

**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 | \$65,308.51 | \$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</ |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |             |

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|---|------------------|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 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: 10.0

\*Amended: 05.13.25