



2021 Pay Plan "R" - RCHEA Employees

Ordinance No. 3019
Effective January 1, 2021

Grade	FLSA Position	Monthly			Annual		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
RA10	E Accountant	\$5,153	\$6,055	\$6,957	\$61,836	\$72,660	\$83,484
RA20	E Accountant - Senior	\$5,857	\$6,883	\$7,908	\$70,284	\$82,596	\$94,896
RA25	NE Accounting Specialist - Associate	\$3,936	\$4,527	\$5,117	\$47,232	\$54,324	\$61,404
RA26	NE Accounting Specialist	\$4,419	\$5,081	\$5,743	\$53,028	\$60,972	\$68,916
RA27	NE Accounting Specialist - Senior	\$5,036	\$5,793	\$6,549	\$60,432	\$69,516	\$78,588
RA30	NE Administrative Assistant	\$4,195	\$4,930	\$5,664	\$50,340	\$59,160	\$67,968
RA50	NE Administrative Specialist	\$4,545	\$5,341	\$6,137	\$54,540	\$64,092	\$73,644
RB01	NE Building Inspector Technician	\$4,956	\$5,699	\$6,442	\$59,472	\$68,388	\$77,304
RB20	NE Building Inspector	\$5,960	\$6,854	\$7,747	\$71,520	\$82,248	\$92,964
RB30	NE Building Inspector - Senior	\$6,556	\$7,539	\$8,522	\$78,672	\$90,468	\$102,264
RB70	NE Business Application Specialist	\$5,439	\$6,390	\$7,341	\$65,268	\$76,680	\$88,092
RB75	E Business Analyst	\$6,413	\$7,535	\$8,657	\$76,956	\$90,420	\$103,884
RB80	E Business Systems Analyst - ERP	\$7,232	\$8,498	\$9,763	\$86,784	\$101,976	\$117,156
RB80	E Business Systems Analyst - HRIS	\$7,232	\$8,498	\$9,763	\$86,784	\$101,976	\$117,156
RB85	E Business Systems Analyst Sr - ERP	\$7,904	\$9,287	\$10,670	\$94,848	\$111,444	\$128,040
RB85	E Business Systems Analyst Sr - HRIS	\$7,904	\$9,287	\$10,670	\$94,848	\$111,444	\$128,040
RC05	NE Capital & Grant Analyst	\$5,605	\$6,585	\$7,565	\$67,260	\$79,020	\$90,780
RC20	NE Code Enforcement Officer	\$5,832	\$6,707	\$7,581	\$69,984	\$80,484	\$90,972
RC25	E Communications & Marketing Project Administrator	\$6,416	\$7,540	\$8,664	\$76,992	\$90,480	\$103,968
RC35	NE Communications & Marketing Specialist	\$5,752	\$6,758	\$7,764	\$69,024	\$81,096	\$93,168
RC40	NE Construction Inspector	\$5,835	\$6,710	\$7,585	\$70,020	\$80,520	\$91,020
RC50	NE Construction Inspector - Lead	\$6,463	\$7,594	\$8,724	\$77,556	\$91,128	\$104,688
RC60	E Cultural Arts Administrator	\$6,455	\$7,585	\$8,714	\$77,460	\$91,020	\$104,568
RD20	NE Department Administrative Coordinator	\$5,324	\$6,256	\$7,188	\$63,888	\$75,072	\$86,256
RD40	NE Deputy City Clerk	\$5,611	\$6,594	\$7,576	\$67,332	\$79,128	\$90,912
RE10	E Engineer	\$7,092	\$8,334	\$9,575	\$85,104	\$100,008	\$114,900
RE01	NE Engineer - Associate	\$5,873	\$6,901	\$7,928	\$70,476	\$82,812	\$95,136
RE20	E Engineer - Senior	\$8,328	\$9,786	\$11,243	\$99,936	\$117,432	\$134,916
RE40	NE Engineering Technician	\$5,388	\$6,196	\$7,004	\$64,656	\$74,352	\$84,048
RE30	NE Engineering Technician - Associate	\$4,337	\$5,097	\$5,856	\$52,044	\$61,164	\$70,272
RE50	NE Engineering Technician - Senior	\$5,957	\$7,000	\$8,042	\$71,484	\$84,000	\$96,504
RE60	NE Environmental Scientist - Associate	\$5,546	\$6,377	\$7,208	\$66,552	\$76,524	\$86,496
RE65	E Environmental Scientist	\$6,845	\$8,043	\$9,240	\$82,140	\$96,516	\$110,880
RE70	E Environmental Scientist - Senior	\$7,405	\$8,702	\$9,998	\$88,860	\$104,424	\$119,976
RE75	E Environmental Sustainability Program Manager	\$5,981	\$7,028	\$8,074	\$71,772	\$84,336	\$96,888
RF10	E Financial Analyst	\$5,887	\$6,918	\$7,949	\$70,644	\$83,016	\$95,388
RF20	E Financial Analyst - Senior	\$7,026	\$8,256	\$9,485	\$84,312	\$99,072	\$113,820
RG10	NE GIS Data Technician	\$4,954	\$5,821	\$6,688	\$59,448	\$69,852	\$80,256
RG15	NE GIS Analyst	\$5,795	\$6,809	\$7,823	\$69,540	\$81,708	\$93,876
RG20	NE GIS Analyst - Senior	\$6,442	\$7,570	\$8,698	\$77,304	\$90,840	\$104,376
RG01	NE Graphics Designer	\$5,173	\$6,079	\$6,985	\$62,076	\$72,948	\$83,820
RI10	E Infrastructure Systems Engineer	\$7,945	\$9,335	\$10,725	\$95,340	\$112,020	\$128,700
RL01	NE Legal Assistant	\$4,893	\$5,750	\$6,607	\$58,716	\$69,000	\$79,284
RM10	E Management Analyst	\$5,857	\$6,882	\$7,906	\$70,284	\$82,584	\$94,872
RN01	E Network Analyst	\$6,891	\$8,097	\$9,303	\$82,692	\$97,164	\$111,636
RN10	E Network Systems Engineer	\$7,546	\$8,867	\$10,187	\$90,552	\$106,404	\$122,244
RP01	NE Paralegal	\$5,557	\$6,530	\$7,502	\$66,684	\$78,360	\$90,024
RP10	NE Payroll Analyst	\$4,933	\$5,797	\$6,660	\$59,196	\$69,564	\$79,920
RP15	NE Permit Technician	\$4,829	\$5,674	\$6,518	\$57,948	\$68,088	\$78,216
RP20	NE Planner - Assistant	\$5,272	\$6,196	\$7,119	\$63,264	\$74,352	\$85,428



Grade	FLSA	Position	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
RP25	E	Planner	\$6,128	\$7,200	\$8,272	\$73,536	\$86,400	\$99,264
RP35	E	Planner - Principal	\$7,706	\$9,055	\$10,403	\$92,472	\$108,660	\$124,836
RP30	E	Planner - Senior	\$6,975	\$8,196	\$9,416	\$83,700	\$98,352	\$112,992
RP45	NE	Plans Examiner	\$6,442	\$7,570	\$8,698	\$77,304	\$90,840	\$104,376
RP65	E	Program Administrator	\$6,510	\$7,650	\$8,789	\$78,120	\$91,800	\$105,468
RP66	NE	Program Aide	\$3,274	\$3,848	\$4,421	\$39,288	\$46,176	\$53,052
RP67	NE	Program Assistant	\$4,398	\$5,168	\$5,937	\$52,776	\$62,016	\$71,244
RP70	NE	Program Coordinator	\$5,549	\$6,519	\$7,489	\$66,588	\$78,228	\$89,868
RP75	E	Programmer Analyst	\$6,515	\$7,655	\$8,795	\$78,180	\$91,860	\$105,540
RP80	E	Programmer Analyst - Senior	\$8,206	\$9,642	\$11,077	\$98,472	\$115,704	\$132,924
RP85	NE	Purchasing Agent	\$5,231	\$6,146	\$7,060	\$62,772	\$73,752	\$84,720
RP90	E	Purchasing Agent - Senior	\$6,411	\$7,533	\$8,654	\$76,932	\$90,396	\$103,848
RR05	NE	Records Management Specialist	\$5,568	\$6,543	\$7,517	\$66,816	\$78,516	\$90,204
RR01	E	Recreation Program Administrator	\$6,197	\$7,282	\$8,366	\$74,364	\$87,384	\$100,392
RS30	E	Security and Compliance Analyst	\$7,113	\$8,358	\$9,603	\$85,356	\$100,296	\$115,236
RS10	E	Senior Systems Analyst	\$7,731	\$9,084	\$10,436	\$92,772	\$109,008	\$125,232
RS15	NE	Stormwater Inspector	\$5,694	\$6,691	\$7,688	\$68,328	\$80,292	\$92,256
RS20	NE	Systems Support Specialist	\$5,508	\$6,472	\$7,436	\$66,096	\$77,664	\$89,232
RT10	E	Technical Systems Coordinator	\$6,193	\$7,278	\$8,362	\$74,316	\$87,336	\$100,344
RT30	E	Technology Project Manager	\$8,149	\$9,575	\$11,000	\$97,788	\$114,900	\$132,000
RT20	E	Transportation Strategic Advisor	\$8,606	\$10,112	\$11,618	\$103,272	\$121,344	\$139,416