

**City of Martinsville  
Pay Plan for FY 2008-09**

July 1, 2008

| CLASSIFICATION                          | JOB ID | HIRE-IN         | FULL PERFORMANCE RANGE |                 |                 | FLSA       |
|---|--------|-----------------|------------------------|-----------------|-----------------|------------|
|   |        | RATE            | JOB RATE               |                 |                 |            |
| <b>4</b>                                |        | <b>\$17,580</b> | <b>\$17,932</b>        | <b>\$22,415</b> | <b>\$26,897</b> |            |
| Custodian                               | 4021   |                 |                        |                 |                 | Non-Exempt |
| Sanitary Service Aide                   | 4023   |                 |                        |                 |                 | Non-Exempt |
| <b>5</b>                                |        | <b>\$19,083</b> | <b>\$19,465</b>        | <b>\$24,331</b> | <b>\$29,197</b> |            |
| Lake Warden                             | 4040   |                 |                        |                 |                 | Non-Exempt |
| Solids Handling Operator                | 4043   |                 |                        |                 |                 | Non-Exempt |
| Wastewater Plant Operator Trainee       | 4060   |                 |                        |                 |                 | Non-Exempt |
| Water Plant Operator Trainee            | 4050   |                 |                        |                 |                 | Non-Exempt |
| <b>6</b>                                |        | <b>\$20,715</b> | <b>\$21,129</b>        | <b>\$26,412</b> | <b>\$31,694</b> |            |
| Auto Service Aide                       | 4000   |                 |                        |                 |                 | Non-Exempt |
| Meter Reader                            | 4070   |                 |                        |                 |                 | Non-Exempt |
| Utility Maintenance Worker I            | 4100   |                 |                        |                 |                 | Non-Exempt |
| Wastewater Plant Operator III           | 4061   |                 |                        |                 |                 | Non-Exempt |
| Water Plant Operator III                | 4052   |                 |                        |                 |                 | Non-Exempt |
| Water/Wastewater Plant Mechanic I       | 4066   |                 |                        |                 |                 | Non-Exempt |
| <b>7</b>                                |        | <b>\$22,486</b> | <b>\$22,936</b>        | <b>\$28,670</b> | <b>\$34,404</b> |            |
| Accounting Associate                    | 2000   |                 |                        |                 |                 | Non-Exempt |
| Administrative Office Associate I       | 2005   |                 |                        |                 |                 | Non-Exempt |
| Automotive Mechanic Trainee             | 4007   |                 |                        |                 |                 | Non-Exempt |
| Housing Specialist I                    | 3001   |                 |                        |                 |                 | Non-Exempt |
| Inventory Control Specialist            | 2028   |                 |                        |                 |                 | Non-Exempt |
| Meter Reader Supervisor                 | 4071   |                 |                        |                 |                 | Non-Exempt |
| Police Records Technician               | 2017   |                 |                        |                 |                 | Non-Exempt |
| Purchasing Technician                   | 2011   |                 |                        |                 |                 | Non-Exempt |
| Utility Billing Associate               | 2009   |                 |                        |                 |                 | Non-Exempt |
| Video and Web Assistant                 | 3040   |                 |                        |                 |                 | Non-Exempt |
| <b>8</b>                                |        | <b>\$24,408</b> | <b>\$24,896</b>        | <b>\$31,120</b> | <b>\$37,344</b> |            |
| Administrative Office Associate II      | 2006   |                 |                        |                 |                 | Non-Exempt |
| Animal Control Officer                  | 5010   |                 |                        |                 |                 | Non-Exempt |
| Electric Services Technician            | 4030   |                 |                        |                 |                 | Non-Exempt |
| Investigations Administrative Associate | 2015   |                 |                        |                 |                 | Non-Exempt |
| Traffic Signal Technician               | 4055   |                 |                        |                 |                 | Non-Exempt |
| Underground Utility Locator             | 3021   |                 |                        |                 |                 | Non-Exempt |
| Utility Maintenance Worker II           | 4102   |                 |                        |                 |                 | Non-Exempt |
| Wastewater Plant Operator II            | 4062   |                 |                        |                 |                 | Non-Exempt |
| Wastewater Plant Solids Handling Coord  | 4046   |                 |                        |                 |                 | Non-Exempt |
| Water Plant Operator II                 | 4053   |                 |                        |                 |                 | Non-Exempt |
| Water/Wastewater Plant Mechanic II      | 4067   |                 |                        |                 |                 | Non-Exempt |
| <b>9</b>                                |        | <b>\$26,495</b> | <b>\$27,025</b>        | <b>\$33,781</b> | <b>\$40,537</b> |            |
| Administrative Office Associate III     | 2007   |                 |                        |                 |                 | Non-Exempt |
| Automotive Mechanic                     | 4009   |                 |                        |                 |                 | Non-Exempt |
| Automotive Service/Parts Technician     | 4008   |                 |                        |                 |                 | Non-Exempt |
| Building Maintenance Supervisor         | 4029   |                 |                        |                 |                 | Non-Exempt |
| Customer Services Coordinator           | 2013   |                 |                        |                 |                 | Non-Exempt |
| Electrical and Electronics Technician   | 4031   |                 |                        |                 |                 | Non-Exempt |
| Engineering Technician                  | 3010   |                 |                        |                 |                 | Non-Exempt |
| Housing Specialist II                   | 3002   |                 |                        |                 |                 | Non-Exempt |
| Hydroelectric Plant Operator            | 4037   |                 |                        |                 |                 | Non-Exempt |

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|   |        | RATE            | JOB RATE               |                 |                 |
| <b>9</b>                                      |        | <b>\$26,495</b> | <b>\$27,025</b>        | <b>\$33,781</b> | <b>\$40,537</b> |
| Laboratory Specialist                         | 3050   |                 |                        |                 | Non-Exempt      |
| Permit Technician                             | 2026   |                 |                        |                 | Non-Exempt      |
| Wastewater Plant Operator I                   | 4063   |                 |                        |                 | Non-Exempt      |
| Water Plant Operator I                        | 4054   |                 |                        |                 | Non-Exempt      |
| Water/Wastewater Plant Mechanic III           | 4068   |                 |                        |                 | Non-Exempt      |
| <b>10</b>                                     |        | <b>\$28,761</b> | <b>\$29,336</b>        | <b>\$36,670</b> | <b>\$44,004</b> |
| Baseball General Manager                      | 2055   |                 |                        |                 | Non-Exempt      |
| Combination Code Inspector                    | 3005   |                 |                        |                 | Non-Exempt      |
| Crew Supervisor                               | 4105   |                 |                        |                 | Non-Exempt      |
| Firefighter/EMT                               | 5520   |                 |                        |                 | Non-Exempt      |
| Firefighter/EMT-Enhanced                      | 5523   |                 |                        |                 | Non-Exempt      |
| Firefighter/Intermediate                      | 5521   |                 |                        |                 | Non-Exempt      |
| Hydrant Maintenance/Fire Inspector            | 5510   |                 |                        |                 | Non-Exempt      |
| Senior Services Coordinator                   | 2019   |                 |                        |                 | Non-Exempt      |
| Senior Traffic Signal Technician              | 4056   |                 |                        |                 | Non-Exempt      |
| Utility Maintenance Worker III                | 4103   |                 |                        |                 | Non-Exempt      |
| Zoning Enforcement Specialist                 | 3007   |                 |                        |                 | Non-Exempt      |
| <b>11</b>                                     |        | <b>\$31,220</b> | <b>\$31,844</b>        | <b>\$39,806</b> | <b>\$47,767</b> |
| Auto Shop Supervisor                          | 4010   |                 |                        |                 | Non-Exempt      |
| Executive Secretary                           | 2020   |                 |                        |                 | Non-Exempt      |
| Firefighter/Paramedic                         | 5522   |                 |                        |                 | Non-Exempt      |
| Geographic Information Specialist             | 3012   |                 |                        |                 | Non-Exempt      |
| Human Resources Specialist                    | 2014   |                 |                        |                 | Non-Exempt      |
| Industrial Coordinator/Water Plant Specialist | 3020   |                 |                        |                 | Non-Exempt      |
| Police Officer                                | 5000   |                 |                        |                 | Non-Exempt      |
| Second Class Line Technician                  | 4032   |                 |                        |                 | Non-Exempt      |
| Second Class Substation/Meter Technician      | 4034   |                 |                        |                 | Non-Exempt      |
| Water/Wastewater Maintenance Coordinator      | 4038   |                 |                        |                 | Non-Exempt      |
| <b>12</b>                                     |        | <b>\$33,889</b> | <b>\$34,567</b>        | <b>\$43,208</b> | <b>\$51,850</b> |
| Accountant                                    | 2027   |                 |                        |                 | Non-Exempt      |
| Electronic/SCADA Technician                   | 4036   |                 |                        |                 | Non-Exempt      |
| Fire Lieutenant                               | 5502   |                 |                        |                 | Non-Exempt      |
| Rental Assistance Coordinator                 | 3003   |                 |                        |                 | Exempt-Exec     |
| Wastewater Plant Assistant Manager            | 2076   |                 |                        |                 | Non-Exempt      |
| Water Plant Assistant Manager                 | 2071   |                 |                        |                 | Non-Exempt      |
| Water/Wastewater Plants Maintenance Supv      | 4065   |                 |                        |                 | Non-Exempt      |
| <b>13</b>                                     |        | <b>\$36,787</b> | <b>\$37,523</b>        | <b>\$46,903</b> | <b>\$56,284</b> |
| Community Planner                             | 3016   |                 |                        |                 | Exempt-Prof     |
| Emerg Mgt Coord/Safety Officer                | 1013   |                 |                        |                 | Exempt-Adm      |
| Fire Marshal                                  | 5507   |                 |                        |                 | Non-Exempt      |
| First Class Line Technician                   | 4033   |                 |                        |                 | Non-Exempt      |
| First Class Substation/Meter Technician       | 4035   |                 |                        |                 | Non-Exempt      |
| Fleet Manager                                 | 4011   |                 |                        |                 | Exempt-Exec     |
| Network Administrator                         | 2082   |                 |                        |                 | Non-Exempt      |
| Police Investigator                           | 5002   |                 |                        |                 | Non-Exempt      |
| Police Sergeant                               | 5001   |                 |                        |                 | Non-Exempt      |
| <b>13</b>                                     |        | <b>\$36,787</b> | <b>\$37,523</b>        | <b>\$46,903</b> | <b>\$56,284</b> |

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|--|--------|-----------------|------------------------|------------------|------------------|-------------|
|  |        |                 | JOB RATE               |                  |                  |             |
| Projects Engineer                          | 3030   |                 |                        |                  |                  | Exempt-Prof |
| Utility Billing Supervisor                 | 2010   |                 |                        |                  |                  | Exempt-Exec |
| <b>14</b>                                  |        | <b>\$39,932</b> | <b>\$40,731</b>        | <b>\$50,913</b>  | <b>\$61,096</b>  |             |
| Electric Maintenance Field Supervisor      | 2062   |                 |                        |                  |                  | Non-Exempt  |
| Energy Services Field Supervisor           | 2061   |                 |                        |                  |                  | Non-Exempt  |
| Fire Captain                               | 5503   |                 |                        |                  |                  | Non-Exempt  |
| Purchasing Agent                           | 1004   |                 |                        |                  |                  | Exempt-Adm  |
| Telecommun/Traffic Signal Coordinator      | 3015   |                 |                        |                  |                  | Exempt-Adm  |
| <b>15</b>                                  |        | <b>\$43,346</b> | <b>\$44,213</b>        | <b>\$55,266</b>  | <b>\$66,319</b>  |             |
| Budget Analyst                             | 2030   |                 |                        |                  |                  | Exempt-Adm  |
| Building Official                          | 3025   |                 |                        |                  |                  | Exempt-Exec |
| Electric Maintenance Manager               | 2060   |                 |                        |                  |                  | Exempt-Exec |
| Energy Services Manager                    | 2063   |                 |                        |                  |                  | Exempt-Exec |
| Manager of Business and Technical Services | 2065   |                 |                        |                  |                  | Exempt-Adm  |
| Police Lieutenant                          | 5003   |                 |                        |                  |                  | Non-Exempt  |
| <b>16</b>                                  |        | <b>\$47,052</b> | <b>\$47,993</b>        | <b>\$59,991</b>  | <b>\$71,990</b>  |             |
| Assistant Finance Director                 | 2035   |                 |                        |                  |                  | Exempt-Exec |
| Assistant Fire Chief                       | 5505   |                 |                        |                  |                  | Non-Exempt  |
| Assistant Public Works Dir/Supt of Opers   | 2073   |                 |                        |                  |                  | Exempt-Exec |
| Leisure Services and Facilities Admin      | 1012   |                 |                        |                  |                  | Exempt-Exec |
| Public Information Officer                 | 1025   |                 |                        |                  |                  | Exempt-Adm  |
| Water and Wastewater Plant Manager         | 2074   |                 |                        |                  |                  | Exempt-Exec |
| <b>17</b>                                  |        | <b>\$51,075</b> | <b>\$52,097</b>        | <b>\$65,121</b>  | <b>\$78,145</b>  |             |
| Community Development Director             | 1014   |                 |                        |                  |                  | Exempt-Exec |
| Deputy Fire Chief                          | 5504   |                 |                        |                  |                  | Exempt-Exec |
| Police Captain                             | 5004   |                 |                        |                  |                  | Exempt-Exec |
| Superintendent of Electrical Operations    | 2066   |                 |                        |                  |                  | Exempt-Exec |
| <b>18</b>                                  |        | <b>\$55,442</b> | <b>\$56,551</b>        | <b>\$70,689</b>  | <b>\$84,826</b>  |             |
| Assistant Police Chief                     | 5005   |                 |                        |                  |                  | Exempt-Exec |
| Human Resources Manager                    | 1005   |                 |                        |                  |                  | Exempt-Adm  |
| Manager - Information Services             | 1006   |                 |                        |                  |                  | Exempt-Exec |
| <b>19</b>                                  |        | <b>\$60,182</b> | <b>\$61,386</b>        | <b>\$76,732</b>  | <b>\$92,078</b>  |             |
| Finance Director                           | 1003   |                 |                        |                  |                  | Exempt-Adm  |
| <b>20</b>                                  |        | <b>\$65,328</b> | <b>\$66,635</b>        | <b>\$83,293</b>  | <b>\$99,952</b>  |             |
| Fire Chief                                 | 1008   |                 |                        |                  |                  | Exempt-Exec |
| Water Resources Director                   | 1011   |                 |                        |                  |                  | Exempt-Exec |
| <b>21</b>                                  |        | <b>\$70,913</b> | <b>\$72,331</b>        | <b>\$90,414</b>  | <b>\$108,497</b> |             |
| Assistant City Manager/Public Works Dir    | 1019   |                 |                        |                  |                  | Exempt-Exec |
| Police Chief                               | 1009   |                 |                        |                  |                  | Exempt-Exec |
| <b>22</b>                                  |        | <b>\$76,977</b> | <b>\$78,517</b>        | <b>\$98,146</b>  | <b>\$117,775</b> |             |
| City Attorney                              | 1020   |                 |                        |                  |                  | Exempt-Prof |
| <b>23</b>                                  |        | <b>\$83,558</b> | <b>\$85,229</b>        | <b>\$106,536</b> | <b>\$127,844</b> |             |
| NO CLASSES                                 |        |                 |                        |                  |                  |             |

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|----------------|--------|-----------------|------------------------------------|------|
|----------------|--------|-----------------|------------------------------------|------|

| JOB CODE ASSIGNMENT |  |
|---------------------|--|
| 1000 to 1999        | Executive and Administrative           |
| 2000 to 2999        | Supervisory, Office and Allied         |
| 3000 to 3999        | Professional and Technical             |
| 4000 to 4999        | Service, Skilled Trade and Maintenance |
| 5000 to 5999        | Public Safety                          |

| NON-CLASSIFIED JOB TITLES                |                 |  |        |
|--|-----------------|--|--------|
| Classification                           | Job ID          | Classification                           | Job ID |
| Armory Supervisor (part-time)            | 7500            | Lake Warden - (part-time)                | 4039   |
| Broadcast Commun Operator (part-time)    | 7004            | Leisure Maintenance Worker - (part-time) | 7507   |
| Bus Driver Aide (part-time)              | 6091            | Maintenance Helper (part-time)           | 4994   |
| City Manager                             | 1000            | Mayor                                    | 7000   |
| Clerical - (part-time)                   | 2090            | Meter Reader - (part-time)               | 4072   |
| Clerk to Council                         | 7003            | Parks Maintenance Worker - (part-time)   | 4991   |
| Council Member                           | 7001            | Referee/Umpire - (part-time)             | 7502   |
| Custodian (part-time)                    | 4993            | Senior Center Bus Driver - (part-time)   | 7506   |
| Equipment Operator - (part-time)         | 4999            | Summer Camp Worker - (part-time)         | 7504   |
| Fire Hydrant Main Specialist (part-time) | 7508            | Summer Intern - (part-time)              | 7505   |
| Firefighter (part-time)                  | 5509            | Tennis Instructor - (part-time)          | 7503   |
| Gym Supervisor - (part-time)             | 7501            | Utility Billing Associate - (part-time)  | 2121   |
| Hydro Plant Operator - (part-time)       | 4995            | Wastewater Plant Operator (part-time)    | 4990   |
| Laborer - (part-time)                    | 4992            |  |        |
| <b>Compensation for City Council</b>     |                 |  |        |
| Mayor                                    | \$6660 Annually |  |        |
| Members of Council                       | \$5460 Annually |  |        |