

Prepared by: _____ Date: _____

Reviewed by: _____ Date: _____

Board Approved Date: _____

Blue Ridge Community Action, Inc.

Position Classification & Wage Plan

FYE 6/30/21

Grade	Position	Salary Range	
30	Executive Director	66,780 - 32.11 -	160,272 77.05
29		63,600 - 30.58 -	152,640 73.38
28		60,572 - 29.12 -	145,372 69.89
27	Deputy Director Finance Director	57,687 - 27.73 -	138,449 66.56
26		54,940 - 26.41 -	131,857 63.39
25		52,324 - 25.16 -	125,578 60.37
24	Family/Child Development Director Community/Economic Service Director Adult Services Director Housing Director Human Resources Director Weatherization/Energy Director	49,832 - 23.96 -	119,598 57.50
23		47,459 - 22.82 -	113,903 54.76
22	Assistant Finance Director	45,199 - 21.73 -	108,479 52.15
21		43,047 - 20.70 -	103,313 49.67
20	Child Development Coordinator Accounting Technician III Weatherization Coordinator Weatherization Project Manager II Facilities & Grounds Coordinator	40,997 - 19.71 -	98,393 47.30
19	Accounting Technician II	39,045 - 18.77 -	93,708 45.05
18		37,186 - 17.88 -	89,246 42.91
17	Center Director III Housing Specialist IV Weatherization Assistant	35,415 - 17.03 -	84,996 40.86
16	Weatherization Project Manager I ECS V (licensed)	33,729 - 16.22 -	80,948 38.92
15	Accounting Technician I	32,122 - 15.44 -	77,094 37.06
14	Center Director II Counselor III (Case Manager)	30,593 - 14.71 -	73,423 35.30

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Grade	Position	Salary Range	
13	CSW III/Intake Specialist	29,136 -	69,926
	Intake Specialist	14.01 -	33.62
	Early Childhood Specialist IV		
	Counselor II (Case Manager)		
	Information Technology Assistant		
12	Accounting Assistant	27,749 -	66,597
	Administrative Assistant	13.34 -	32.02
	Center Director I		
	CSW III/Adult Services Center Director I		
	Adult Services Center Director I		
	Housing Specialist II		
	Facilities & Grounds Specialist		
	Community Services Worker III		
Weatherization Technician			
11	Program Assistant IV	26,427 -	63,425
		12.71 -	30.49
10	Assistant Center Director	25,169 -	60,405
		12.10 -	29.04
9	Early Childhood Specialist III	23,970 -	57,529
	(NCPK Assistant--start at \$12.00/hr.)	11.52 -	27.66
8	Housing Specialist I	22,829 -	54,789
		10.98 -	26.34
7	Program Assistant III	21,742 -	52,180
	Counselor I	10.45 -	25.09
	Early Childhood Specialist II		
	Community Services Worker II		
	CSW II/Adult Services Worker II		
	Adult Services Worker II		
6	Program Assistant II	20,706 -	49,695
	Community Services Worker I	9.95 -	23.89
5	CSW II/Activity Coordinator	19,720 -	47,329
	Activity Coordinator	9.48 -	22.75
4	Maintenance Worker II	18,781 -	45,075
		9.03 -	21.67
3	Program Assistant I	17,887 -	42,929
	CSW I/Site Manager	8.60 -	20.64
	Site Manager		
	Early Childhood Specialist I		
	CSW I/Adult Services Worker I		
Adult Services Worker I			
2	Custodian	17,035 -	40,884
	Food Service Aide	8.19 -	19.66
	Resource Aide		
	Maintenance Worker I		
1	Substitute	16,224 -	38,938
		7.80 -	18.72