



**2021 Pay Plan "N-S" - Non-Represented Employees Supplemental**

Ordinance No. TBD  
Effective May 18, 2021

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	Accounting Associate - Senior	\$23.05	\$27.38	\$31.70
SNA10	NE	Administrative Assistant	\$19.36	\$22.99	\$26.62
SNA20	NE	Administrative Specialist	\$20.98	\$24.91	\$28.84
SNA45	NE*	Assistant Director - Community Planning	\$45.04	\$53.49	\$61.93
SNA46	NE*	Assistant Director - Development Services	\$45.72	\$54.30	\$62.87
SNA50	NE*	Assistant Director Public Works, Maint. & Ops.	\$45.26	\$53.75	\$62.24
SNA85	NE*	Assistant Director/City Engineer	\$46.50	\$55.22	\$63.94
SNA70	NE*	Assistant Maintenance Manager	\$37.92	\$45.04	\$52.15
SNM80	NE*	Chief Policy Advisor	\$45.71	\$54.28	\$62.85
SNC01	NE*	City Clerk	\$36.46	\$43.29	\$50.13
SNC15	NE*	Communications and Marketing Manager	\$39.48	\$46.89	\$54.29
SNC60	NE*	Communications and Marketing Supervisor	\$33.37	\$39.63	\$45.88
SNC05	NE*	Communications Dispatch Supervisor	\$31.04	\$36.86	\$42.68
TBD	NE*	Community Support Administrator	\$30.27	\$35.94	\$41.62
SNC50	NE*	Customer Experience Manager	\$35.07	\$41.65	\$48.22
SND01	NE	Department Administrative Coordinator	\$24.57	\$29.18	\$33.79
TBD	NE*	Deputy Executive Department Director	\$44.55	\$52.90	\$61.25
SND15	NE*	Deputy Finance Director	\$44.55	\$52.90	\$61.25
SNA60	NE*	Deputy Fire Chief	\$51.10	\$60.68	\$70.26
SND02	NE*	Deputy Human Resources Director	\$44.55	\$52.90	\$61.25
SND05	NE*	Deputy Parks Director	\$42.70	\$50.70	\$58.71
SND35	NE*	Deputy Planning & Community Development Director	\$46.90	\$55.69	\$64.48
SND20	NE*	Deputy Prosecuting Attorney	\$34.31	\$40.74	\$47.18
SND10	NE*	Deputy Public Works Director/City Engineer	\$49.32	\$58.56	\$67.81
TBD	NE*	Deputy Technology & Information Services Director	\$50.74	\$60.25	\$69.76
SND25	NE*	Development Services Center Supervisor	\$34.94	\$41.49	\$48.04
TBD	NE*	Diversity, Equity & Inclusion Program Manager	\$32.00	\$38.00	\$44.00
SNE01	NE*	Emergency Preparedness Manager	\$39.45	\$46.84	\$54.24
SNE20	NE*	Engineer - Senior	\$38.44	\$45.64	\$52.85
SNE30	NE*	Engineering Manager	\$44.36	\$52.68	\$60.99
SNE50	NE*	Engineering Supervisor	\$40.62	\$48.24	\$55.85
SNE68	NE	EPSCA Senior Accounting Associate	\$23.05	\$27.38	\$31.70
TBD	NE	Executive Analyst	\$28.76	\$34.16	\$39.55
SNF70	NE*	Facilities Manager	\$37.64	\$44.70	\$51.76
SNF20	NE*	Financial Analyst	\$27.17	\$32.27	\$37.36
SNF30	NE*	Financial Analyst - Senior	\$32.43	\$38.51	\$44.59
SNF40	NE*	Financial Planning Manager	\$40.58	\$48.19	\$55.80



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SNF60	NE*	Financial Services Manager	\$40.26	\$47.80	\$55.35
TBD	NE*	Financial Services Supervisor	\$29.42	\$34.94	\$40.46
SNH10	NE	Human Resources Analyst	\$27.53	\$32.69	\$37.85
SNH15	NE*	Human Resources Manager	\$39.18	\$46.53	\$53.88
SNI01	NE*	Inspection Supervisor	\$32.63	\$38.75	\$44.87
SNI10	NE*	IS Manager	\$45.50	\$54.03	\$62.56
SNI20	NE*	IS Supervisor	\$40.78	\$48.43	\$56.07
SNM15	NE*	Maintenance and Operations Supervisor	\$34.76	\$41.28	\$47.80
SNM01	NE*	Maintenance Manager	\$42.31	\$50.24	\$58.18
SNP02	NE*	Park Maintenance and Operations Manager	\$35.24	\$41.85	\$48.45
SNP10	NE*	Parks Maintenance and Operations Supervisor	\$30.22	\$35.88	\$41.55
SNP25	NE*	Parks Planning and Cultural Arts Manager	\$37.82	\$44.91	\$52.00
SNP30	NE*	Payroll Supervisor	\$29.40	\$34.91	\$40.43
SNP50	NE*	Planning Manager	\$40.76	\$48.41	\$56.05
SNA80	NE*	Police Captain	\$57.76	\$68.59	\$79.42
SNP67	NE	Police Crime Analyst (limited duration)	\$26.68	\$31.68	\$36.69
SNP69	NE	Police Program Coordinator (limited duration)	\$21.41	\$25.43	\$29.44
SNP71	NE*	Police Support Services Manager	\$35.49	\$42.15	\$48.80
SNP68	NE*	Police Support Services Supervisor	\$29.74	\$35.31	\$40.89
SNP95	NE*	Project Management Office Manager	\$49.95	\$59.31	\$68.68
SNP90	NE*	Purchasing/Contracting Manager	\$39.35	\$46.72	\$54.10
SNR01	NE*	Real Property Manager	\$34.48	\$40.94	\$47.41
SNR10	NE*	Recreation Division Manager	\$37.51	\$44.54	\$51.58
SNR15	NE*	Recreation Program Administrator	\$29.53	\$35.07	\$40.60
SNR20	NE*	Recreation Program Manager	\$31.97	\$37.96	\$43.95
SNR60	NE	Risk & Safety Program Coordinator	\$27.95	\$33.19	\$38.43
SNS40	NE*	Safety Program Manager	\$32.00	\$38.00	\$44.00
SNS50	NE*	Security Compliance Manager	\$46.74	\$55.51	\$64.27
SNS03	NE*	Senior Human Resources Analyst	\$32.07	\$38.08	\$44.09
SNS10	NE*	Supervising Attorney	\$45.17	\$53.64	\$62.11
SNU10	NE*	Utility Supervisor	\$37.23	\$44.21	\$51.19

\*All supplemental employees are marked as non-exempt because they are paid on an hourly basis. This does not impact the FLSA status of the positions on the regular employee pay plan.