains community service work (CSW) sites. Updates CSW site information. Visits CSW sites and meet with site supervisors. Interviews clients and secure information, such as physical, psychological, and social factors, contributing to clients' situation. Verifies intake information. Provides assistance to offenders in obtaining employment, and developing pro-social attitudes. Refers clients to community resources and other organizations. Monitors clients' adherence to behavioral and treatment contracts. Monitors clients' participation in community service work. Provides vocational and personal counseling when required. Monitors payment of court costs, fines, supervision fees, and victim restitution. Compiles records and provides written progress reports on all clients the supervisor. Informs supervisor of contract violations and assists in revocation proceedings. Administers intermediate sanction procedures for minor offender violations.

Quals
 Graduation from an accredited college or university with a Bachelor's degree in Criminal Justice, Corrections, Social Work, Sociology, Human Services, or related field of study; minimum of one (1) year experience in working with offenders preferred. Must successfully complete a criminal background investigation and possess a valid motor vehicle operator's license issued by the State and an acceptable driving record according to the City's criteria. Any acceptable combination of experience and education may be considered. Must possess or obtain State CIN certification within ninety (90) days of hire. Must successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	PRE-TRIAL PROBATION OFFICER I	Good	\$33,700	\$43,840	\$53,980	60.2%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	PROBATION OFFICER	Good	\$35,126	\$45,409	\$55,691	58.5%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	PRETRIAL PROBATION OFFICER	Good	\$36,375	\$48,062	\$59,749	64.3%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PRE-TRIAL PROBATION OFFICER I	Good	\$38,625	\$47,316	\$56,006	45.0%	<input type="checkbox"/>		
Average			\$35,957	\$46,157	\$56,357	56.7%			

Grade	Minimum	Midpoint	Maximum
113	\$35,860	\$48,411	\$60,962

\$ Difference	\$31,717	\$46,596	\$61,475	93.8%
% Difference	-13.4%	0.9%	8.3%	

CITY OF HAMPTON, VA LOCAL PROBATION OFFICER I

Salary Survey Results for City of Hampton, VA Salary Survey

MEDIC FIREFIGHTER

Describe
Administers basic and advanced life support and emergency medical services to persons in the field under the direction of the Emergency Medical Physician. Performs firefighting duties as required. Responds, independently or as part of a team, to life threatening emergencies throughout the City. Diagnoses and performs basic and advanced life support services using equipment such as an EKG monitor and defibrillator, advanced pre-hospital coronary observation radio, suction equipment, esophageal obturator airway, intubation equipment, intravenous therapy equipment and medications per instructions from the physician in the hospital emergency department. Confers with physicians via telemetry radio for further diagnosis of patients condition. Exercises independent judgment and makes medical decisions concerning proper treatment of patient when communications cannot be established with the physicians.

Quals
Graduation from an accredited high school course of study or successful completion of GED. Successful completion of Emergency Medical Technician-B program and the Emergency Medical Technician-I program; must have successfully completed a Preceptorship program and have received recommendation from the EMS Bureau Head and the Operational Medical Director of the City Fire & Rescue Division. Must successfully complete Emergency Vehicle Operator's course; must successfully complete HazMat Awareness and HazMat Operations courses. Must currently be a Firefighter, Fire Inspector, Fire Educator Officer or Firefighter Training Instructor with the City. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	FIREFIGHTER/MEDIC I	Good	\$41,657	\$55,537	\$69,417	66.6%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	FIREFIGHTER/MEDIC	Good	\$43,044	\$57,196	\$71,348	65.8%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	FIREFIGHTER EMT-P	Good	\$45,376	\$57,211	\$69,046	52.2%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	FIREFIGHTER MEDIC	Good	\$46,371	\$56,805	\$67,238	45.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	FIREFIGHTER/PARAMEDICALS TECHNICIAN	Good	\$47,526	\$60,785	\$74,044	55.8%	<input type="checkbox"/>		
Average			\$44,795	\$57,507	\$70,219	56.8%			

CITY OF HAMPTON, VA	MEDIC FIREFIGHTER		\$43,044	\$57,208	\$71,372	65.8%			
		\$ Difference	(\$1,751)	(\$299)	\$1,153				
		% Difference	-4.1%	-0.5%	1.6%				

Grade	Minimum	Midpoint	Maximum
205	\$45,462	\$61,415	\$77,367

Salary Survey Results for City of Hampton, VA Salary Survey

NETWORK AND TELECOM SERVICES MGR

Descrip

Manages the planning, design, development, and operation of city's telecommunications, network, computer systems, associated directories and supporting subsystems including all matters regarding telephones, cable and radio systems. Works with departments to analyze communication needs for the City. Analyzes requirements in terms of cost effectiveness, technical feasibility, and compatibility with the ongoing master plan for voice/data use. Researches, prepares, and evaluates requests for proposals. Makes recommendations on the purchase and use of radio, data, and telecommunications equipment, maintenance, and services. Coordinates inventory of radio and telecommunications equipment as well as FCC licenses. Manages the City's IP networks. Oversees the development, implementation, operation and monitoring of network systems and functions including system traffic, equipment maintenance, repairs, replacements and upgrades

Quals

Graduation from an accredited college or university with a Bachelor's degree in Electrical Engineering, Business Management, Business Administration; extensive experience working with technical systems, specifically telephone, networks, cable, and radio systems; some experience in computer programming and development, and system design. Considerable supervisory experience required. Some experience in franchise negotiations, contract compliance, and rate regulations preferred. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	NETWORK AND SYSTEMS MANAGER	Good	\$53,608	\$74,567	\$95,526	78.2%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	NETWORK MANAGER	Good	\$55,892	\$74,515	\$93,138	66.6%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	PROGRAMMER ANALYST SUPERVISOR	Good	\$67,489	\$87,247	\$107,004	58.6%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	INFORMATION SERVICES MANAGER	Good	\$68,696	\$96,334	\$123,971	80.5%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	NETWORK SERVICES COORDINATOR	Good	\$73,621	\$97,548	\$121,475	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	TELECOMMUNICATIONS SYSTEMS COORDINATOR	Good	\$77,067	\$96,334	\$115,600	50.0%	<input type="checkbox"/>		
Average			\$66,062	\$87,757	\$109,452	65.7%			

CITY OF HAMPTON, VA NETWORK AND TELECOM SERVICES MGR

\$ Difference	\$68,518	\$89,943	\$111,368	62.5%
% Difference	3.6%	2.4%	1.7%	

Grade	Minimum	Midpoint	Maximum
127	\$71,000	\$95,850	\$120,700

Salary Survey Results for City of Hampton, VA Salary Survey

PARALEGAL ASSISTANT - CA

Describe
 Performs responsible and confidential paraprofessional work in support of the professional legal staff of the Commonwealth's Attorney's Office. May support special projects as required. Organizes litigation files and reviews and organizes transactional records as needed. Drafts routine legal documents under direct attorney supervision. Prepares and drafts briefs, opinions, proceedings, motions, orders, complaints, affidavits, subpoena, and other documents to facilitate legal action or construct a case file under attorney supervision. Provides litigation support from initial receipt of arrest warrant through discovery and trial including, but not limited to, preparation of case-related pleadings and documents, preparation of subpoenas, case management data entry, statistical collection and data entry, and other duties as assigned.

Quals
 Completion of a standard high school course of study or GED. Completion of a paralegal program recognized by the American Bar Association, or graduation from a college or university with an Associate's or Bachelor's Degree. Minimum of three (3) years clerical experience is required; legal experience strongly preferred. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Must successfully complete a criminal background check. A combination of experience, skills and abilities required to perform the duties described above may be substituted for the requirement of a paralegal certificate or an undergraduate college degree.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	PARALEGAL	Good	\$32,939	\$44,934	\$56,929	72.8%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	PARALEGAL - CV/A	Good	\$33,766	\$43,625	\$53,484	58.4%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	PARALEGAL	Good	\$33,911	\$44,805	\$55,699	64.3%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	LEGAL ASSISTANT I (CITY ATTORNEY)	Good	\$35,083	\$45,830	\$56,577	61.3%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	LEGAL TECHNICIAN	Good	\$35,126	\$45,409	\$55,691	58.5%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	PARALEGAL	Good	\$36,387	\$48,213	\$60,039	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PARALEGAL	Good	\$42,635	\$52,227	\$61,820	45.0%	<input type="checkbox"/>		
Average			\$35,692	\$46,435	\$57,177	60.2%			

CITY OF HAMPTON, VA PARALEGAL ASSISTANT - CA \$33,419 \$44,613 \$55,807 67.0%

\$ Difference (\$2,273) (\$1,822) (\$1,370) % Difference -6.8% -4.1% -2.5%

Grade **Minimum** **Midpoint** **Maximum**
 113 \$35,860 \$48,411 \$60,962

Salary Survey Results for City of Hampton, VA Salary Survey

PARKS TECHNICIAN

Descrip
 Performs grounds maintenance tasks to include mowing, weeding, trimming, mulching, raking and cleaning parks, grounds, and athletic fields. Performs horticultural and landscape duties when assigned, to include the maintenance of flower beds, shrubs and small trees in various locations throughout the city. Waters, prunes, fertilizes plants, and transplants a variety of plants, shrubbery and trees. Performs grading and seeding operations. Cuts and trims hedges and applies chemicals as directed to combat disease and insect problems. May assist Senior or Master Technician in the repair and construction of equipment, fences, shelters, benches, signs, buildings, fountains, irrigation systems, playground equipment, and tree maintenance operations. May assist with repairs on mowers, tractors, chain saws, weed eaters, pumps, motors and other mechanical equipment.

Quals
 Graduation from high school or successful completion of the GED preferred. Some experience required as a technician, equipment operator, or in a skilled labor intensive position, preferably in more than one functional area. Any acceptable combination of experience and education which qualifies the applicant for this particular position may be considered for the more specific requirements outlined above. May be required to obtain a Registered Technician Pesticide License within six (6) months of selection. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Must successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	MAINTENANCE WORKER I	Good	\$20,350	\$26,667	\$32,983	62.1%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	GROUNDSCKEEPER	Good	\$21,222	\$27,576	\$33,930	59.9%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	PARK ATTENDENT	Good	\$21,664	\$28,301	\$34,937	61.3%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	GROUNDSCKEEPER I	Good	\$22,435	\$27,483	\$32,531	45.0%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	GROUNDSCKEEPER I	Good	\$22,728	\$29,381	\$36,034	58.5%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	PARK RANGER TECHNICIAN	Good	\$24,744	\$32,786	\$40,827	65.0%	<input type="checkbox"/>		
Average			\$22,191	\$28,699	\$35,207	58.7%			

CITY OF HAMPTON, VA PARKS TECHNICIAN

\$ Difference \$19,567 \$26,724 \$33,881 73.2%
 (\$2,624) (\$1,975) (\$1,326)
% Difference -13.4% -7.4% -3.9%

Grade **Minimum** **Midpoint** **Maximum**
 103 \$22,015 \$29,720 \$37,425

Salary Survey Results for City of Hampton, VA Salary Survey

POLICE CAPTAIN

Describe Plan, coordinate, and direct the activities of a major division of the Police Department. Ensures that each section within the division is administered and operated according to established policies and procedures. Makes work assignments and conducts studies on the operational effectiveness of the division. Meets with the section police lieutenants to resolve questions, conflicts, or problems associated with the sections within the division. Responds to complaints and problems concerning the division and respond to emergency situations. Coordinates the activities of the division with other police divisions, city departments, and other city and state agencies as necessary. Provides direct or indirect supervision for all divisional personnel. Initiates, recommends, and approves personnel actions such as hiring, employee evaluations, employee counseling, and discipline. Approves sick leave and annual leave requests. Reviews proposed training and testing schedules and makes recommendations and changes when necessary. Teaches classes to new recruits or veteran police officers as requested.

Quals Graduation from a college or university, which is recognized by a regionally or nationally approved accrediting agency, with a Bachelor's degree in Police Science or related field of study preferred. Minimum of two (2) years of appropriate, continuous, unbroken experience in the position of police lieutenant, one (1) full year of which, must be with the City in a permanent full time paid capacity. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Must currently be a police lieutenant.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	POLICE CAPTAIN	Good	\$68,998	\$93,843	\$118,687	72.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	POLICE CAPTAIN	Good	\$69,459	\$92,033	\$114,607	65.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	POLICE CAPTAIN	Good	\$72,000	\$92,268	\$112,535	56.3%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	POLICE CAPTAIN	Good	\$72,324	\$90,404	\$108,485	50.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	POLICE CAPTAIN	Good	\$73,603	\$97,652	\$121,700	65.3%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	POLICE CAPTAIN	Good	\$83,915	\$90,615	\$97,315	16.0%	<input type="checkbox"/>		
Average			\$73,383	\$92,802	\$112,222	52.9%			

CITY OF HAMPTON, VA	POLICE CAPTAIN		\$67,482	\$88,770	\$110,058	63.1%			
		\$ Difference	(\$5,901)	(\$4,032)	(\$2,164)				
		% Difference	-8.7%	-4.5%	-2.0%				

Grade	Minimum	Midpoint	Maximum
215	\$74,053	\$100,038	\$126,023

Salary Survey Results for City of Hampton, VA Salary Survey

POLICE CHIEF

Describe Plans, administrators, and directs the activities of the City's Police Division. Supervises and provides guidance, coaching and mentoring to a varied staff of professional, technical, and clerical personnel. Serves to personally lead the community outreach efforts of the Police Division. Organizes Division's resources for maximum efficiency to provide for Investigative Services, Uniform Services, Administrative Services, Internal Affairs, Professional Standards, Planning/Analysis, Emergency Management, Communications, Community Relations and Crime Prevention. Adjusts organizational alignment according to needs and availability of funds, and moves personnel between organizational elements according to needs of the service.

Quals

Graduation from college or university that is approved by a regionally or nationally recognized accrediting agency, with a Bachelor's degree in Police Science, Criminal Justice, Public Administration, Psychology, Sociology or a related field; relevant Master's degree preferred. Minimum of five (5) years experience as a Police Chief in a similarly-sized jurisdiction or as a high level commander and progressive supervisory/management experience with a range of operational and administrative experience. Previous experience working within a City Manager/Council/Mayor form of government is preferred. Must currently possess or obtain State Certification as a Law Enforcement Officer issued by the State Division of Criminal Justice Services, within one (1) year of employment and maintain that status for the duration of service. Possess or be able to possess a valid motor vehicle operator's license issued by the State and an acceptable driving record. Must be able to successfully pass a comprehensive background investigation.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	POLICE CHIEF	Good					<input type="checkbox"/>		\$206,086
CHESTERFIELD COUNTY, VA	POLICE CHIEF	Good					<input type="checkbox"/>		\$182,563
CITY OF NEWPORT NEWS, VA	CHIEF OF POLICE	Good					<input type="checkbox"/>		\$158,620
CITY OF SUFFOLK, VA	CHIEF OF POLICE	Good	\$89,313	\$123,872	\$158,430	77.4%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	POLICE CHIEF	Good	\$90,215	\$116,626	\$143,036	58.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	CHIEF OF POLICE	Good	\$95,587	\$126,653	\$157,719	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	CHIEF OF POLICE	Good	\$100,205	\$133,103	\$166,000	65.7%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	POLICE CHIEF	Good	\$101,525	\$135,221	\$168,917	66.4%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	POLICE CHIEF	Good	\$101,766	\$127,208	\$152,649	50.0%	<input type="checkbox"/>		
ORLANDO, FL	POLICE CHIEF	Good	\$110,521	\$145,061	\$179,600	62.5%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	CHIEF OF POLICE	Good	\$111,957	\$140,345	\$168,732	50.7%	<input type="checkbox"/>		
HENRICO COUNTY, VA	CHIEF OF POLICE	Good	\$115,187	\$161,084	\$206,981	79.7%	<input type="checkbox"/>		
Average			\$101,808	\$134,352	\$166,596	63.9%			\$182,423

CITY OF HAMPTON, VA	POLICE CHIEF	\$45,000	\$122,500	\$200,000	344.4%
HAMPTON, VA	POLICE CHIEF	\$45,000	\$122,500	\$200,000	344.4%
	\$ Difference	(\$56,808)	(\$11,852)	\$33,104	
	% Difference	-126.2%	-9.7%	16.6%	

Salary Survey Results for City of Hampton, VA Salary Survey

POLICE CORPORAL

Descrip
 Performs a wide variety of general and/or technical law enforcement duties in the prevention, detection and investigation of criminal acts; performs various administrative duties as assigned; and supervises police officers in the absence of a superior officer. Works with Sergeants and other superior officers in conducting patrols, searches, surveillance, investigations, and arrests. Enforces proper attention to reading of dispatches, orders, and complaints during roll call when delegated those responsibilities by the Patrol Sergeant. Instructs and works with subordinate patrol officers in the proper performance of their duties.

Quals
 Graduation from an accredited high school or successful completion of the GED; some college level coursework in Police Science or a related field of study for a college or university, which is recognized by a regionally or nationally approved accrediting agency, preferred. Minimum of two (2) years of appropriate, continuous, unbroken experience in the position of Police Patrol Officer with the City in a permanent full time paid capacity; a current performance appraisal of record of achieved or above; good physical condition; must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Must currently be a Police Patrol Officer.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEASAPEAKE, VA	POLICE OFFICER SPECIALIST	Good	\$43,262	\$55,331	\$67,400	55.8%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	POLICE OFFICER IV	Good	\$43,667	\$56,451	\$69,235	58.6%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	POLICE OFFICER, SENIOR	Good	\$44,924	\$60,265	\$75,606	68.3%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	POLICE CORPORAL	Good	\$49,647	\$58,028	\$66,408	33.8%	<input type="checkbox"/>		

Average			\$45,375	\$57,519	\$69,662	53.5%			
CITY OF HAMPTON, VA	POLICE CORPORAL		\$43,044	\$57,208	\$71,372	65.8%			

\$ Difference (\$2,331) (\$311) \$1,710
% Difference -5.4% -0.5% 2.4%

Grade	Minimum	Midpoint	Maximum
205	\$45,462	\$61,415	\$77,367

Salary Survey Results for City of Hampton, VA Salary Survey

POLICE LIEUTENANT

Describe Plan, organize, and direct the activity of a section in the Police Department relevant to upholding and enforcing the ordinances and statutes of the City and the State. Plan, coordinate, and direct the activities of a designated section within an assigned division of the Police Department. Ensure that each unit within the section is administered and operated according to established policies and procedures. Give work assignments and prepare reports on the operational effectiveness of the section. Meet with unit Sergeants and Corporals to resolve questions, conflicts, or problems associated with the units within the section. Respond to complaints and problems concerning the section and resolve conflicts. Coordinate the activities of the section with the Police Captain and/or Major.

Quals Graduation from college or university, which is recognized by a regionally or nationally approved accrediting agency, with a degree in Law Enforcement preferred. Minimum of two (2) years of appropriate, continuous, unbroken experience in the position of police sergeant with the City. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Must currently be a Police Sergeant.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/GAMES CITY COUNTY	POLICE LIEUTENANT	Good	\$54,287	\$70,179	\$86,071	58.5%	<input type="checkbox"/>		
CITY OF SUFFOLK VA	POLICE LIEUTENANT	Good	\$60,771	\$82,653	\$104,534	72.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH VA	POLICE LIEUTENANT	Good	\$62,565	\$77,957	\$93,548	50.0%	<input type="checkbox"/>		
CITY OF CHEESAPEAKE VA	POLICE LIEUTENANT	Good	\$62,419	\$82,706	\$102,992	65.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	POLICE LIEUTENANT	Good	\$65,000	\$83,298	\$101,596	56.3%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	POLICE LIEUTENANT	Good	\$65,168	\$87,423	\$109,678	68.3%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	POLICE LIEUTENANT	Good	\$73,154	\$78,912	\$84,670	15.7%	<input type="checkbox"/>		
Average			\$63,309	\$80,447	\$97,584	54.1%			

CITY OF HAMPTON, VA POLICE LIEUTENANT \$59,014 \$77,829 \$96,643 63.8%

\$ Difference (\$4,295) (\$2,618) (\$941)
 % Difference -7.3% -3.4% -1.0%

Grade **Minimum** **Midpoint** **Maximum**
 212 \$63,969 \$86,416 \$108,863

Salary Survey Results for City of Hampton, VA Salary Survey

POLICE MAJOR

Describe

Plans, directs, and administers the operation of a major function of the Police Division. Provides protective services by monitoring activities relevant to upholding and enforcing laws, ordinances, and statutes of the City and the State. Serves as an investigative resource for the Chief of Police and assumes full responsibility for the activities of the department during the absence of the Police Chief as directed. Supervises a variety of personnel while monitoring the Police Division's activities. Ensures effective administration and operation according to established policies and procedures. Assigns work and conduct studies on the operational effectiveness of the Division. Initiates, recommends, and approves personnel action such as hiring, employee counseling, discipline, etc. Coordinates and analyzes the performance evaluations of personnel submitted by commanders and subordinate supervisors. Reviews proposed training and testing schedules and make recommendations and changes when necessary. Teach recruits and in-service classes as requested.

Quals

Graduation from an accredited college or university with a Bachelor's degree, preferably in Police Science or management related field of study. Must have at least one (1) year of experience at the rank of Police Captain in the City; must have at least three (3) years of law enforcement experience at a command management level; a current performance appraisal of record of achieved or above; good physical condition. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUSTIN, TX	ASSISTANT DIRECTOR, POLICE	Good	\$62,766	\$81,140	\$99,514	58.5%	<input type="checkbox"/>		\$137,176
WILLIAMSBURG/AMES CITY COUNTY	POLICE MAJOR	Good	\$68,696	\$96,334	\$123,971	80.5%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	POLICE MAJOR	Good	\$73,599	\$100,101	\$126,602	72.0%	<input type="checkbox"/>		
CITY OF SUPPOLK, VA	POLICE MAJOR DEPUTY CHIEF	Good	\$75,050	\$99,441	\$123,832	65.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	POLICE MAJOR	Good	\$78,877	\$106,783	\$134,689	70.8%	<input type="checkbox"/>		
CHESTERFIELD COUNTY, VA	POLICE MAJOR	Good	\$81,266	\$104,978	\$128,690	58.4%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	POLICE MAJOR	Good	\$86,942	\$121,584	\$156,227	79.7%	<input type="checkbox"/>		
HENRICO COUNTY, VA	POLICE MAJOR	Good					<input type="checkbox"/>		

Average

CITY OF HAMPTON, VA	POLICE MAJOR		\$75,314	\$101,480	\$127,646	69.5%			\$137,176
HAMPTON, VA	POLICE MAJOR		\$45,000	\$101,367	\$157,734	250.5%			
		\$ Difference	(\$30,314)	(\$113)	\$30,088				
		% Difference	-67.4%	-0.1%	19.1%				

Salary Survey Results for City of Hampton, VA Salary Survey

POLICE PATROL OFFICER (CERTIFIED)

Descrip
 Patrols an assigned district during one of three shifts to enforce the ordinances and statutes of the City and State. Serves warrants and summons. Arrests violators for misdemeanors and felonies. Accompanies prisoners to headquarters or jail, and makes report of events leading to and surrounding arrest. Confers with Attorney to coordinate courtroom testimony. Appears in court as arresting officer. Investigates traffic accidents and renders first aid to injured. Directs and re-routes traffic around accidents or other disruptions. Issues tickets to traffic violators. Checks abandoned vehicles and calls for tow truck. Provides escort for funerals, parades and shipment of currency. Transports emergency blood vials from hospital to hospital.

Quals
 Must be a current state DCJS Certified Police Officer. Graduation from an accredited high school course of study or successful completion of a GED; college level course work in Police Science or related field of study preferred. Must pass City physical examination, background investigation (to include polygraph examination), and physical agility examination; must be at least twenty-one (21) years of age. Must possess a valid motor vehicle operator's license and must have a satisfactory driver's record based on the City's criteria.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/JAMES CITY COUNTY	POLICE OFFICER I	Good	\$35,126	\$45,409	\$55,691	58.5%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	POLICE OFFICER II	Good	\$36,722	\$47,971	\$59,219	61.3%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	POLICE OFFICER I	Good	\$38,000	\$52,261	\$66,521	75.1%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	POLICE OFFICER	Good	\$40,749	\$52,118	\$63,486	55.8%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	POLICE OFFICER	Good	\$40,981	\$50,905	\$60,828	48.4%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	POLICE OFFICER	Good	\$42,011	\$51,464	\$60,916	45.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	POLICE OFFICER	Good	\$43,044	\$57,196	\$71,348	63.8%	<input type="checkbox"/>		
Average			\$39,519	\$51,046	\$62,573	58.3%			

CITY OF HAMPTON, VA POLICE PATROL OFFICER (CERTIFIED)

\$ Difference	\$40,478	\$53,923	\$67,368	66.4%
% Difference	2.4%	5.3%	7.1%	

Grade	Minimum	Midpoint	Maximum
204	\$43,297	\$58,490	\$73,683

Salary Survey Results for City of Hampton, VA Salary Survey

POLICE SERGEANT

Describe Plans, organizes, and directs the activity of a unit within the Police Division relevant to upholding and enforcing the ordinances and statutes of the City and the State. Coordinates and directs the activities of a designated unit within an assigned section of a major division of the Police Division. Administers the activities of the unit according to established policies and procedures. Reviews case files and makes work assignments based on type of case and prepares reports on the operational effectiveness of the unit. Meets with subordinate officers to resolve questions, conflicts or problems. Responds to complaints and problems concerning the unit and resolves conflicts. Coordinates the activities of the unit with the police lieutenant.

Quals Graduation from high school or successful completion of the GED; some college level course work in Police Science or a related field of study for a college or university which is recognized by a regionally or nationally approved accrediting agency preferred. Minimum of two (2) years of appropriate, continuous, unbroken experience in the position of police corporal in a permanent full-time paid capacity one (1) full year of which must be with the City. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Must currently be a Hampton Police corporal.

Respondent	Matching Title	March	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/JAMES CITY COUNTY	POLICE SERGEANT	Good	\$46,955	\$60,701	\$74,446	58.5%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	POLICE SERGEANT	Good	\$51,166	\$68,214	\$85,262	66.6%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	POLICE SERGEANT	Good	\$55,046	\$73,844	\$92,642	68.3%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	POLICE SERGEANT	Good	\$56,097	\$71,747	\$87,397	55.8%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	POLICE SERGEANT	Good	\$56,499	\$69,212	\$81,924	45.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	POLICE SERGEANT	Good	\$57,500	\$75,750	\$94,000	63.5%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	POLICE SERGEANT	Good	\$57,948	\$67,760	\$77,571	33.9%	<input type="checkbox"/>		
Average			\$54,459	\$69,604	\$84,749	55.6%			

Grade	Minimum	Midpoint	Maximum
209	\$55,259	\$74,650	\$94,040

	\$ Difference	% Difference
CITY OF HAMPTON, VA	\$50,125 (\$4,334)	-8.6%
POLICE SERGEANT	\$66,351 (\$3,253)	-4.9%
	\$82,576 (\$2,173)	-2.6%
		64.7%

Salary Survey Results for City of Hampton, VA Salary Survey

PROCUREMENT MANAGER

Descrip
 Manages and performs supervisory, administrative and procurement functions for the City. Provides, plans, organizes and directs all phases of the City's centralized procurement operation to include the acquisition of all supplies, materials, equipment, contractual services and professional services in accordance with all applicable Federal and State rules and regulations and State and City procurement policies and procedures. Provides oversight and technical expertise for all procurement functions and personnel to ensure the most effective, efficient and ethical day-to-day operations of the Procurement Division of the Department of Finance.

Quals
 Graduation from an accredited college or university with a Bachelor's Degree in Business Management. Public Administration or related field required. Certified Public Purchasing Officer (CPPO) from the National Institute of Governmental Purchasing is required or must be obtained within one (1) year of employment. Extensive progressively responsible experience in governmental procurement with considerable supervisory experience. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Required to complete a criminal background check and a credit history check. Experience may substitute for education on the basis of one (1) year directly applicable experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	PROCUREMENT ADMINISTRATOR	Good	\$53,608	\$74,567	\$95,526	78.2%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PROCUREMENT SERVICES COORDINATOR	Good	\$57,338	\$71,673	\$86,008	50.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	PROCUREMENT ADMINISTRATOR	Good	\$65,474	\$86,754	\$108,033	65.0%	<input type="checkbox"/>		
Average			\$58,807	\$77,665	\$96,522	64.1%			

	CITY OF HAMPTON, VA	PROCUREMENT MANAGER	
\$ Difference	\$63,440	\$83,383	\$103,326
% Difference	7.3%	6.9%	6.6%
			62.9%

Grade	Minimum	Midpoint	Maximum
125	\$64,399	\$86,939	\$109,478

Salary Survey Results for City of Hampton, VA Salary Survey

PUBLIC SAFETY RECRUIT - POLICE PATROL OFFICER RECRUIT

Descrip
 Patrols an assigned district within the City Using a patrol car or on foot to prevent crime or disturbance of peace and arrest violators. Familiarizes self with housing, businesses and persons within the district. Notices suspicious persons and unusual conditions and makes preliminary investigations. Examines premises of unoccupied buildings and checks doors and windows for security. Reports hazards that endanger public safety such as malfunctioning traffic signals, damaged utility structures, etc. Acknowledges radio transmissions relaying citizens complaints and proceeds to location. Answers complaints from citizens such as domestic quarrels, fights, vandalism, etc., then takes necessary corrective action. Investigates missing persons and watches for runaways and truants. Watches for and makes recovery of lost and stolen property and vehicles. Disperses unruly crowds at public gatherings. Inspects public establishments requiring licenses and ensure compliance with relevant rules and regulations.

Quals
 Graduation from an accredited high school course of study or successful completion of a GED; college level course work in Police Science or related field of study preferred. Must pass City physical examination, background investigation (to include polygraph examination), and physical agility examination; must be at least twenty-one (21) years of age. Must possess a valid motor vehicle operator's license issued by the State and have a satisfactory driver's record based on the City's criteria. Requires attendance at Police Academy and period of probationary status prior to permanent appointment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	POLICE RECRUIT	Good					<input type="checkbox"/>		\$37,975
CITY OF RICHMOND, VA	POLICE RECRUIT	Good	\$36,500	\$50,198	\$63,896	75.1%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	POLICE OFFICER RECRUIT	Good	\$38,325	\$39,325	\$40,325	5.2%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	POLICE OFFICER TRAINEE	Good	\$38,619	\$49,393	\$60,167	55.8%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	POLICE OFFICER RECRUIT	Good	\$39,986	\$48,983	\$57,980	45.0%	<input type="checkbox"/>		
Average			\$38,358	\$46,975	\$55,592	44.9%			\$37,975

CITY OF HAMPTON, VA PUBLIC SAFETY RECRUIT - POLICE PATROL OFFICER

Grade	Minimum	Midpoint	Maximum	\$ Difference	% Difference	\$ Difference	% Difference
201	\$38,618	\$43,297	\$47,975	(\$33)	-0.1%	(\$5,343)	-12.8%
				(\$10,653)	-23.7%		

17.3%

Salary Survey Results for City of Hampton, VA Salary Survey

PUBLIC SAFETY SENIOR TELECOM SPECIALIST

Descrip
 Performs all the functions of a Public Safety Telecommunication Specialist. Provides training, guidance, assistance and support to Telecommunication personnel. Answers incoming calls and records and disseminates information. Assists the Communications Supervisor in the performance of routine supervisory functions and special projects as required. May be assigned to perform supervisory duties in the absence of the Communications Supervisor. Utilizes national, state, and local computer systems such as NOIC, VGIN and DMV, as well as personal computers for a variety of inquiries and data entries.

Quals
 Graduation from high school or successful completion of the GED. Three (3) years experience as a Certified Public Safety Telecommunications Specialist. Must possess and maintain a DCJS General Instructor's Certification. Must possess and maintain state and local certifications (i.e., CPR, EMD, and VGIN).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
WILLIAMSBURG/AMES CITY COUNTY	EMERGENCY COMMUNICATIONS OFFICER I	Good	\$32,668	\$42,231	\$51,794	58.5%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	COMMUNICATIONS OPERATOR	Good	\$33,503	\$43,765	\$54,027	61.3%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	DISPATCHER II	Good	\$33,577	\$44,490	\$55,402	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	PUBLIC SAFETY TELECOMMUNICATOR II	Good	\$33,700	\$43,840	\$53,980	60.2%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	DISPATCHER II 911	Good	\$35,012	\$48,704	\$62,395	78.2%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PUBLIC SAFETY EMERGENCY TELECOMMUNICATOR III	Good	\$36,763	\$45,055	\$53,306	45.0%	<input type="checkbox"/>		
Average			\$34,204	\$44,677	\$55,151	61.2%			

Grade	Minimum	Midpoint	Maximum	% Difference
113	\$35,860	\$48,411	\$60,961	-2.3%

CITY OF HAMPTON, VA	PUBLIC SAFETY SENIOR TELECOM SPECIALIST	\$ Difference	% Difference
		\$33,419 (\$785)	-2.3%
		\$44,613 (\$64)	-0.1%
		\$55,807 \$656	1.2%
			67.0%

Salary Survey Results for City of Hampton, VA Salary Survey

RECYCLING MANAGER

Descrip
 Administers the development, implementation, management, administration, coordination, and communication of a citywide residential and commercial recycling program. Develops and presents public relations programs to inform the public about recycling requirements and responsibilities; speaks to school groups, community groups, and civic groups to encourage maximum participation in recycling programs. Serves as liaison to federal, state, and regional agencies dealing with recycling. Responds to citizen inquiries and complaints; investigates complaints and provides follow-up. Serves as a media contact and spokesperson for the city's recycling program; prepares press releases and public service announcements; coordinates the development of public relations materials. Prepares statistical reports, award applications, and a variety of other reports.

Quals
 Graduation from an accredited college or university with a Bachelor's degree in Business Administration, Public Administration, Public Relations, or a related field. Considerable managerial work experience required; preferably in a municipal government setting. Must possess a valid motor vehicle operator's license issued by the State and must have a satisfactory driver's record based upon the City's criteria. Experience may substitute for education on the basis of one (1) year of appropriate work experience for each year of education.

	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	CITY OF NEWPORT NEWS, VA	ASSISTANT RECYCLING COORDINATOR	Good	\$39,543	\$55,006	\$70,469	78.2%	<input type="checkbox"/>		
	CITY OF NORFOLK, VA	RECYCLING COORDINATOR	Good	\$51,000	\$66,850	\$82,700	62.2%	<input type="checkbox"/>		
Average				\$45,272	\$60,928	\$76,585	69.2%			

	CITY OF HAMPTON, VA	RECYCLING MANAGER							
			\$ Difference	(\$2,111)	(\$3,732)	(\$5,354)	65.0%		
			% Difference	-4.9%	-6.5%	-7.5%			
Grade	Minimum	Midpoint	Maximum						
117	\$43,588	\$58,844	\$74,099						

Salary Survey Results for City of Hampton, VA Salary Survey

RISK MANAGER

Describe
Develops and manages a strategic City-wide Integrated Risk Management Program which includes risk identification and analysis, safety and loss control, property and liability risk financing and claims administration, and Workers' Compensation program administration. Develops broad, strategic and proactive policies and program objectives, evaluating a variety of integrated risk and safety related programs, managing property, liability and workers' compensation claims administration, ensuring the development and maintenance of claims handling, reserving and settlement procedure, and assessing the establishment and then implementation of programs which increase awareness of effective risk management practices and policies.

Quals
Graduation from an accredited college or university with a Bachelor's Degree in Business Administration, Finance or Risk Management, Public Administration, or related field of study. JD or Masters in Business Administration preferred; advanced professional designations such as Certified Risk manager (CRM), Associate in Risk Management (ARM), and/or Chartered Property and Casualty Underwriter (CPCU) preferred. Requires extensive experience in progressive risk management which includes experience in both self-insured and captive insurance programs. Experience must include managing multiple insurances, Workers' Compensation and risk management policies and issues. Some local government experience required; municipal experience highly desirable. Some supervisory experience required. A combination of education and experience may be considered in lieu of the more specific requirements above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	RISK MANAGER	Good	\$55,210	\$71,855	\$88,500	60.3%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	RISK MANAGER	Good	\$58,372	\$75,461	\$92,550	58.6%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	RISK MANAGER	Good	\$60,485	\$84,138	\$107,790	78.2%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	RISK, BENEFITS AND WELLNESS MANAGER	Good	\$60,771	\$82,653	\$104,534	72.0%	<input type="checkbox"/>		
JACKSONVILLE, FL	RISK MANAGEMENT ADMINISTRATOR	Good	\$62,916	\$83,364	\$103,812	65.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	RISK MANAGER	Good	\$65,474	\$86,754	\$108,033	65.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	CHIEF OF RISK MANAGEMENT	Good	\$68,696	\$96,334	\$123,971	80.5%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	RISK MANAGEMENT ADMINISTRATOR	Good	\$69,862	\$87,327	\$104,792	50.0%	<input type="checkbox"/>		
HENRICO COUNTY, VA	RISK MANAGER	Good	\$72,074	\$100,793	\$129,511	79.7%	<input type="checkbox"/>		
AUSTIN, TX	RISK MANAGER	Good	\$72,904	\$99,310	\$125,715	72.4%	<input type="checkbox"/>		
FORT LAUDERDALE, FL	RISK MANAGER	Good	\$75,504	\$97,521	\$119,538	58.3%	<input type="checkbox"/>		
ORLANDO, FL	RISK DIVISION MANAGER	Good	\$77,565	\$101,855	\$126,144	62.6%	<input type="checkbox"/>		
CHESTERFIELD COUNTY, VA	ASSISTANT DIRECTOR OF RISK MANAGEMENT	Good	\$78,877	\$106,783	\$134,689	70.8%	<input type="checkbox"/>		
Average			\$67,595	\$90,319	\$113,045	67.2%			

CITY OF HAMPTON, VA RISK MANAGER \$45,000 \$101,367 \$157,734 250.5%
 HAMPTON, VA RISK MANAGER \$45,000 \$101,367 \$157,734 250.5%

\$ Difference (\$22,593) \$11,048 \$44,689
 % Difference -50.2% 10.9% 28.3%

Grade 126 Minimum \$67,619 Midpoint \$91,286 Maximum \$114,952

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR ACCOUNTANT

Descrip

Performs complex and difficult professional accounting work involving the design, maintenance, preparation and analysis of complex financial records. Applies a wide range generally accepted accounting principles and governmental accounting principles necessary to properly maintain, operate and implement changes to financial management and accounting systems for city funds to ensure adequate budgetary and internal controls. Performs the financial administration, accounting record maintenance and reporting of complex federal/state grants, debt management and capital projects. Performs analytical review, account analysis, reports and comprehensive financial statements for the various city funds and specific financial management topics.

Quals Graduation from an accredited college or university with a Bachelor's Degree with major work in accounting. Considerable experience in accounting.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	ACCOUNTANT III	Good	\$40,005	\$52,003	\$64,000	60.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	ACCOUNTANT III	Good	\$41,308	\$54,579	\$67,850	64.3%	<input type="checkbox"/>		
WILLIAMSBURG/GAMES CITY COUNTY	SENIOR ACCOUNTANT	Good	\$43,667	\$56,451	\$69,235	58.6%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	ACCOUNTANT II	Good	\$47,061	\$58,826	\$70,591	50.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	SENIOR ACCOUNTANT	Good	\$47,306	\$63,068	\$78,830	66.6%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	ACCOUNTANT II	Good	\$47,629	\$63,109	\$78,588	65.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	ACCOUNTANT, SENIOR	Good	\$50,384	\$70,092	\$89,799	78.2%	<input type="checkbox"/>		
Average			\$45,337	\$59,732	\$74,128	63.5%			

CITY OF HAMPTON, VA SENIOR ACCOUNTANT

\$ Difference	\$1,281	\$1,926	\$2,570	64.5%
% Difference	2.7%	3.1%	3.4%	

Grade	Minimum	Midpoint	Maximum
119	\$48,055	\$64,875	\$81,694

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR ELECTRICIAN/MAINTENANCE MECHANIC

Descrip

Performs as a Master Electrician while engaged in responsible and routine installation, maintenance, and repair of building electrical systems and HVAC systems in city facilities in compliance with state and local codes. Performs as lead worker on special projects. Installs, tests and repairs electrical services and a variety of electrical equipment. Installs and repairs lighting such as fluorescent, mercury, and incandescent. Installs electrical circuits for festivals and city activities. Plans new or modified electrical installations consistent with specifications and local electrical codes. Assists city departments in electrical design work. Prepares sketches showing location of all wiring and equipment or follows diagrams or blueprints. Provides cost estimates for electrical work. Identifies, analyzes, tests and repairs electrical equipment and malfunctions using a variety of electrical test instruments.

Quals

Graduation from high school or successful completion of the GED is preferred. Considerable experience in the maintenance and repair of building electrical systems. Must possess a State Certification as Master Electrician. Some experience and knowledge of the methods, materials, and equipment required for the installation and maintenance of building components in other trades is highly desirable. Must possess a valid motor vehicle operator's license from the State and a satisfactory driver's record based on the City's criteria. Must successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEASAPEAKE, VA	BUILDING MAINTENANCE MECHANIC II	Good	\$31,568	\$41,828	\$52,088	65.0%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	MAINTENANCE MECHANIC (PUBLIC UTILITIES)	Good	\$33,503	\$43,765	\$54,027	61.3%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	ELECTRICIAN III	Good	\$33,770	\$43,875	\$53,980	59.8%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	ELECTRICIAN II	Good	\$33,911	\$44,805	\$55,699	64.3%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	MAINTENANCE MECHANIC	Good	\$35,126	\$45,409	\$55,691	58.5%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	ELECTRICIAN II	Good	\$35,776	\$47,507	\$59,238	65.6%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	ELECTRICIAN II	Good	\$36,763	\$45,035	\$53,306	45.0%	<input type="checkbox"/>		
Average			\$34,345	\$44,603	\$54,861	59.7%			

Grade	Minimum	Midpoint	Maximum	% Difference
113	\$35,860	\$48,411	\$60,961	

CITY OF HAMPTON, VA	SENIOR ELECTRICIAN/MAINTENANCE MECHANIC	\$ Difference	% Difference
		\$33,419 (\$926)	-2.8%
		\$44,613 \$10	0.0%
		\$55,807 \$946	1.7%
			67.0%

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR HUMAN RESOURCES MANAGER

Descrip

Under the direction of the Director of Human Resources, provides counsel, support, and guidance necessary to meet the human resource needs of the City. Participates in the planning, development, and coordination of policies, procedures, and programs in all areas of the human resources function. Provides advice to managers, supervisors and employees on issues related to employee relations and recruitment programs. Investigates a variety of complex and highly sensitive cases involving allegations of discriminatory or sexual harassment employment practices. Functions as a team leader of the Human Resources management team. Solicits input from departments in the development of new programs, policies and procedures. Keeps City departments informed of current human resource issues, policies, procedures, programs, training, etc. Works closely with departments to answer questions, provide information, and expedite requests for personnel actions.

Quals

Graduation from an accredited college or university with a Bachelor's Degree in Human Resources, Public or Business Administration, the Social Sciences or related field. Master's degree and/or PHR/SPHR certification preferred. Extensive supervisory experience required. Extensive experience in human resources in the areas of recruitment, position classification and compensation, employee relations, legal compliance, EEO, organizational development, and training. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	HUMAN RESOURCES MANAGER	Good	\$56,926	\$79,183	\$101,440	78.2%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	HUMAN RESOURCES MANAGER	Good	\$57,877	\$78,717	\$99,556	72.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	HUMAN RESOURCES COORDINATOR	Good	\$60,241	\$75,302	\$90,362	50.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	SENIOR HUMAN RESOURCES MANAGER	Good	\$68,819	\$91,186	\$113,552	65.0%	<input type="checkbox"/>		
Average			\$60,966	\$81,097	\$101,227	66.0%			

CITY OF HAMPTON, VA SENIOR HUMAN RESOURCES MANAGER

Grade 126 Minimum \$67,619 Midpoint \$91,286 Maximum \$114,952

\$ Difference	\$68,518	\$89,943	\$111,368	62.5%
% Difference	11.0%	9.8%	9.1%	

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR PARK RANGER

Descrpt
 Performs a variety of work in all areas of park operations including law enforcement, information, interpretation, public relations, conservation, and maintenance. Oversees the collection, transfer and deposit of revenues taken in by park facilities and events. Checks and verifies all park cash supplies and revenues. Obtains monies as needed for concession operations. Orders and restores concessions, brochures, park equipment and supplies as needed. Assists with studies, surveys and reports on various problems and proposed decisions impacting parklands and other recreational facilities, policies and programs. Makes recommendations as needed. Assists in building park structures, trails and related facilities. Oversees the planning and implementation of landscaping in various park areas. Obtains materials and coordinates funding for projects.

Quals
 Graduation from high school or successful completion of the GED. Some experience in park operations and maintenance. Technical training or college coursework in animal husbandry, agriculture, biology or closely related field preferred. Considerable experience working with native wildlife and/or domestic farm animals and their care. Some programming/event planning and supervisory experience preferred. Some training in wildlife rehabilitation or vet technician training. Must successfully complete the Regional Academy of Criminal Justice or an equivalent state certified police academy. May be required to qualify for firearms annually. Must possess and maintain a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Any acceptable combination of experience and education which qualifies the applicant for this particular position may be considered for the more specific criteria outlined above. Must be required to successfully pass testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEASAPEAKE, VA	PARK RANGER II	Good	\$36,387	\$48,213	\$60,039	65.0%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	CHIEF PARK RANGER	Good	\$37,769	\$48,826	\$59,383	58.6%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	PARK RANGER SERGEANT	Good	\$38,364	\$50,115	\$61,866	61.3%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	PARK RANGER, SENIOR	Good	\$42,016	\$58,440	\$74,864	78.2%	<input type="checkbox"/>		
Average			\$38,634	\$51,399	\$64,163	66.1%			

Grade	Minimum	Midpoint	Maximum	% Difference
115	\$39,535	\$53,373	\$67,210	

CITY OF HAMPTON, VA	SENIOR PARK RANGER	\$ Difference	% Difference
		\$33,419 (\$5,215)	67.0%
		\$44,613 (\$6,786)	
		\$55,807 (\$8,356)	
		\$64,163	

Grade	Minimum	Midpoint	Maximum	% Difference
115	\$39,535	\$53,373	\$67,210	

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR PLANNER

Describe
Works within a team of planning professionals to develop comprehensive plans, ordinances and programs to provide for future growth, utilization and revitalization of land and physical facilities of the City. Evaluates land use and development proposals and implements planning policies which support adopted City goals and objectives. Applies considerable knowledge of City ordinances and other public policies to the review of site plans, subdivision plans, master plans, development proposals, landscape plans, building plans and elevations, urban design etc. in order to ensure compliance with basic health, safety and public welfare objectives and to further other public objectives.

Quals
Graduation from an accredited college or university with a Bachelor's degree in Environmental Science, Urban or Regional Planning, Landscape Architecture, Public Administration, Social Science or a related field of study as determined by the Director. Master's degree in Urban or Regional Planning, or related field of study as determined by the Director preferred. Requires considerable experience, a minimum of three (3) to five (5) years of experience equivalent to the City Planner level, preferably obtained in a municipal, state or federal agency or related area. Must possess a valid motor vehicle operator's license and must have an acceptable driving record based on the City's criteria. Experience may substitute for education on the basis of one (1) year of appropriate experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF SUFFOLK, VA	PLANNER II	Good	\$45,487	\$60,643	\$75,798	66.6%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	PLANNER III	Good	\$46,955	\$60,701	\$74,446	58.5%	<input type="checkbox"/>		
CITY OF CHEESAPEAKE, VA	SENIOR PLANNER	Good	\$50,038	\$66,301	\$82,564	65.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	PLANNER, SENIOR	Good	\$50,384	\$70,092	\$89,799	78.2%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	SENIOR PLANNER	Good	\$51,000	\$66,850	\$82,700	62.2%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PLANNER II	Good	\$51,945	\$64,931	\$77,918	50.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	PLANNER III	Good	\$56,101	\$74,125	\$92,149	64.3%	<input type="checkbox"/>		
Average			\$50,273	\$66,235	\$82,196	63.5%			

CITY OF HAMPTON, VA	SENIOR PLANNER
Grade	120
Minimum	\$50,458
Midpoint	\$68,119
Maximum	\$85,779

\$ Difference	\$50,350	\$66,480	\$82,610	64.1%
% Difference	\$77 (0.2%)	\$245 (0.4%)	\$414 (0.5%)	

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR PUMP STATION MECH/WW OPS

Descr
 Performs mechanical, building, and grounds maintenance work on sewage pumping stations for the City. Initiates maintenance and repair activities to keep these stations in maximum operating condition. Checks pump alternation to ensure automatic operation of pumping system. Checks for proper level control to insure no backups occur in the system. Cleans the pump room, dry well, and wet well regularly. Maintains dry well in a dry condition. Records inspections of the pumping stations in each pumping station's log; records date, time, persons performing inspections, activities performed, and equipment that may require further attention.

Quals
 Completion of a standard high school course of study or GED. Some experience in general maintenance and repair work of pumps, motors, and related equipment. Must possess a valid driver's license issued by the State and must have a satisfactory driver's record based on the City's criteria. Possession of a State Commercial Driver's License or a Commercial Driver's License instruction permit preferred. Directly related work experience may substitute for education requirement.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	UTILITY MAINTENANCE MECHANIC I	Good	\$26,900	\$34,950	\$43,000	59.9%	<input type="checkbox"/>		
CITY OF SUFFOLK, VA	PUMP STATION MECHANIC	Good	\$28,689	\$37,477	\$46,265	61.3%	<input type="checkbox"/>		
CITY OF CHEESAPEAKE, VA	PUMP STATION MECHANIC II	Good	\$31,568	\$41,828	\$52,088	65.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	WATER PUMPING STATION TECHNICIAN II	Good	\$32,939	\$44,934	\$56,929	72.8%	<input type="checkbox"/>		
Average			\$30,024	\$39,797	\$49,571	65.1%			

CITY OF HAMPTON, VA	SENIOR PUMP STATION MECH/WW OPS								
			\$28,682	\$38,494	\$48,306	68.4%			
		\$ Difference	(\$1,342)	(\$1,303)	(\$1,265)				
		% Difference	-4.7%	-3.4%	-2.6%				

Grade	Minimum	Midpoint	Maximum
110	\$30,977	\$41,819	\$52,661

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR SYSTEMS ENGINEER

Describe
Provides highly specialized storage, server, back up, database and computer systems design, planning, and technical support to the Department of Information Technology in support of City systems. Manages and oversees the City's servers, storage, back up, e-mail, active directory and archiving services. Analyzes and designs storage, back up, archiving and server systems. Develops and tracks capacity plans, performance plans and service levels for the City's technical infrastructure. Oversees hosted and cloud infrastructure services. Responsible for managing vendor contracts, consultants, licenses and services.

Quals
Graduation from an accredited college or university with a Bachelor's Degree in Computer Science, Information Systems or related field. Extensive experience in system design, and data center management. Considerable experience managing SQL, SAN technology, backup solutions and servers; considerable experience managing and configuring virtual servers, VMware, SAN environments with replication, active directory, and back up environments; some experience with cloud and hosted vendor solutions. Extensive experience with systems design and development from business requirements analysis through day-to-day management. An acceptable combination of education and experiences which qualifies the applicant for this particular position may be considered for the more specific requirements outlined above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF RICHMOND, VA	SYSTEMS ENGINEER	Good	\$38,874	\$71,949	\$105,023	170.2%	<input type="checkbox"/>		
WILLIAMSBURG/JAMES CITY COUNTY	NETWORK ENGINEER	Good	\$58,372	\$75,461	\$92,550	58.6%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	NETWORK ENGINEER, LEAD	Good	\$60,485	\$84,138	\$107,790	78.2%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	NETWORK ENGINEER II	Good	\$62,145	\$82,343	\$102,540	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	SYSTEMS ENGINEER II	Good	\$66,493	\$83,117	\$99,740	50.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	NETWORK ENGINEER IV	Good	\$67,350	\$87,510	\$107,670	59.9%	<input type="checkbox"/>		
Average			\$58,953	\$80,753	\$102,552	74.0%			

Grade	Minimum	Midpoint	Maximum
125	\$64,399	\$86,939	\$109,478

	CITY OF HAMPTON, VA	SENIOR SYSTEMS ENGINEER			
\$ Difference	\$63,440	\$83,383	\$103,526		62.9%
% Difference	\$4,487 (7.1%)	\$2,630 (3.2%)	\$774 (0.7%)		

Salary Survey Results for City of Hampton, VA Salary Survey

SENIOR WW COLLECTIONS SUPERVISOR

Descrip
 Oversees and works in all areas of Wastewater Operations including Inflow and Infiltration, GIS, Construction and Pumping Station programs. Prioritizes daily activities with the Wastewater Operations Manager and Collection Systems Supervisors to ensure that all operations, maintenance and rehabilitation work is accomplished in a safe, quality controlled and competitive manner. Provides input regarding personnel decisions by providing recommendations concerning pay increases, disciplinary actions, and selection of employees to work within Wastewater Operations. Conducts formal and informal training for all Wastewater Operations employees. Performs related safety functions as required in order to ensure the safety of citizens and employees.

Quals
 Graduation from high school or successful completion of GED. Minimum of five (5) years work experience in a supervisory or working leader capacity in a wastewater operations environment. Minimum of five (5) years work experience operating equipment used in the operation and maintenance of a sewer collection system. Must possess a valid State Commercial Driver's License (CDL) Class B or must possess a valid motor vehicle operator's license issued by the State and obtain the CDL Class B within ninety (90) days of employment. Must have a satisfactory driving record bases on the City's criteria. Must successfully pass testing for controlled substances.

Respondent	Matching/Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NEWPORT NEWS, VA	WATER PUMPING STATION SUPERVISOR	Good	\$35,012	\$48,704	\$62,395	78.2%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	WATER PRODUCTION MAINTENANCE SUPERVISOR	Good	\$46,023	\$60,981	\$75,939	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK, VA	WATER TREATMENT SUPERVISOR	Good	\$55,210	\$71,855	\$88,500	60.3%	<input type="checkbox"/>		

Average \$45,415 \$60,513 \$75,611 66.5%

CITY OF HAMPTON, VA SENIOR WW COLLECTIONS SUPERVISOR

\$ Difference \$46,618 \$61,658 \$76,698 64.5%
% Difference \$1,203 \$1,145 \$1,087

Grade 117 **Minimum** \$43,588 **Midpoint** \$58,844 **Maximum** \$74,099

% Difference 2.6% 1.9% 1.4%

Salary Survey Results for City of Hampton, VA Salary Survey

SOLUTIONS DEVELOPER IV SOFTWARE APPLICATIONS

Descrip
Develops, maintains and supports software applications and technology solutions used within various City departments. Works closely with solutions developers and database analysts in the design, development, customization, and maintenance of technology solutions; defines and implements solutions as part of project team; modifies applications and performs routine system upgrades; codes, tests, and implements user/systems interfaces. Provides advanced applications and process support for software applications used within various City departments. Maintains existing software solutions and tests changes made to existing systems based on vendor and customer specifications. Designs user/systems interfaces to provide integration between various enterprise-level systems.

Quals
Graduation from an accredited college or university with a Baccalaureate Degree in Computer Science, Management Information Systems, Electronics or Electronic Engineering (with computer specialization) or closely related discipline such as applied mathematics, physics or other science with at least fifteen (15) semester hours of computer software engineering/programming coursework required. Demonstrated experience in one or more areas of enterprise solutions development in a Microsoft environment required. Experience in developing and/or maintaining enterprise software solutions using a RDMS backend (SQL Server, Oracle, Access) in a Microsoft environment required. Extensive experience working as a Solutions Developer III or in a similar role required. Certifications may include applications developer, web developer or business analyst. Microsoft Certified Solutions Developer (MCSD) preferred. Must obtain MCSD certification or technical equivalent within one (1) year of employment. Any acceptable combination of education and experience which qualifies the applicant for this particular position may be considered for the more specific requirements outlined above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEASAPEAKE, VA	SYSTEMS ANALYST I	Good	\$55,660	\$73,750	\$91,839	65.0%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	PROGRAMMER/ANALYST III	Good	\$57,338	\$71,673	\$86,008	50.0%	<input type="checkbox"/>		
Average			\$56,499	\$72,711	\$88,923	57.4%			

CITY OF HAMPTON, VA		SOLUTIONS DEVELOPER IV SOFTWARE APPLICATIONS	
Grade	Minimum	Midpoint	Maximum
123	\$58,412	\$78,856	\$99,300
	\$ Difference	% Difference	% Difference
	\$54,383 (\$2,116)	\$71,875 (\$836)	\$89,367 \$444
	-3.9%	-1.2%	0.5%
			64.3%

Salary Survey Results for City of Hampton, VA Salary Survey

STORMWATER OPERATIONS MANAGER

Descrip Leads and supervises staff and manages the operations of the Stormwater Section of the Environmental Services Division. Plans, schedules, and implements the maintenance and construction of the City's Stormwater Infrastructure. Supervises a number of stormwater maintenance repair and construction personnel; provides input to the planning, development, budgeting and updating of the stormwater capital improvement projects; responsible for development and oversight of maintenance, repair and construction work plans for stormwater operations. Coordinates job and project priorities, prepares design/construction schedule and detailed construction cost estimates and coordinates these priorities with the Environmental Engineer/Hydrologist.

Quals Graduation from an accredited college or university with a Bachelor's degree in Civil Engineering, Environmental Services, or a related field preferred. Extensive experience in stormwater maintenance and storm drainage construction with a minimum of three (3) years experience in a supervisory capacity. Must possess a valid motor vehicle operator's license issued by the State and have a satisfactory driving record based on the City's criteria. Experience may substitute for education on the basis of one (1) year directly applicable experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEESAPEAKE VA	STORMWATER SUPERINTENDENT	Good	\$53,958	\$71,494	\$89,030	65.0%	<input type="checkbox"/>		
CITY OF NORFOLK VA	STORM WATER OPERATIONS MANAGER	Good	\$55,210	\$71,855	\$88,500	60.3%	<input type="checkbox"/>		
Average			\$54,584	\$71,675	\$88,765	62.6%			

CITY OF HAMPTON, VA	STORMWATER OPERATIONS MANAGER	\$ Difference	% Difference	64.1%
Grade	Minimum	Midpoint	Maximum	
122	\$55,630	\$75,101	\$94,571	
	\$50,350	\$66,480	\$82,610	
	(\$4,234)	(\$5,195)	(\$6,155)	
	-8.4%	-7.8%	-7.5%	

Salary Survey Results for City of Hampton, VA Salary Survey

TAX MANAGEMENT SPECIALIST

Descrip
 Performs difficult technical and administrative work in support of all functions of the Commissioner of the Revenue Office. Interprets tax codes, statutes and regulations for all taxes administered by the Commissioner of the Revenue. Researches questions relative to all taxes administered by the Commissioner of the Revenue, including but not limited to assessing the potential impact of legislation on local policies, and preparing for tax appeals and/or litigation. Assists taxpayers with questions regarding State and Estimated Income Taxes and Real Estate Tax Relief. Assists the Commissioner of the Revenue in planning division activities and prepares procedures for the State Income Tax Department.

Quals
 Graduation from an accredited college with a Bachelor's degree in Accounting, Business Administration, Business Management, or related field of study. Certified Public Accountant (CPA) designation or other comparable certification preferred. Extensive experience in auditing local business taxes; considerable supervisory experience. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. A combination of experience and education that qualifies the applicant may be substituted for the more specific criteria outlined above.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF CHEASAPEAKE, VA	BUSINESS TAX SPECIALIST III	Good	\$44,016	\$58,321	\$72,626	65.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	TAX MANAGEMENT SPECIALIST	Good	\$50,384	\$70,092	\$89,799	78.2%	<input type="checkbox"/>		
Average			\$47,200	\$64,206	\$81,213	72.1%			

Grade	Minimum	Midpoint	Maximum	\$ Difference	% Difference	\$ Difference	% Difference
119	\$48,055	\$64,875	\$81,694	\$43,161 (\$4,039)	-9.4%	\$57,196 (\$7,010)	-12.3%
				\$71,231 (\$9,982)	-14.0%		

CITY OF HAMPTON, VA TAX MANAGEMENT SPECIALIST \$43,161 \$57,196 \$71,231 65.0%
 % Difference -9.4% -12.3% -14.0%

Salary Survey Results for City of Hampton, VA Salary Survey

TRAFFIC SIGNAL ELECTRICIAN II

Descrip
 Performs skilled electrical work associated with the traffic signal system, the school flashing light system and select street lights within the City to include installation, maintenance and repair of various equipment which support these vital public safety related systems. Troubleshoots a variety of traffic signal malfunctions to include solid state controller cabinet components such as signal controllers, conflict monitors, and load switches. Replaces the components or makes the necessary repairs to restore the traffic signal lights to normal operation.

Quals
 Graduation from high school or successful completion of the GED; vocational or trade school training or completion of an apprenticeship in the field of electricity required. Two (2) years experience working in traffic operations and an additional one (1) year experience as an electrician. IMSA Traffic Signal level I certification required. Journeyman Electrician's Certification preferred. Must have a valid driver's license issued by the State and have a satisfactory driver's record based on the City's criteria. Must possess Commercial Driver's License (CDL) or CDL permit and must obtain the CDL within ninety (90) days of employment. Any combination of appropriate education and experience that qualifies an applicant for this position may be substituted for the more specific qualifications listed above. Must successfully pass a pre-employment test for controlled substances. Subject to random testing for controlled substances.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	TRAFFIC SIGNAL TECHNICIAN II	Good	\$28,815	\$37,458	\$46,100	60.0%	<input type="checkbox"/>		
CITY OF NEWPORT NEWS, VA	TRAFFIC SIGNS AND MARKINGS MECHANIC, SENIOR	Good	\$29,827	\$39,354	\$48,880	63.9%	<input type="checkbox"/>		
CITY OF VIRGINIA BEACH, VA	TRAFFIC SIGNAL ELECTRICIAN	Good	\$33,306	\$40,799	\$48,293	45.0%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	TRAFFIC SIGNAL TECHNICIAN II	Good	\$34,781	\$46,085	\$57,389	63.0%	<input type="checkbox"/>		
CITY OF RICHMOND, VA	TRAFFIC SIGNAL SPECIALIST II	Good	\$41,308	\$54,579	\$67,850	64.3%	<input type="checkbox"/>		
Average			\$33,607	\$43,655	\$53,702	59.8%			

CITY OF HAMPTON, VA TRAFFIC SIGNAL ELECTRICIAN II

\$ Difference	\$30,960	\$41,437	\$51,914	67.7%
% Difference	-8.6%	-5.4%	-3.4%	

Grade	Minimum	Midpoint	Maximum
112	\$34,152	\$46,105	\$58,058

Salary Survey Results for City of Hampton, VA Salary Survey

TRANSPORTATION ENGINEERING TECHNICIAN

Descrip
 Performs responsible and technical paraprofessional transportation engineering work in the field and in the office involving application of civil engineering principles and skills. Reviews architects' and/or engineers' plans to insure compliance with City regulations, ordinances and good engineering practices. Assimilates field data and designs construction plans. Assists in the issuance of over dimensional permits. Assists in the preparation of specifications for construction or maintenance materials, performance and procedures. Prepares estimates, computes quantities of contract items and cost of construction project and the amount of credit to be allowed against connection fee charges. Estimates final cost of projects. Assists professional engineers as assigned in research, planning and implementation of new or improved engineering programs or projects.

Quals
 Graduation from an accredited college or university with an Associate's Degree in Civil, Electrical or Electronics Engineering Technology or a related field. Considerable paraprofessional engineering experience required. Must possess a valid motor operator's license issued by the state and a satisfactory driver's record based on the City's criteria. Experience may be substituted for education on the basis of one (1) year of experience for each year of education.

	Respondent	Matching Title		Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	CITY OF NORFOLK, VA	TRAFFIC SYSTEMS ENGINEERING TECHNICIAN		Good	\$36,605	\$47,563	\$58,520	59.9%	<input type="checkbox"/>		
Average					\$36,605	\$47,563	\$58,520	59.9%			

	CITY OF HAMPTON, VA	TRANSPORTATION ENGINEERING TECHNICIAN		\$36,999	\$49,237	\$61,475	66.2%
			\$ Difference	\$394	\$1,675	\$2,955	
			% Difference	1.1%	3.4%	4.8%	

Grade	Minimum	Midpoint	Maximum
113	\$35,860	\$48,411	\$60,961

Salary Survey Results for City of Hampton, VA Salary Survey

WATER RESOURCES ENGINEER

Descrip
 Provides guidance and oversight to the Environmental Services Division of the Department of Public Works. Studies and develops strategies and construction plans to proactively address various waterways (water resources) issues such as dredging, shoreline protection, Total Maximum Daily Loads (TMDL)/stormwater management and tidal flooding. Collaborates with city staff, the business community and other cities on water resources infrastructure. Investigates complaints related to stormwater and/or tidal flooding; makes recommendations for cost effective improvements, if applicable, and schedules implementation with stormwater maintenance section or other avenues such as CIP projects. Prepares bid packages and recommendations to include project specifications. Reviews contractor's bids; conducts negotiations and pre-construction conferences for all rehabilitation and construction related activities.

Quals
 Graduation from an accredited college or university with a Bachelor's Degree in Civil Engineering, Environmental Engineering, Water Resources Engineering, or a related field. Extensive experience in Civil Engineering to include hydrology or hydraulics modeling experience; two (2) or more years in municipal government setting. Must possess a Professional Engineer's License issued by the State or the ability to obtain by comity within six (6) months of employment. Must possess a valid motor vehicle operator's license issued by the State and a satisfactory driver's record based on the City's criteria. Experience may substitute for education on the basis of one (1) year directly applicable experience for each year of education.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CITY OF NORFOLK, VA	STORM WATER ENGINEER	Good	\$71,500	\$92,750	\$114,000	59.4%	<input type="checkbox"/>		
CITY OF CHEASAPEAKE, VA	WATER RESOURCE MANAGEMENT ADMINISTRATOR	Good	\$73,621	\$97,548	\$121,475	65.0%	<input type="checkbox"/>		
Average			\$72,561	\$95,149	\$117,738	62.3%			

CITY OF HAMPTON, VA	WATER RESOURCES ENGINEER	\$ Difference	% Difference
		\$68,518	
		(\$4,043)	-5.9%
		(\$5,206)	-5.8%
		(\$6,370)	-5.7%

Grade	Minimum	Midpoint	Maximum
126	\$67,619	\$91,286	\$114,952

