

CITY OF HAMPTON PAY SCALE BY STEP AND GRADE

Grade	Department	Dept. Description	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
10	ALL DEPTS.	ADMINISTRATIVE ASSISTANT	\$33,280.00	\$33,696.00	\$34,117.20	\$34,543.67	\$34,975.46	\$35,412.65	\$35,855.31	\$36,303.50	\$36,757.30	\$37,216.76	\$37,681.97	\$38,153.00	\$38,629.91	\$39,112.78	\$39,601.69	\$40,096.72	\$40,597.92	\$41,105.40	\$41,619.22	\$42,139.46	\$42,666.20	\$43,199.53	\$43,739.52	\$44,286.26	\$44,839.84	\$45,400.34	\$45,967.85	\$46,542.44	\$47,124.22	\$47,713.28	\$48,309.69
	FINANCE	CUSTOMER SERVICE REP	\$33,280.00	\$33,696.00	\$34,117.20	\$34,543.67	\$34,975.46	\$35,412.65	\$35,855.31	\$36,303.50	\$36,757.30	\$37,216.76	\$37,681.97	\$38,153.00	\$38,629.91	\$39,112.78	\$39,601.69	\$40,096.72	\$40,597.92	\$41,105.40	\$41,619.22	\$42,139.46	\$42,666.20	\$43,199.53	\$43,739.52	\$44,286.26	\$44,839.84	\$45,400.34	\$45,967.85	\$46,542.44	\$47,124.22	\$47,713.28	\$48,309.69
11	FINANCE	ACCOUNT TECH II	\$34,944.00	\$35,380.80	\$35,823.06	\$36,270.85	\$36,724.23	\$37,183.29	\$37,648.08	\$38,118.68	\$38,595.16	\$39,077.60	\$39,566.07	\$40,060.65	\$40,561.41	\$41,068.42	\$41,581.78	\$42,101.55	\$42,627.82	\$43,160.67	\$43,700.18	\$44,246.43	\$44,799.51	\$45,359.50	\$45,926.50	\$46,500.58	\$47,081.84	\$47,670.36	\$48,266.24	\$48,869.57	\$49,480.44	\$50,098.94	\$50,725.18
12	FINANCE	ACCOUNT TECH I	\$36,691.20	\$37,149.84	\$37,614.21	\$38,084.39	\$38,560.45	\$39,042.45	\$39,530.48	\$40,024.61	\$40,524.92	\$41,031.48	\$41,544.38	\$42,063.68	\$42,589.48	\$43,121.84	\$43,660.87	\$44,206.63	\$44,759.21	\$45,318.70	\$45,885.19	\$46,458.75	\$47,039.48	\$47,627.48	\$48,222.82	\$48,825.61	\$49,435.93	\$50,053.88	\$50,679.55	\$51,313.04	\$51,954.46	\$52,603.89	\$53,261.44
	STREET DEPT.	CUSTODIAL TECH	\$36,691.20	\$37,149.84	\$37,614.21	\$38,084.39	\$38,560.45	\$39,042.45	\$39,530.48	\$40,024.61	\$40,524.92	\$41,031.48	\$41,544.38	\$42,063.68	\$42,589.48	\$43,121.84	\$43,660.87	\$44,206.63	\$44,759.21	\$45,318.70	\$45,885.19	\$46,458.75	\$47,039.48	\$47,627.48	\$48,222.82	\$48,825.61	\$49,435.93	\$50,053.88	\$50,679.55	\$51,313.04	\$51,954.46	\$52,603.89	\$53,261.44
	STREET DEPT.	PARKS/REC ATTEND.	\$36,691.20	\$37,149.84	\$37,614.21	\$38,084.39	\$38,560.45	\$39,042.45	\$39,530.48	\$40,024.61	\$40,524.92	\$41,031.48	\$41,544.38	\$42,063.68	\$42,589.48	\$43,121.84	\$43,660.87	\$44,206.63	\$44,759.21	\$45,318.70	\$45,885.19	\$46,458.75	\$47,039.48	\$47,627.48	\$48,222.82	\$48,825.61	\$49,435.93	\$50,053.88	\$50,679.55	\$51,313.04	\$51,954.46	\$52,603.89	\$53,261.44
	STREET DEPT.	STREET MAINT TECH	\$36,691.20	\$37,149.84	\$37,614.21	\$38,084.39	\$38,560.45	\$39,042.45	\$39,530.48	\$40,024.61	\$40,524.92	\$41,031.48	\$41,544.38	\$42,063.68	\$42,589.48	\$43,121.84	\$43,660.87	\$44,206.63	\$44,759.21	\$45,318.70	\$45,885.19	\$46,458.75	\$47,039.48	\$47,627.48	\$48,222.82	\$48,825.61	\$49,435.93	\$50,053.88	\$50,679.55	\$51,313.04	\$51,954.46	\$52,603.89	\$53,261.44
	WATER DEPT.	WATER TECHNICIAN	\$36,691.20	\$37,149.84	\$37,614.21	\$38,084.39	\$38,560.45	\$39,042.45	\$39,530.48	\$40,024.61	\$40,524.92	\$41,031.48	\$41,544.38	\$42,063.68	\$42,589.48	\$43,121.84	\$43,660.87	\$44,206.63	\$44,759.21	\$45,318.70	\$45,885.19	\$46,458.75	\$47,039.48	\$47,627.48	\$48,222.82	\$48,825.61	\$49,435.93	\$50,053.88	\$50,679.55	\$51,313.04	\$51,954.46	\$52,603.89	\$53,261.44
	WW DEPT.	WWTP MAINT TECHNICIAN	\$36,691.20	\$37,149.84	\$37,614.21	\$38,084.39	\$38,560.45	\$39,042.45	\$39,530.48	\$40,024.61	\$40,524.92	\$41,031.48	\$41,544.38	\$42,063.68	\$42,589.48	\$43,121.84	\$43,660.87	\$44,206.63	\$44,759.21	\$45,318.70	\$45,885.19	\$46,458.75	\$47,039.48	\$47,627.48	\$48,222.82	\$48,825.61	\$49,435.93	\$50,053.88	\$50,679.55	\$51,313.04	\$51,954.46	\$52,603.89	\$53,261.44
13	STREET DEPT.	STORMWATER TECHNICIAN	\$42,474.65	\$43,005.58	\$43,543.15	\$44,087.44	\$44,638.54	\$45,196.52	\$45,761.47	\$46,333.49	\$46,912.66	\$47,499.07	\$48,092.81	\$48,693.97	\$49,302.64	\$49,918.92	\$50,542.91	\$51,174.70	\$51,814.38	\$52,462.06	\$53,117.84	\$53,781.81	\$54,454.08	\$55,134.76	\$55,823.94	\$56,521.74	\$57,228.26	\$57,943.62	\$58,667.91	\$59,401.26	\$60,143.78	\$60,895.57	\$61,656.77
14	COMM. DEV.	DEVELOPMENT SVS. SPC.	\$44,598.38	\$45,155.86	\$45,720.31	\$46,291.81	\$46,870.46	\$47,456.34	\$48,049.54	\$48,650.16	\$49,258.29	\$49,874.02	\$50,497.44	\$51,128.66	\$51,767.77	\$52,414.87	\$53,070.05	\$53,733.43	\$54,405.10	\$55,085.16	\$55,773.73	\$56,470.90	\$57,176.78	\$57,891.49	\$58,615.14	\$59,347.83	\$60,089.67	\$60,840.80	\$61,601.31	\$62,371.32	\$63,150.96	\$63,940.35	\$64,739.60
	ELECTRICAL DEPT.	APPRENTICE LINEMAN	\$44,598.38	\$45,155.86	\$45,720.31	\$46,291.81	\$46,870.46	\$47,456.34	\$48,049.54	\$48,650.16	\$49,258.29	\$49,874.02	\$50,497.44	\$51,128.66	\$51,767.77	\$52,414.87	\$53,070.05	\$53,733.43	\$54,405.10	\$55,085.16	\$55,773.73	\$56,470.90	\$57,176.78	\$57,891.49	\$58,615.14	\$59,347.83	\$60,089.67	\$60,840.80	\$61,601.31	\$62,371.32	\$63,150.96	\$63,940.35	\$64,739.60
	WATER DEPT.	WATER OPERATOR III	\$44,598.38	\$45,155.86	\$45,720.31	\$46,291.81	\$46,870.46	\$47,456.34	\$48,049.54	\$48,650.16	\$49,258.29	\$49,874.02	\$50,497.44	\$51,128.66	\$51,767.77	\$52,414.87	\$53,070.05	\$53,733.43	\$54,405.10	\$55,085.16	\$55,773.73	\$56,470.90	\$57,176.78	\$57,891.49	\$58,615.14	\$59,347.83	\$60,089.67	\$60,840.80	\$61,601.31	\$62,371.32	\$63,150.96	\$63,940.35	\$64,739.60
	WW DEPT.	WWTP OPERATOR III	\$44,598.38	\$45,155.86	\$45,720.31	\$46,291.81	\$46,870.46	\$47,456.34	\$48,049.54	\$48,650.16	\$49,258.29	\$49,874.02	\$50,497.44	\$51,128.66	\$51,767.77	\$52,414.87	\$53,070.05	\$53,733.43	\$54,405.10	\$55,085.16	\$55,773.73	\$56,470.90	\$57,176.78	\$57,891.49	\$58,615.14	\$59,347.83	\$60,089.67	\$60,840.80	\$61,601.31	\$62,371.32	\$63,150.96	\$63,940.35	\$64,739.60
15	ELECTRICAL DEPT.	ELECTRICAL LINEMAN	\$46,828.30	\$47,413.65	\$48,006.32	\$48,606.40	\$49,213.98	\$49,829.16	\$50,452.02	\$51,082.67	\$51,721.21	\$52,367.72	\$53,022.32	\$53,685.10	\$54,356.16	\$55,035.61	\$55,723.56	\$56,420.10	\$57,125.35	\$57,839.42	\$58,562.41	\$59,294.44	\$60,035.62	\$60,786.07	\$61,545.90	\$62,315.22	\$63,094.16	\$63,882.84	\$64,681.37	\$65,489.89	\$66,308.51	\$67,137.37	\$67,976.59
	WATER DEPT.	WATER OPERATOR II	\$46,828.30	\$47,413.65	\$48,006.32	\$48,606.40	\$49,213.98	\$49,829.16	\$50,452.02	\$51,082.67	\$51,721.21	\$52,367.72	\$53,022.32	\$53,685.10	\$54,356.16	\$55,035.61	\$55,723.56	\$56,420.10	\$57,125.35	\$57,839.42	\$58,562.41	\$59,294.44	\$60,035.62	\$60,786.07	\$61,545.90	\$62,315.22	\$63,094.16	\$63,882.84	\$64,681.37	\$65,489.89	\$66,308.51	\$67,137.37	\$67,976.59
	WW DEPT.	LAB ANALYST	\$46,828.30	\$47,413.65	\$48,006.32	\$48,606.40	\$49,213.98	\$49,829.16	\$50,452.02	\$51,082.67	\$51,721.21	\$52,367.72	\$53,022.32	\$53,685.10	\$54,356.16	\$55,035.61	\$55,723.56	\$56,420.10	\$57,125.35	\$57,839.42	\$58,562.41	\$59,294.44	\$60,035.62	\$60,786.07	\$61,545.90	\$62,315.22	\$63,094.16	\$63,882.84	\$64,681.37	\$65,489.89	\$66,308.51	\$67,137.37	\$67,976.59
	WW DEPT.	WWTP OPERATOR II	\$46,828.30	\$47,413.65	\$48,006.32	\$48,606.40	\$49,213.98	\$49,829.16	\$50,452.02	\$51,082.67	\$51,721.21	\$52,367.72	\$53,022.32	\$53,685.10	\$54,356.16	\$55,035.61	\$55,723.56	\$56,420.10	\$57,125.35	\$57,839.42	\$58,562.41	\$59,294.44	\$60,035.62	\$60,786.07	\$61,545.90	\$62,315.22	\$63,094.16	\$63,882.84	\$64,681.37	\$65,489.89	\$66,308.51	\$67,137.37	\$67,976.59
17	POLICE DEPT.	POLICE CADET	\$49,169.72	\$49,784.34	\$50,406.65	\$51,036.73	\$51,674.69	\$52,320.62	\$52,974.63	\$53,636.81	\$54,307.27	\$54,986.11	\$55,673.44	\$56,369.36	\$57,073.97	\$57,787.40	\$58,509.74	\$59,241.11	\$59,981.63	\$60,731.40	\$61,490.54	\$62,259.17	\$63,037.41	\$63,825.38	\$64,623.20	\$65,430.99	\$66,248.87	\$67,076.98	\$67,915.45	\$68,764.39	\$69,623.95	\$70,494.24	\$71,375.42
18	WATER DEPT.	WATER OPERATOR I	\$51,628.21	\$52,273.56	\$52,926.98	\$53,588.57	\$54,258.43	\$54,936.66	\$55,623.37	\$56,318.66	\$57,022.64	\$57,735.42	\$58,457.12	\$59,187.83	\$59,927.68	\$60,676.77	\$61,435.23	\$62,203.17	\$62,980.71	\$63,767.97	\$64,565.07	\$65,372.14	\$66,189.29	\$67,016.65	\$67,854.36	\$68,702.54	\$69,561.32	\$70,430.84	\$71,311.23	\$72,202.62	\$73,105.15	\$74,018.96	\$74,944.20
	WW DEPT.	WWTP OPERATOR I	\$51,628.21	\$52,273.56	\$52,926.98	\$53,588.57	\$54,258.43	\$54,936.66	\$55,623.37	\$56,318.66	\$57,022.64	\$57,735.42	\$58,457.12	\$59,187.83	\$59,927.68	\$60,676.77	\$61,435.23	\$62,203.17	\$62,980.71	\$63,767.97	\$64,565.07	\$65,372.14	\$66,189.29	\$67,016.65	\$67,854.36	\$68,702.54	\$69,561.32	\$70,430.84	\$71,311.23	\$72,202.62	\$73,105.15	\$74,018.96	\$74,944.20
21	ALL DEPTS.	EXEC. ASST.	\$58,656.00	\$59,389.20	\$60,131.56	\$60,883.21	\$61,644.25	\$62,414.80	\$63,194.99	\$63,984.93	\$64,784.74	\$65,594.55	\$66,414.48	\$67,244.66	\$68,085.22	\$68,936.28	\$69,797.99	\$70,670.46	\$71,553.84	\$72,448.26	\$73,353.87	\$74,270.79	\$75,199.18	\$76,139.17	\$77,090.91	\$78,054.54	\$79,030.22	\$80,018.10	\$81,018.33	\$82,031.06	\$83,056.44	\$84,094.65	\$85,145.83
	CITY CLERK	DEPUTY CITY CLERK	\$58,656.00	\$59,389.20	\$60,131.56	\$60,883.21	\$61,644.25	\$62,414.80	\$63,194.99	\$63,984.93	\$64,784.74	\$65,594.55	\$66,414.48	\$67,244.66	\$68,085.22	\$68,936.28	\$69,797.99	\$70,670.46	\$71,553.84	\$72,448.26	\$73,353.87	\$74,270.79	\$75,199.18	\$76,139.17	\$77,090.91	\$78,054.54	\$79,030.22	\$80,018.10	\$81,018.33	\$82,031.06	\$83,056.44	\$84,094.65	\$85,145.83
	COMM. DEV.	GIS ANALYST	\$58,656.00	\$59,389.20	\$60,131.56	\$60,883.21	\$61,644.25	\$62,414.80	\$63,194.99	\$63,984.93	\$64,784.74	\$65,594.55	\$66,414.48	\$67,244.66	\$68,085.22	\$68,936.28	\$69,797.99	\$70,670.46	\$71,553.84	\$72,448.26	\$73,353.87	\$74,270.79	\$75,199.18	\$76,139.17	\$77,090.91	\$78,054.54	\$79,030.22	\$80,018.10	\$81,018.33	\$82,031.06	\$83,056.44	\$84,094.65	\$85,145.83
	COMM. DEV.	PLANNER I	\$58,656.00	\$59,389.20	\$60,131.56	\$60,883.21	\$61,644.25	\$62,414.80	\$63,194.99	\$63,984.93	\$64,784.74	\$65,594.55	\$66,414.48	\$67,244.66	\$68,085.22	\$68,936.28	\$69,797.99	\$70,670.46	\$71,553.84	\$72,448.26	\$73,353.87	\$74,270.79	\$75,199.18	\$76,139.17	\$77,090.91	\$78,054.54	\$79,030.22	\$80,018.10	\$81,018.33	\$82,031.06	\$83,056.44	\$84,094.65	\$85,145.83
	ECONOMIC DEV.	ECONOMIC DEV. COORD.	\$58,656.00	\$59,389.20	\$60,131.56	\$60,883.21	\$61,644.25	\$62,414.80	\$63,194.99	\$63,984.93	\$64,784.74	\$65,594.55	\$66,414.48	\$67,244.66	\$68,085.22	\$68,936.28	\$69,797.99	\$70,670.46	\$71,553.84	\$72,448.26	\$73,353.87	\$74,270.79	\$75,199.18	\$76,139.17	\$77,090.91	\$78,054.54	\$79,030.22	\$80,018.10	\$81,018.33	\$82,031.06	\$83,056.44	\$84,094.65	\$85,145.83
	ECONOMIC DEV.	MAIN STREET COORDINATOR	\$58,656.00	\$59,389.20	\$60,131.56	\$60,883.21	\$																										

CITY OF HAMPTON PAY SCALE BY STEP AND GRADE																																	
Grade	Department	Dept. Description	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
28	HUMAN RESOURCES	DIRECTOR	\$82,313.20	\$83,342.12	\$84,383.89	\$85,438.69	\$86,506.67	\$87,588.01	\$88,682.86	\$89,791.39	\$90,913.79	\$92,050.21	\$93,200.84	\$94,365.85	\$95,545.42	\$96,739.74	\$97,948.98	\$99,173.35	\$100,413.01	\$101,668.17	\$102,939.03	\$104,225.76	\$105,528.59	\$106,847.69	\$108,183.29	\$109,535.58	\$110,904.78	\$112,291.09	\$113,694.72	\$115,115.91	\$116,554.86	\$118,011.79	\$119,486.94
	INFO. TECHNOLOGY	DIRECTOR	\$82,313.20	\$83,342.12	\$84,383.89	\$85,438.69	\$86,506.67	\$87,588.01	\$88,682.86	\$89,791.39	\$90,913.79	\$92,050.21	\$93,200.84	\$94,365.85	\$95,545.42	\$96,739.74	\$97,948.98	\$99,173.35	\$100,413.01	\$101,668.17	\$102,939.03	\$104,225.76	\$105,528.59	\$106,847.69	\$108,183.29	\$109,535.58	\$110,904.78	\$112,291.09	\$113,694.72	\$115,115.91	\$116,554.86	\$118,011.79	\$119,486.94
	ECONOMIC DEV.	MAIN STREET/ECON DEV. DIR.	\$82,313.20	\$83,342.12	\$84,383.89	\$85,438.69	\$86,506.67	\$87,588.01	\$88,682.86	\$89,791.39	\$90,913.79	\$92,050.21	\$93,200.84	\$94,365.85	\$95,545.42	\$96,739.74	\$97,948.98	\$99,173.35	\$100,413.01	\$101,668.17	\$102,939.03	\$104,225.76	\$105,528.59	\$106,847.69	\$108,183.29	\$109,535.58	\$110,904.78	\$112,291.09	\$113,694.72	\$115,115.91	\$116,554.86	\$118,011.79	\$119,486.94
	PUBLIC WORKS	DIRECTOR	\$82,313.20	\$83,342.12	\$84,383.89	\$85,438.69	\$86,506.67	\$87,588.01	\$88,682.86	\$89,791.39	\$90,913.79	\$92,050.21	\$93,200.84	\$94,365.85	\$95,545.42	\$96,739.74	\$97,948.98	\$99,173.35	\$100,413.01	\$101,668.17	\$102,939.03	\$104,225.76	\$105,528.59	\$106,847.69	\$108,183.29	\$109,535.58	\$110,904.78	\$112,291.09	\$113,694.72	\$115,115.91	\$116,554.86	\$118,011.79	\$119,486.94
	UTILITIES	DIRECTOR	\$82,313.20	\$83,342.12	\$84,383.89	\$85,438.69	\$86,506.67	\$87,588.01	\$88,682.86	\$89,791.39	\$90,913.79	\$92,050.21	\$93,200.84	\$94,365.85	\$95,545.42	\$96,739.74	\$97,948.98	\$99,173.35	\$100,413.01	\$101,668.17	\$102,939.03	\$104,225.76	\$105,528.59	\$106,847.69	\$108,183.29	\$109,535.58	\$110,904.78	\$112,291.09	\$113,694.72	\$115,115.91	\$116,554.86	\$118,011.79	\$119,486.94
30	CITY MGR	ASST. CITY MGR	\$90,980.93	\$92,118.19	\$93,269.67	\$94,435.54	\$95,615.98	\$96,811.18	\$98,021.32	\$99,246.59	\$100,487.17	\$101,743.26	\$103,015.05	\$104,302.74	\$105,606.53	\$106,926.61	\$108,263.19	\$109,616.48	\$110,986.69	\$112,374.02	\$113,778.69	\$115,200.93	\$116,640.94	\$118,098.95	\$119,575.19	\$121,069.88	\$122,583.25	\$124,115.54	\$125,666.99	\$127,237.82	\$128,828.30	\$130,438.65	\$132,069.13
	COMM. DEV.	DIRECTOR	\$90,980.93	\$92,118.19	\$93,269.67	\$94,435.54	\$95,615.98	\$96,811.18	\$98,021.32	\$99,246.59	\$100,487.17	\$101,743.26	\$103,015.05	\$104,302.74	\$105,606.53	\$106,926.61	\$108,263.19	\$109,616.48	\$110,986.69	\$112,374.02	\$113,778.69	\$115,200.93	\$116,640.94	\$118,098.95	\$119,575.19	\$121,069.88	\$122,583.25	\$124,115.54	\$125,666.99	\$127,237.82	\$128,828.30	\$130,438.65	\$132,069.13
	FINANCE	DIRECTOR	\$90,980.93	\$92,118.19	\$93,269.67	\$94,435.54	\$95,615.98	\$96,811.18	\$98,021.32	\$99,246.59	\$100,487.17	\$101,743.26	\$103,015.05	\$104,302.74	\$105,606.53	\$106,926.61	\$108,263.19	\$109,616.48	\$110,986.69	\$112,374.02	\$113,778.69	\$115,200.93	\$116,640.94	\$118,098.95	\$119,575.19	\$121,069.88	\$122,583.25	\$124,115.54	\$125,666.99	\$127,237.82	\$128,828.30	\$130,438.65	\$132,069.13
	POLICE DEPT	CHIEF OF POLICE	\$90,980.93	\$92,118.19	\$93,269.67	\$94,435.54	\$95,615.98	\$96,811.18	\$98,021.32	\$99,246.59	\$100,487.17	\$101,743.26	\$103,015.05	\$104,302.74	\$105,606.53	\$106,926.61	\$108,263.19	\$109,616.48	\$110,986.69	\$112,374.02	\$113,778.69	\$115,200.93	\$116,640.94	\$118,098.95	\$119,575.19	\$121,069.88	\$122,583.25	\$124,115.54	\$125,666.99	\$127,237.82	\$128,828.30	\$130,438.65	\$132,069.13
*Approved: 10.08.24																																	
*Amended: 05.13.25																																	