



**2023 Pay Plan "R" - RCHEA Employees**

Ordinance No. 3096  
Effective January 1, 2023

**By Salary Band**

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R85			\$9,514	\$11,179	\$12,843	\$114,168	\$134,148	\$154,116
	E	Senior Infrastructure Systems Engineer						
	E	Transportation Strategic Advisor						
R80			\$9,079	\$10,669	\$12,257	\$108,948	\$128,028	\$147,084
	E	Engineer - Senior						
	E	Programmer Analyst - Senior						
R75			\$8,549	\$10,047	\$11,541	\$102,588	\$120,564	\$138,492
	E	Infrastructure Systems Engineer						
	E	Senior Systems Analyst						
	E	Technology Project Manager						
R70			\$8,262	\$9,709	\$11,154	\$99,144	\$116,508	\$133,848
	E	Business Systems Analyst Sr - ERP						
	E	Business Systems Analyst Sr - HRIS						
	E	Engineer						
	E	Environmental Scientist - Senior						
	E	Planner - Principal						
	E	Security and Compliance Analyst						
R65			\$7,777	\$9,139	\$10,499	\$93,324	\$109,668	\$125,988
	E	Planner - Senior						
R60			\$7,573	\$8,900	\$10,224	\$90,876	\$106,800	\$122,688
	E	Business Systems Analyst - ERP						
	E	Business Systems Analyst - HRIS						
	E	Communications & Marketing Project Administrator						
	E	Infrastructure Systems Analyst						
R55			\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
	NE	Building Inspector - Senior						
	E	Business Analyst						
	NE	Construction Inspector - Lead						
	E	Environmental Scientist						
	NE	GIS Analyst - Senior						
	E	Program Administrator						
	E	Programmer Analyst						
R50			\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
	E	Accountant - Senior						
	NE	Building Inspector						
	NE	Construction Inspector						
	NE	Engineer - Associate						
	NE	Engineering Technician - Senior						
	NE	Plans Examiner						
	E	Purchasing Agent - Senior						
	E	Planner						
	E	Technical Systems Coordinator						



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			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R45			\$6,511	\$7,651	\$8,790	\$78,132	\$91,812	\$105,480
	NE	Capital & Grant Analyst						
	NE	Code Enforcement Officer						
	E	Financial Analyst						
	NE	GIS Analyst						
	E	Management Analyst						
	NE	Stormwater Inspector						
R40			\$6,304	\$7,408	\$8,510	\$75,648	\$88,896	\$102,120
	E	Accountant						
	NE	Communications & Marketing Specialist						
	NE	Deputy City Clerk						
	NE	Program Coordinator						
	NE	Records Analyst						
R35			\$6,062	\$7,124	\$8,184	\$72,744	\$85,488	\$98,208
	NE	Business Application Specialist						
	NE	Department Administrative Coordinator						
	NE	Planner - Assistant						
	NE	Paralegal						
	NE	Systems Support Specialist						
R30			\$5,679	\$6,674	\$7,667	\$68,148	\$80,088	\$92,004
	NE	Building Inspector Technician						
	NE	Engineering Technician						
	NE	Graphics Designer						
	NE	GIS Data Technician						
	NE	Purchasing Agent						
R25			\$5,359	\$6,297	\$7,234	\$64,308	\$75,564	\$86,808
	NE	Administrative Specialist						
	NE	Accounting Specialist - Senior						
	NE	Legal Assistant						
	NE	Permit Technician						
R20			\$5,096	\$5,989	\$6,880	\$61,152	\$71,868	\$82,560
	NE	Administrative Assistant						
	NE	Engineering Technician - Associate						
	NE	Program Assistant						
R15			\$4,871	\$5,724	\$6,576	\$58,452	\$68,688	\$78,912
	NE	Accounting Specialist						
R10			\$4,229	\$4,970	\$5,709	\$50,748	\$59,640	\$68,508
	NE	Accounting Specialist - Associate						
R05			\$3,712	\$4,362	\$5,011	\$44,544	\$52,344	\$60,132
	NE	Program Aide						



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Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R40	E	Accountant	\$6,304	\$7,408	\$8,510	\$75,648	\$88,896	\$102,120
R50	E	Accountant - Senior	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R15	NE	Accounting Specialist	\$4,871	\$5,724	\$6,576	\$58,452	\$68,688	\$78,912
R10	NE	Accounting Specialist - Associate	\$4,229	\$4,970	\$5,709	\$50,748	\$59,640	\$68,508
R25	NE	Accounting Specialist - Senior	\$5,359	\$6,297	\$7,234	\$64,308	\$75,564	\$86,808
R20	NE	Administrative Assistant	\$5,096	\$5,989	\$6,880	\$61,152	\$71,868	\$82,560
R25	NE	Administrative Specialist	\$5,359	\$6,297	\$7,234	\$64,308	\$75,564	\$86,808
R50	NE	Building Inspector	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R55	NE	Building Inspector - Senior	\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
R30	NE	Building Inspector Technician	\$5,679	\$6,674	\$7,667	\$68,148	\$80,088	\$92,004
R55	E	Business Analyst	\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
R35	NE	Business Application Specialist	\$6,062	\$7,124	\$8,184	\$72,744	\$85,488	\$98,208
R60	E	Business Systems Analyst - ERP	\$7,573	\$8,900	\$10,224	\$90,876	\$106,800	\$122,688
R60	E	Business Systems Analyst - HRIS	\$7,573	\$8,900	\$10,224	\$90,876	\$106,800	\$122,688
R70	E	Business Systems Analyst Sr - ERP	\$8,262	\$9,709	\$11,154	\$99,144	\$116,508	\$133,848
R70	E	Business Systems Analyst Sr - HRIS	\$8,262	\$9,709	\$11,154	\$99,144	\$116,508	\$133,848
R45	NE	Capital & Grant Analyst	\$6,511	\$7,651	\$8,790	\$78,132	\$91,812	\$105,480
R45	NE	Code Enforcement Officer	\$6,511	\$7,651	\$8,790	\$78,132	\$91,812	\$105,480
R60	E	Communications & Marketing Project Administrator	\$7,573	\$8,900	\$10,224	\$90,876	\$106,800	\$122,688
R40	NE	Communications & Marketing Specialist	\$6,304	\$7,408	\$8,510	\$75,648	\$88,896	\$102,120
R50	NE	Construction Inspector	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R55	NE	Construction Inspector - Lead	\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
R35	NE	Department Administrative Coordinator	\$6,062	\$7,124	\$8,184	\$72,744	\$85,488	\$98,208
R40	NE	Deputy City Clerk	\$6,304	\$7,408	\$8,510	\$75,648	\$88,896	\$102,120
R70	E	Engineer	\$8,262	\$9,709	\$11,154	\$99,144	\$116,508	\$133,848
R50	NE	Engineer - Associate	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R80	E	Engineer - Senior	\$9,079	\$10,669	\$12,257	\$108,948	\$128,028	\$147,084
R30	NE	Engineering Technician	\$5,679	\$6,674	\$7,667	\$68,148	\$80,088	\$92,004
R20	NE	Engineering Technician - Associate	\$5,096	\$5,989	\$6,880	\$61,152	\$71,868	\$82,560
R50	NE	Engineering Technician - Senior	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R55	E	Environmental Scientist	\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
R70	E	Environmental Scientist - Senior	\$8,262	\$9,709	\$11,154	\$99,144	\$116,508	\$133,848
R45	E	Financial Analyst	\$6,511	\$7,651	\$8,790	\$78,132	\$91,812	\$105,480
R45	NE	GIS Analyst	\$6,511	\$7,651	\$8,790	\$78,132	\$91,812	\$105,480
R55	NE	GIS Analyst - Senior	\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
R30	NE	GIS Data Technician	\$5,679	\$6,674	\$7,667	\$68,148	\$80,088	\$92,004
R30	NE	Graphics Designer	\$5,679	\$6,674	\$7,667	\$68,148	\$80,088	\$92,004
R60	E	Infrastructure Systems Analyst	\$7,573	\$8,900	\$10,224	\$90,876	\$106,800	\$122,688
R75	E	Infrastructure Systems Engineer	\$8,549	\$10,047	\$11,541	\$102,588	\$120,564	\$138,492
R25	NE	Legal Assistant	\$5,359	\$6,297	\$7,234	\$64,308	\$75,564	\$86,808
R45	E	Management Analyst	\$6,511	\$7,651	\$8,790	\$78,132	\$91,812	\$105,480



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			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R35	NE	Paralegal	\$6,062	\$7,124	\$8,184	\$72,744	\$85,488	\$98,208
R25	NE	Permit Technician	\$5,359	\$6,297	\$7,234	\$64,308	\$75,564	\$86,808
R50	E	Planner	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R35	NE	Planner - Assistant	\$6,062	\$7,124	\$8,184	\$72,744	\$85,488	\$98,208
R70	E	Planner - Principal	\$8,262	\$9,709	\$11,154	\$99,144	\$116,508	\$133,848
R65	E	Planner - Senior	\$7,777	\$9,139	\$10,499	\$93,324	\$109,668	\$125,988
R50	NE	Plans Examiner	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R55	E	Program Administrator	\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
R05	NE	Program Aide	\$3,712	\$4,362	\$5,011	\$44,544	\$52,344	\$60,132
R20	NE	Program Assistant	\$5,096	\$5,989	\$6,880	\$61,152	\$71,868	\$82,560
R40	NE	Program Coordinator	\$6,304	\$7,408	\$8,510	\$75,648	\$88,896	\$102,120
R55	E	Programmer Analyst	\$7,235	\$8,502	\$9,768	\$86,820	\$102,024	\$117,216
R80	E	Programmer Analyst - Senior	\$9,079	\$10,669	\$12,257	\$108,948	\$128,028	\$147,084
R30	NE	Purchasing Agent	\$5,679	\$6,674	\$7,667	\$68,148	\$80,088	\$92,004
R50	E	Purchasing Agent - Senior	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R40	NE	Records Analyst	\$6,304	\$7,408	\$8,510	\$75,648	\$88,896	\$102,120
R70	E	Security and Compliance Analyst	\$8,262	\$9,709	\$11,154	\$99,144	\$116,508	\$133,848
R85	E	Senior Infrastructure Systems Engineer	\$9,514	\$11,179	\$12,843	\$114,168	\$134,148	\$154,116
R75	E	Senior Systems Analyst	\$8,549	\$10,047	\$11,541	\$102,588	\$120,564	\$138,492
R45	NE	Stormwater Inspector	\$6,511	\$7,651	\$8,790	\$78,132	\$91,812	\$105,480
R35	NE	Systems Support Specialist	\$6,062	\$7,124	\$8,184	\$72,744	\$85,488	\$98,208
R50	E	Technical Systems Coordinator	\$6,808	\$8,000	\$9,191	\$81,696	\$96,000	\$110,292
R75	E	Technology Project Manager	\$8,549	\$10,047	\$11,541	\$102,588	\$120,564	\$138,492
R85	E	Transportation Strategic Advisor	\$9,514	\$11,179	\$12,843	\$114,168	\$134,148	\$154,116