

HP - Henrico County Pay Plan for Permanent Full-Time Positions

8.2% Wage Adjustment

PayGrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
HP.19														
Annual	41,517.79	42,502.60	43,510.76	44,542.83	45,599.39	46,681.01	47,788.28	48,921.82	50,082.24	51,270.19	52,486.32	53,731.30	55,005.80	
Bi-wkly	1,596.84	1,634.72	1,673.49	1,713.19	1,753.82	1,795.42	1,838.01	1,881.61	1,926.24	1,971.93	2,018.70	2,066.59	2,115.61	
Hourly	19.96048	20.43395	20.91864	21.41483	21.92279	22.44280	22.97514	23.52011	24.07801	24.64914	25.23381	25.83236	26.44510	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	56,310.54	57,646.23	59,013.60	60,413.40	61,846.41	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93
Bi-wkly	2,165.79	2,217.16	2,269.75	2,323.59	2,378.71	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46
Hourly	27.07238	27.71454	28.37193	29.04491	29.73385	30.43914	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824
HP.20														
Annual	43,510.76	44,542.83	45,599.39	46,681.01	47,788.28	48,921.82	50,082.24	51,270.19	52,486.32	53,731.30	55,005.80	56,310.54	57,646.23	
Bi-wkly	1,673.49	1,713.19	1,753.82	1,795.42	1,838.01	1,881.61	1,926.24	1,971.93	2,018.70	2,066.59	2,115.61	2,165.79	2,217.16	
Hourly	20.91864	21.41483	21.92279	22.44280	22.97514	23.52011	24.07801	24.64914	25.23381	25.83236	26.44510	27.07238	27.71454	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	59,013.60	60,413.40	61,846.41	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08
Bi-wkly	2,269.75	2,323.59	2,378.71	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46
Hourly	28.37193	29.04491	29.73385	30.43914	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081
HP.21														
Annual	45,599.39	46,681.01	47,788.28	48,921.82	50,082.24	51,270.19	52,486.32	53,731.30	55,005.80	56,310.54	57,646.23	59,013.60	60,413.40	
Bi-wkly	1,753.82	1,795.42	1,838.01	1,881.61	1,926.24	1,971.93	2,018.70	2,066.59	2,115.61	2,165.79	2,217.16	2,269.75	2,323.59	
Hourly	21.92279	22.44280	22.97514	23.52011	24.07801	24.64914	25.23381	25.83236	26.44510	27.07238	27.71454	28.37193	29.04491	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	61,846.41	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22
Bi-wkly	2,378.71	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24
Hourly	29.73385	30.43914	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799
HP.22														
Annual	47,788.28	48,921.82	50,082.24	51,270.19	52,486.32	53,731.30	55,005.80	56,310.54	57,646.23	59,013.60	60,413.40	61,846.41	63,313.40	
Bi-wkly	1,838.01	1,881.61	1,926.24	1,971.93	2,018.70	2,066.59	2,115.61	2,165.79	2,217.16	2,269.75	2,323.59	2,378.71	2,435.13	
Hourly	22.97514	23.52011	24.07801	24.64914	25.23381	25.83236	26.44510	27.07238	27.71454	28.37193	29.04491	29.73385	30.43914	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79
Bi-wkly	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11
Hourly	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384
HP.23														
Annual	50,082.24	51,270.19	52,486.32	53,731.30	55,005.80	56,310.54	57,646.23	59,013.60	60,413.40	61,846.41	63,313.40	64,815.20	66,352.61	
Bi-wkly	1,926.24	1,971.93	2,018.70	2,066.59	2,115.61	2,165.79	2,217.16	2,269.75	2,323.59	2,378.71	2,435.13	2,492.89	2,552.02	
Hourly	24.07801	24.64914	25.23381	25.83236	26.44510	27.07238	27.71454	28.37193	29.04491	29.73385	30.43914	31.16116	31.90030	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64
Bi-wkly	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41
Hourly	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262
HP.24														
Annual	52,486.32	53,731.30	55,005.80	56,310.54	57,646.23	59,013.60	60,413.40	61,846.41	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	
Bi-wkly	2,018.70	2,066.59	2,115.61	2,165.79	2,217.16	2,269.75	2,323.59	2,378.71	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	
Hourly	25.23381	25.83236	26.44510	27.07238	27.71454	28.37193	29.04491	29.73385	30.43914	31.16116	31.90030	32.65697	33.43160	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06
Bi-wkly	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50
Hourly	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878
HP.25														
Annual	55,005.80	56,310.54	57,646.23	59,013.60	60,413.40	61,846.41	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	
Bi-wkly	2,115.61	2,165.79	2,217.16	2,269.75	2,323.59	2,378.71	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	
Hourly	26.44510	27.07238	27.71454	28.37193	29.04491	29.73385	30.43914	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76
Bi-wkly	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76
Hourly	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701

Rates may vary slightly due to the HRMS system's rounding/use of 5-digit rates.

HP - Henrico County Pay Plan for Permanent Full-Time Positions

8.2% Wage Adjustment

PayGrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
HP.26														
Annual	57,646.23	59,013.60	60,413.40	61,846.41	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	
Bi-wkly	2,217.16	2,269.75	2,323.59	2,378.71	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	
Hourly	27.71454	28.37193	29.04491	29.73385	30.43914	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95
Bi-wkly	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57
Hourly	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219
HP.27														
Annual	60,413.40	61,846.41	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	
Bi-wkly	2,323.59	2,378.71	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	
Hourly	29.04491	29.73385	30.43914	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29
Bi-wkly	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36
Hourly	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947
HP.28														
Annual	63,313.40	64,815.20	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	
Bi-wkly	2,435.13	2,492.89	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	
Hourly	30.43914	31.16116	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98
Bi-wkly	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54
Hourly	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423
HP.29														
Annual	66,352.61	67,926.50	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	
Bi-wkly	2,552.02	2,612.56	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	
Hourly	31.90030	32.65697	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75
Bi-wkly	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57
Hourly	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210
HP.30														
Annual	69,537.71	71,187.15	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	
Bi-wkly	2,674.53	2,737.97	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	
Hourly	33.43160	34.22459	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89
Bi-wkly	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92
Hourly	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899
HP.31														
Annual	72,875.71	74,604.32	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	
Bi-wkly	2,802.91	2,869.40	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	
Hourly	35.03640	35.86747	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29
Bi-wkly	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09
Hourly	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110
HP.32														
Annual	76,373.93	78,185.52	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	
Bi-wkly	2,937.46	3,007.14	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	
Hourly	36.71824	37.58920	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44
Bi-wkly	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59
Hourly	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493

Rates may vary slightly due to the HRMS system's rounding/use of 5-digit rates.

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8.2% Wage Adjustment

PayGrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
HP.33														
<i>Annual</i>	80,040.08	81,938.63	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	
<i>Bi-wkly</i>	3,078.46	3,151.49	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	
<i>Hourly</i>	38.48081	39.39358	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49
<i>Bi-wkly</i>	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98
<i>Hourly</i>	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726
HP.34														
<i>Annual</i>	83,882.22	85,871.90	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	
<i>Bi-wkly</i>	3,226.24	3,302.77	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	
<i>Hourly</i>	40.32799	41.28457	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28
<i>Bi-wkly</i>	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82
<i>Hourly</i>	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524
HP.35														
<i>Annual</i>	87,908.79	89,993.98	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	
<i>Bi-wkly</i>	3,381.11	3,461.31	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	
<i>Hourly</i>	42.26384	43.26634	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34
<i>Bi-wkly</i>	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71
<i>Hourly</i>	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632
HP.36														
<i>Annual</i>	92,128.64	94,313.93	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	
<i>Bi-wkly</i>	3,543.41	3,627.46	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	
<i>Hourly</i>	44.29262	45.34324	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96
<i>Bi-wkly</i>	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27
<i>Hourly</i>	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835
HP.37														
<i>Annual</i>	96,551.06	98,841.25	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	
<i>Bi-wkly</i>	3,713.50	3,801.59	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	
<i>Hourly</i>	46.41878	47.51984	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21
<i>Bi-wkly</i>	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16
<i>Hourly</i>	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953
HP.38														
<i>Annual</i>	101,185.76	103,585.89	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	
<i>Bi-wkly</i>	3,891.76	3,984.07	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	
<i>Hourly</i>	48.64701	49.80091	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21	181,823.12	186,135.97
<i>Bi-wkly</i>	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16	6,993.20	7,159.08
<i>Hourly</i>	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953	87.41497	89.48845
HP.39														
<i>Annual</i>	106,042.95	108,558.28	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	
<i>Bi-wkly</i>	4,078.57	4,175.32	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	
<i>Hourly</i>	50.98219	52.19149	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21	181,823.12	186,135.97	190,551.11	195,070.98
<i>Bi-wkly</i>	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16	6,993.20	7,159.08	7,328.89	7,502.73
<i>Hourly</i>	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953	87.41497	89.48845	91.61112	93.78413

Rates may vary slightly due to the HRMS system's rounding/use of 5-digit rates.

HP - Henrico County Pay Plan for Permanent Full-Time Positions

8.2% Wage Adjustment

PayGrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
HP.40														
Annual	111,133.29	113,769.37	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	
Bi-wkly	4,274.36	4,375.74	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	
Hourly	53.42947	54.69682	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21	181,823.12	186,135.97	190,551.11	195,070.98	199,698.07	204,434.91
Bi-wkly	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16	6,993.20	7,159.08	7,328.89	7,502.73	7,680.69	7,862.88
Hourly	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953	87.41497	89.48845	91.61112	93.78413	96.00869	98.28602
HP.41														
Annual	116,467.98	119,230.60	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	
Bi-wkly	4,479.54	4,585.79	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	
Hourly	55.99423	57.32241	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21	181,823.12	186,135.97	190,551.11	195,070.98	199,698.07	204,434.91	209,284.10	214,248.32
Bi-wkly	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16	6,993.20	7,159.08	7,328.89	7,502.73	7,680.69	7,862.88	8,049.39	8,240.32
Hourly	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953	87.41497	89.48845	91.61112	93.78413	96.00869	98.28602	100.61736	103.00400
HP.42														
Annual	122,058.75	124,953.98	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	
Bi-wkly	4,694.57	4,805.92	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	
Hourly	58.68210	60.07403	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	165,548.16	169,474.96	173,494.91	177,610.21	181,823.12	186,135.97	190,551.11	195,070.98	199,698.07	204,434.91	209,284.10	214,248.32	219,330.29	224,532.80
Bi-wkly	6,367.24	6,518.27	6,672.88	6,831.16	6,993.20	7,159.08	7,328.89	7,502.73	7,680.69	7,862.88	8,049.39	8,240.32	8,435.78	8,635.88
Hourly	79.59047	81.47835	83.41102	85.38953	87.41497	89.48845	91.61112	93.78413	96.00869	98.28602	100.61736	103.00400	105.44726	107.94847
HP.43														
Annual	127,917.89	130,952.10	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	
Bi-wkly	4,919.92	5,036.62	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	
Hourly	61.49899	62.95775	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	173,494.91	177,610.21	181,823.12	186,135.97	190,551.11	195,070.98	199,698.07	204,434.91	209,284.10	214,248.32	219,330.29	224,532.80	229,858.72	235,310.97
Bi-wkly	6,672.88	6,831.16	6,993.20	7,159.08	7,328.89	7,502.73	7,680.69	7,862.88	8,049.39	8,240.32	8,435.78	8,635.88	8,840.72	9,050.42
Hourly	83.41102	85.38953	87.41497	89.48845	91.61112	93.78413	96.00869	98.28602	100.61736	103.00400	105.44726	107.94847	110.50901	113.13028
HP.44														
Annual	134,058.29	137,238.15	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21	
Bi-wkly	5,156.09	5,278.39	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16	
Hourly	64.45110	65.97988	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	181,823.12	186,135.97	190,551.11	195,070.98	199,698.07	204,434.91	209,284.10	214,248.32	219,330.29	224,532.80	229,858.72	235,310.97	240,892.55	246,606.52
Bi-wkly	6,993.20	7,159.08	7,328.89	7,502.73	7,680.69	7,862.88	8,049.39	8,240.32	8,435.78	8,635.88	8,840.72	9,050.42	9,265.10	9,484.87
Hourly	87.41497	89.48845	91.61112	93.78413	96.00869	98.28602	100.61736	103.00400	105.44726	107.94847	110.50901	113.13028	115.81373	118.56083
HP.45														
Annual	140,493.44	143,825.94	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21	181,823.12	186,135.97	
Bi-wkly	5,403.59	5,531.77	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16	6,993.20	7,159.08	
Hourly	67.54493	69.14709	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953	87.41497	89.48845	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	190,551.11	195,070.98	199,698.07	204,434.91	209,284.10	214,248.32	219,330.29	224,532.80	229,858.72	235,310.97	240,892.55	246,606.52	252,456.03	258,444.28
Bi-wkly	7,328.89	7,502.73	7,680.69	7,862.88	8,049.39	8,240.32	8,435.78	8,635.88	8,840.72	9,050.42	9,265.10	9,484.87	9,709.85	9,940.16
Hourly	91.61112	93.78413	96.00869	98.28602	100.61736	103.00400	105.44726	107.94847	110.50901	113.13028	115.81373	118.56083	121.37309	124.25206
HP.46														
Annual	147,237.49	150,729.97	154,305.28	157,965.40	161,712.34	165,548.16	169,474.96	173,494.91	177,610.21	181,823.12	186,135.97	190,551.11	195,070.98	
Bi-wkly	5,662.98	5,797.31	5,934.82	6,075.59	6,219.71	6,367.24	6,518.27	6,672.88	6,831.16	6,993.20	7,159.08	7,328.89	7,502.73	
Hourly	70.78726	72.46634	74.18524	75.94491	77.74632	79.59047	81.47835	83.41102	85.38953	87.41497	89.48845	91.61112	93.78413	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
Annual	199,698.07	204,434.91	209,284.10	214,248.32	219,330.29	224,532.80	229,858.72	235,310.97	240,892.55	246,606.52	252,456.03	258,444.28	264,574.58	270,850.29
Bi-wkly	7,680.69	7,862.88	8,049.39	8,240.32	8,435.78	8,635.88	8,840.72	9,050.42	9,265.10	9,484.87	9,709.85	9,940.16	10,175.95	10,417.32
Hourly	96.00869	98.28602	100.61736	103.00400	105.44726	107.94847	110.50901	113.13028	115.81373	118.56083	121.37309	124.25206	127.19932	130.21649

Rates may vary slightly due to the HRMS system's rounding/use of 5-digit rates.

HP - Henrico County Pay Plan for Permanent Full-Time Positions

8.2% Wage Adjustment

PayGrade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	
HP.54														
<i>Annual</i>	214,248.32	219,330.29	224,532.80	229,858.72	235,310.97	240,892.55	246,606.52	252,456.03	258,444.28	264,574.58	270,850.29	277,274.86	283,851.82	
<i>Bi-wkly</i>	8,240.32	8,435.78	8,635.88	8,840.72	9,050.42	9,265.10	9,484.87	9,709.85	9,940.16	10,175.95	10,417.32	10,664.42	10,917.38	
<i>Hourly</i>	103.00400	105.44726	107.94847	110.50901	113.13028	115.81373	118.56083	121.37309	124.25206	127.19932	130.21649	133.30523	136.46723	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	290,584.78	297,477.45	304,533.62	311,757.16	319,152.04	326,722.32	334,472.18	342,405.86	350,527.72	358,842.24	367,353.98	376,067.62	384,987.94	394,119.85
<i>Bi-wkly</i>	11,176.34	11,441.44	11,712.83	11,990.66	12,275.08	12,566.24	12,864.31	13,169.46	13,481.84	13,801.62	14,129.00	14,464.14	14,807.23	15,158.46
<i>Hourly</i>	139.70423	143.01801	146.41040	149.88325	153.43848	157.07805	160.80394	164.61821	168.52295	172.52031	176.61250	180.80174	185.09036	189.48070
HP.55														
<i>Annual</i>	224,532.80	229,858.72	235,310.97	240,892.55	246,606.52	252,456.03	258,444.28	264,574.58	270,850.29	277,274.86	283,851.82	290,584.78	297,477.45	
<i>Bi-wkly</i>	8,635.88	8,840.72	9,050.42	9,265.10	9,484.87	9,709.85	9,940.16	10,175.95	10,417.32	10,664.42	10,917.38	11,176.34	11,441.44	
<i>Hourly</i>	107.94847	110.50901	113.13028	115.81373	118.56083	121.37309	124.25206	127.19932	130.21649	133.30523	136.46723	139.70423	143.01801	
	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
<i>Annual</i>	304,533.62	311,757.16	319,152.04	326,722.32	334,472.18	342,405.86	350,527.72	358,842.24	367,353.98	376,067.62	384,987.94	394,119.85	403,468.38	413,038.65
<i>Bi-wkly</i>	11,712.83	11,990.66	12,275.08	12,566.24	12,864.31	13,169.46	13,481.84	13,801.62	14,129.00	14,464.14	14,807.23	15,158.46	15,518.01	15,886.10
<i>Hourly</i>	146.41040	149.88325	153.43848	157.07805	160.80394	164.61821	168.52295	172.52031	176.61250	180.80174	185.09036	189.48070	193.97519	198.57628

Rates may vary slightly due to the HRMS system's rounding/use of 5-digit rates.