

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

3.628% Wage Adjustment

Employees hired on or after 01-Jan-2012

PayGrade														
HP.12	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	
Annual	32,474.02	33,244.30	34,032.86	34,840.12	35,666.52	36,512.53	37,378.61	38,265.23	39,172.88	40,102.06	41,053.28	42,027.07	43,023.95	
Bi-wkly	1,249.00	1,278.63	1,308.96	1,340.00	1,371.79	1,404.33	1,437.64	1,471.74	1,506.65	1,542.39	1,578.97	1,616.43	1,654.77	
Hourly	15.61251	15.98284	16.36196	16.75006	17.14737	17.55411	17.97049	18.39675	18.83312	19.27984	19.73716	20.20533	20.68460	
	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	44,044.48	45,089.21	46,158.73	47,253.62	48,374.47	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48
Bi-wkly	1,694.02	1,734.20	1,775.34	1,817.45	1,860.56	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60
Hourly	21.17524	21.67751	22.19170	22.71809	23.25696	23.80862	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995
HP.13	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	
Annual	34,032.86	34,840.12	35,666.52	36,512.53	37,378.61	38,265.23	39,172.88	40,102.06	41,053.28	42,027.07	43,023.95	44,044.48	45,089.21	
Bi-wkly	1,308.96	1,340.00	1,371.79	1,404.33	1,437.64	1,471.74	1,506.65	1,542.39	1,578.97	1,616.43	1,654.77	1,694.02	1,734.20	
Hourly	16.36196	16.75006	17.14737	17.55411	17.97049	18.39675	18.83312	19.27984	19.73716	20.20533	20.68460	21.17524	21.67751	
	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	46,158.73	47,253.62	48,374.47	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04
Bi-wkly	1,775.34	1,817.45	1,860.56	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89
Hourly	22.19170	22.71809	23.25696	23.80862	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858
HP.14	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	
Annual	35,666.52	36,512.53	37,378.61	38,265.23	39,172.88	40,102.06	41,053.28	42,027.07	43,023.95	44,044.48	45,089.21	46,158.73	47,253.62	
Bi-wkly	1,371.79	1,404.33	1,437.64	1,471.74	1,506.65	1,542.39	1,578.97	1,616.43	1,654.77	1,694.02	1,734.20	1,775.34	1,817.45	
Hourly	17.14737	17.55411	17.97049	18.39675	18.83312	19.27984	19.73716	20.20533	20.68460	21.17524	21.67751	22.19170	22.71809	
	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	48,374.47	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25
Bi-wkly	1,860.56	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47
Hourly	23.25696	23.80862	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339
HP.15	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	
Annual	37,378.61	38,265.23	39,172.88	40,102.06	41,053.28	42,027.07	43,023.95	44,044.48	45,089.21	46,158.73	47,253.62	48,374.47	49,521.91	
Bi-wkly	1,437.64	1,471.74	1,506.65	1,542.39	1,578.97	1,616.43	1,654.77	1,694.02	1,734.20	1,775.34	1,817.45	1,860.56	1,904.69	
Hourly	17.97049	18.39675	18.83312	19.27984	19.73716	20.20533	20.68460	21.17524	21.67751	22.19170	22.71809	23.25696	23.80862	
	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	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71
Bi-wkly	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60
Hourly	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756
HP.16	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	
Annual	39,172.88	40,102.06	41,053.28	42,027.07	43,023.95	44,044.48	45,089.21	46,158.73	47,253.62	48,374.47	49,521.91	50,696.57	51,899.10	
Bi-wkly	1,506.65	1,542.39	1,578.97	1,616.43	1,654.77	1,694.02	1,734.20	1,775.34	1,817.45	1,860.56	1,904.69	1,949.87	1,996.12	
Hourly	18.83312	19.27984	19.73716	20.20533	20.68460	21.17524	21.67751	22.19170	22.71809	23.25696	23.80862	24.37336	24.95149	
	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	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36
Bi-wkly	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55
Hourly	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441
HP.17	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	
Annual	41,053.28	42,027.07	43,023.95	44,044.48	45,089.21	46,158.73	47,253.62	48,374.47	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	
Bi-wkly	1,578.97	1,616.43	1,654.77	1,694.02	1,734.20	1,775.34	1,817.45	1,860.56	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	
Hourly	19.73716	20.20533	20.68460	21.17524	21.67751	22.19170	22.71809	23.25696	23.80862	24.37336	24.95149	25.54334	26.14923	
	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	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45
Bi-wkly	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59
Hourly	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743
HP.18	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	
Annual	43,023.95	44,044.48	45,089.21	46,158.73	47,253.62	48,374.47	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	
Bi-wkly	1,654.77	1,694.02	1,734.20	1,775.34	1,817.45	1,860.56	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	
Hourly	20.68460	21.17524	21.67751	22.19170	22.71809	23.25696	23.80862	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	
	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	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58
Bi-wkly	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02
Hourly	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028

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

3.628% Wage Adjustment

Employees hired on or after 01-Jan-2012

PayGrade														
HP.19	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	
Annual	45,089.21	46,158.73	47,253.62	48,374.47	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	
Bi-wkly	1,734.20	1,775.34	1,817.45	1,860.56	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	
Hourly	21.67751	22.19170	22.71809	23.25696	23.80862	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	
	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	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73
Bi-wkly	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14
Hourly	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680
HP.20	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	
Annual	47,253.62	48,374.47	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	
Bi-wkly	1,817.45	1,860.56	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	
Hourly	22.71809	23.25696	23.80862	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	
	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	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25
Bi-wkly	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28
Hourly	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099
HP.21	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	
Annual	49,521.91	50,696.57	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	
Bi-wkly	1,904.69	1,949.87	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	
Hourly	23.80862	24.37336	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	
	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	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89
Bi-wkly	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76
Hourly	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707
HP.22	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	
Annual	51,899.10	53,130.14	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	
Bi-wkly	1,996.12	2,043.47	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	
Hourly	24.95149	25.54334	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	
	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	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83
Bi-wkly	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95
Hourly	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944
HP.23	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	
Annual	54,390.39	55,680.53	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	
Bi-wkly	2,091.94	2,141.56	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	
Hourly	26.14923	26.76949	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	
	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	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68
Bi-wkly	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22
Hourly	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273
HP.24	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	
Annual	57,001.27	58,353.34	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	
Bi-wkly	2,192.36	2,244.36	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	
Hourly	27.40446	28.05450	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	
	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	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52
Bi-wkly	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94
Hourly	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179
HP.25	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	
Annual	59,737.48	61,154.46	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	
Bi-wkly	2,297.60	2,352.09	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	
Hourly	28.71995	29.40119	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	
	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	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91
Bi-wkly	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53
Hourly	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169

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

3.628% Wage Adjustment

Employees hired on or after 01-Jan-2012

PayGrade														
HP.26	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	
Annual	62,605.04	64,090.03	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	
Bi-wkly	2,407.89	2,465.00	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	
Hourly	30.09858	30.81252	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	
	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	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91
Bi-wkly	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42
Hourly	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775
HP.27	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	
Annual	65,610.25	67,166.52	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	
Bi-wkly	2,523.47	2,583.33	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	
Hourly	31.54339	32.29160	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	
	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	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13
Bi-wkly	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04
Hourly	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555
HP.28	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	
Annual	68,759.71	70,390.69	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	
Bi-wkly	2,644.60	2,707.33	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	
Hourly	33.05756	33.84168	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	
	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	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72
Bi-wkly	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87
Hourly	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093
HP.29	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	
Annual	72,060.36	73,769.63	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	
Bi-wkly	2,771.55	2,837.29	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	
Hourly	34.64441	35.46617	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	
	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	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42
Bi-wkly	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40
Hourly	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001
HP.30	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	
Annual	75,519.45	77,310.77	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	
Bi-wkly	2,904.59	2,973.49	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	
Hourly	36.30743	37.16864	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	
	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	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57
Bi-wkly	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14
Hourly	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922
HP.31	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	
Annual	79,144.58	81,021.89	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	
Bi-wkly	3,044.02	3,116.23	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	
Hourly	38.05028	38.95284	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	
	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	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17
Bi-wkly	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62
Hourly	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528
HP.32	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	
Annual	82,943.73	84,911.15	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	
Bi-wkly	3,190.14	3,265.81	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	
Hourly	39.87680	40.82267	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	
	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	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89
Bi-wkly	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42
Hourly	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524

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

3.628% Wage Adjustment

Employees hired on or after 01-Jan-2012

PayGrade														
HP.33	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	
Annual	86,925.25	88,987.11	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	
Bi-wkly	3,343.28	3,422.58	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	
Hourly	41.79099	42.78227	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	
	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	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08
Bi-wkly	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12
Hourly	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648
HP.34	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	
Annual	91,097.89	93,258.73	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	
Bi-wkly	3,503.76	3,586.87	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	
Hourly	43.79707	44.83593	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	
	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	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84
Bi-wkly	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34
Hourly	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676
HP.35	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	
Annual	95,470.83	97,735.39	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	
Bi-wkly	3,671.95	3,759.05	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	
Hourly	45.89944	46.98818	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	
	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	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07
Bi-wkly	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73
Hourly	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417
HP.36	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	
Annual	100,053.68	102,426.95	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	
Bi-wkly	3,848.22	3,939.50	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	
Hourly	48.10273	49.24373	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	
	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	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44
Bi-wkly	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98
Hourly	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724
HP.37	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	
Annual	104,856.52	107,343.71	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	
Bi-wkly	4,032.94	4,128.60	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	
Hourly	50.41179	51.60756	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	
	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	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49
Bi-wkly	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79
Hourly	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486
HP.38	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	
Annual	109,889.91	112,496.50	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	
Bi-wkly	4,226.53	4,326.79	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	
Hourly	52.83169	54.08486	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	
	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	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65
Bi-wkly	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91
Hourly	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637
HP.39	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	
Annual	115,164.91	117,896.62	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	
Bi-wkly	4,429.42	4,534.49	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	
Hourly	55.36775	56.68107	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	
	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	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27
Bi-wkly	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13
Hourly	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158

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

3.628% Wage Adjustment

Employees hired on or after 01-Jan-2012

PayGrade														
HP.40	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	
Annual	120,693.13	123,555.97	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	
Bi-wkly	4,642.04	4,752.15	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	
Hourly	58.02555	59.40192	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	
	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	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69
Bi-wkly	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26
Hourly	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072
HP.41	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	
Annual	126,486.72	129,486.99	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	
Bi-wkly	4,864.87	4,980.27	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	
Hourly	60.81093	62.25336	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	
	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	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27
Bi-wkly	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16
Hourly	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456
HP.42	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	
Annual	132,558.42	135,702.70	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	
Bi-wkly	5,098.40	5,219.33	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	
Hourly	63.73001	65.24169	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	
	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	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44
Bi-wkly	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75
Hourly	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435
HP.43	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	
Annual	138,921.57	142,216.79	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	
Bi-wkly	5,343.14	5,469.88	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	
Hourly	66.78922	68.37346	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	
	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	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47
Bi-wkly	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95
Hourly	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191
HP.44	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	
Annual	145,590.17	149,043.57	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	
Bi-wkly	5,599.62	5,732.45	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	
Hourly	69.99528	71.65557	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	
	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	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97
Bi-wkly	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77
Hourly	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960
HP.45	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	
Annual	152,578.89	156,198.06	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	
Bi-wkly	5,868.42	6,007.62	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	
Hourly	73.35524	75.09522	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	
	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	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03
Bi-wkly	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23
Hourly	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040
HP.46	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	
Annual	159,903.08	163,695.98	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	
Bi-wkly	6,150.12	6,296.00	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	
Hourly	76.87648	78.69999	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	
	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	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22
Bi-wkly	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43
Hourly	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790

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

3.628% Wage Adjustment

Employees hired on or after 01-Jan-2012

PayGrade														
HP.47	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	
Annual	167,578.84	171,553.81	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	
Bi-wkly	6,445.34	6,598.22	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	
Hourly	80.56676	82.47780	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	
	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	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22	301,126.44	308,269.16
Bi-wkly	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43	11,581.79	11,856.51
Hourly	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790	144.77233	148.20633
HP.48	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	
Annual	175,623.07	179,788.85	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	
Bi-wkly	6,754.73	6,914.96	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	
Hourly	84.43417	86.43695	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	
	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	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22	301,126.44	308,269.16	315,581.31	323,066.89
Bi-wkly	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43	11,581.79	11,856.51	12,137.74	12,425.65
Hourly	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790	144.77233	148.20633	151.72179	155.32063
HP.49	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	
Annual	184,053.44	188,419.19	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	
Bi-wkly	7,078.98	7,246.89	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	
Hourly	88.48724	90.58615	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	
	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	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22	301,126.44	308,269.16	315,581.31	323,066.89	330,730.04	338,574.96
Bi-wkly	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43	11,581.79	11,856.51	12,137.74	12,425.65	12,720.39	13,022.11
Hourly	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790	144.77233	148.20633	151.72179	155.32063	159.00483	162.77643
HP.50	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	
Annual	192,888.49	197,463.81	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	
Bi-wkly	7,418.79	7,594.76	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	
Hourly	92.73486	94.93453	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	
	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	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22	301,126.44	308,269.16	315,581.31	323,066.89	330,730.04	338,574.96	346,605.95	354,827.45
Bi-wkly	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43	11,581.79	11,856.51	12,137.74	12,425.65	12,720.39	13,022.11	13,331.00	13,647.21
Hourly	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790	144.77233	148.20633	151.72179	155.32063	159.00483	162.77643	166.63748	170.59012
HP.51	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	
Annual	202,147.65	206,942.59	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	
Bi-wkly	7,774.91	7,959.33	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	
Hourly	97.18637	99.49164	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	
	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	274,172.66	280,676.03	287,333.67	294,149.22	301,126.44	308,269.16	315,581.31	323,066.89	330,730.04	338,574.96	346,605.95	354,827.45	363,243.96	371,860.10
Bi-wkly	10,545.10	10,795.23	11,051.29	11,313.43	11,581.79	11,856.51	12,137.74	12,425.65	12,720.39	13,022.11	13,331.00	13,647.21	13,970.92	14,302.31
Hourly	131.81378	134.94040	138.14119	141.41790	144.77233	148.20633	151.72179	155.32063	159.00483	162.77643	166.63748	170.59012	174.63652	178.77890
HP.52	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	
Annual	211,851.27	216,876.38	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	
Bi-wkly	8,148.13	8,341.40	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	
Hourly	101.85158	104.26750	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	
	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	287,333.67	294,149.22	301,126.44	308,269.16	315,581.31	323,066.89	330,730.04	338,574.96	346,605.95	354,827.45	363,243.96	371,860.10	380,680.62	389,710.37
Bi-wkly	11,051.29	11,313.43	11,581.79	11,856.51	12,137.74	12,425.65	12,720.39	13,022.11	13,331.00	13,647.21	13,970.92	14,302.31	14,641.56	14,988.86
Hourly	138.14119	141.41790	144.77233	148.20633	151.72179	155.32063	159.00483	162.77643	166.63748	170.59012	174.63652	178.77890	183.01954	187.36076
HP.53	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	
Annual	222,020.69	227,287.02	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22	
Bi-wkly	8,539.26	8,741.81	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43	
Hourly	106.74072	109.27261	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790	
	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	301,126.44	308,269.16	315,581.31	323,066.89	330,730.04	338,574.96	346,605.95	354,827.45	363,243.96	371,860.10	380,680.62	389,710.37	398,954.30	408,417.49
Bi-wkly	11,581.79	11,856.51	12,137.74	12,425.65	12,720.39	13,022.11	13,331.00	13,647.21	13,970.92	14,302.31	14,641.56	14,988.86	15,344.40	15,708.37
Hourly	144.77233	148.20633	151.72179	155.32063	159.00483	162.77643	166.63748	170.59012	174.63652	178.77890	183.01954	187.36076	191.80496	196.35457

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

3.628% Wage Adjustment

Employees hired on or after 01-Jan-2012

PayGrade														
HP.54	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	
Annual	232,678.27	238,197.40	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22	301,126.44	308,269.16	
Bi-wkly	8,949.16	9,161.44	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43	11,581.79	11,856.51	
Hourly	111.86456	114.51798	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790	144.77233	148.20633	
	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	315,581.31	323,066.89	330,730.04	338,574.96	346,605.95	354,827.45	363,243.96	371,860.10	380,680.62	389,710.37	398,954.30	408,417.49	418,105.16	428,022.61
Bi-wkly	12,137.74	12,425.65	12,720.39	13,022.11	13,331.00	13,647.21	13,970.92	14,302.31	14,641.56	14,988.86	15,344.40	15,708.37	16,080.97	16,462.41
Hourly	151.72179	155.32063	159.00483	162.77643	166.63748	170.59012	174.63652	178.77890	183.01954	187.36076	191.80496	196.35457	201.01210	205.78011
HP.55	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	
Annual	243,847.44	249,631.50	255,552.76	261,614.47	267,819.97	274,172.66	280,676.03	287,333.67	294,149.22	301,126.44	308,269.16	315,581.31	323,066.89	
Bi-wkly	9,378.75	9,601.21	9,828.95	10,062.10	10,300.77	10,545.10	10,795.23	11,051.29	11,313.43	11,581.79	11,856.51	12,137.74	12,425.65	
Hourly	117.23435	120.01515	122.86191	125.77619	128.75960	131.81378	134.94040	138.14119	141.41790	144.77233	148.20633	151.72179	155.32063	
	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	330,730.04	338,574.96	346,605.95	354,827.45	363,243.96	371,860.10	380,680.62	389,710.37	398,954.30	408,417.49	418,105.16	428,022.61	438,175.31	448,568.83
Bi-wkly	12,720.39	13,022.11	13,331.00	13,647.21	13,970.92	14,302.31	14,641.56	14,988.86	15,344.40	15,708.37	16,080.97	16,462.41	16,852.90	17,252.65
Hourly	159.00483	162.77643	166.63748	170.59012	174.63652	178.77890	183.01954	187.36076	191.80496	196.35457	201.01210	205.78011	210.66121	215.65809

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