



2023 Pay Plan "R-S" - RCHEA Supplemental

Ordinance No. 3096
Effective January 1, 2023

By Salary Band

Band/ Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
SR85			\$44	\$52	\$60
	NE*	Senior Infrastructure Systems Engineer			
	NE*	Transportation Strategic Advisor			
SR80			\$42	\$50	\$58
	NE*	Engineer - Senior			
	NE*	Programmer Analyst - Senior			
SR75			\$39	\$47	\$54
	NE*	Infrastructure Systems Engineer			
	NE*	Senior Systems Analyst			
	NE*	Technology Project Manager			
SR70			\$38	\$45	\$52
	NE*	Business Systems Analyst Sr - ERP			
	NE*	Business Systems Analyst Sr - HRIS			
	NE*	Engineer			
	NE*	Environmental Scientist - Senior			
	NE*	Planner - Principal			
	NE*	Security and Compliance Analyst			
SR65			\$36	\$43	\$49
	NE*	Planner - Senior			
SR60			\$35	\$42	\$48
	NE*	Business Systems Analyst - ERP			
	NE*	Business Systems Analyst - HRIS			
	NE*	Communications & Marketing Project Administrator			
	NE*	Infrastructure Systems Analyst			
SR55			\$33	\$40	\$46
	NE	Building Inspector - Senior			
	NE*	Business Analyst			
	NE	Construction Inspector - Lead			
	NE*	Environmental Scientist			
	NE	GIS Analyst - Senior			
	NE*	Program Administrator			
	NE*	Programmer Analyst			
SR50			\$31	\$37	\$43
	NE*	Accountant - Senior			
	NE	Building Inspector			
	NE	Construction Inspector			
	NE	Engineer - Associate			
	NE	Engineering Technician - Senior			
	NE	Plans Examiner			
	NE*	Purchasing Agent - Senior			
	NE*	Planner			
	NE*	Technical Systems Coordinator			
SR45			\$30	\$36	\$41
	NE	Capital & Grant Analyst			
	NE	Code Enforcement Officer			
	NE*	Financial Analyst			
	NE	GIS Analyst			
	NE*	Management Analyst			
	NE	Stormwater Inspector			



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SR40			\$29	\$35	\$40
	NE*	Accountant			
	NE	Communications & Marketing Specialist			
	NE	Deputy City Clerk			
	NE	Program Coordinator			
	NE	Records Analyst			
SR35			\$28	\$33	\$38
	NE	Business Application Specialist			
	NE	Department Administrative Coordinator			
	NE	Planner - Assistant			
	NE	Paralegal			
	NE	Systems Support Specialist			
SR30			\$26	\$31	\$36
	NE	Building Inspector Technician			
	NE	Engineering Technician			
	NE	Graphics Designer			
	NE	GIS Data Technician			
	NE	Purchasing Agent			
SR25			\$25	\$29	\$34
	NE	Administrative Specialist			
	NE	Accounting Specialist - Senior			
	NE	Legal Assistant			
	NE	Permit Technician			
SR20			\$24	\$28	\$32
	NE	Administrative Assistant			
	NE	Engineering Technician - Associate			
	NE	Program Assistant			
SR15			\$22	\$27	\$31
	NE	Accounting Specialist			
SR10			\$20	\$23	\$27
	NE	Accounting Specialist - Associate			
SR05			\$17	\$20	\$24
	NE	Program Aide			

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SR40	NE*	Accountant	\$29	\$35	\$40
SR50	NE*	Accountant - Senior	\$31	\$37	\$43
SR15	NE	Accounting Specialist	\$22	\$27	\$31
SR10	NE	Accounting Specialist - Associate	\$20	\$23	\$27
SR25	NE	Accounting Specialist - Senior	\$25	\$29	\$34
SR20	NE	Administrative Assistant	\$24	\$28	\$32
SR25	NE	Administrative Specialist	\$25	\$29	\$34
SR50	NE	Building Inspector	\$31	\$37	\$43
SR55	NE	Building Inspector - Senior	\$33	\$40	\$46
SR30	NE	Building Inspector Technician	\$26	\$31	\$36
SR55	NE*	Business Analyst	\$33	\$40	\$46
SR35	NE	Business Application Specialist	\$28	\$33	\$38
SR60	NE*	Business Systems Analyst - ERP	\$35	\$42	\$48
SR60	NE*	Business Systems Analyst - HRIS	\$35	\$42	\$48
SR70	NE*	Business Systems Analyst Sr - ERP	\$38	\$45	\$52
SR70	NE*	Business Systems Analyst Sr - HRIS	\$38	\$45	\$52
SR45	NE	Capital & Grant Analyst	\$30	\$36	\$41
SR45	NE	Code Enforcement Officer	\$30	\$36	\$41
SR60	NE*	Communications & Marketing Project Administrator	\$35	\$42	\$48
SR40	NE	Communications & Marketing Specialist	\$29	\$35	\$40
SR50	NE	Construction Inspector	\$31	\$37	\$43
SR55	NE	Construction Inspector - Lead	\$33	\$40	\$46
SR35	NE	Department Administrative Coordinator	\$28	\$33	\$38
SR40	NE	Deputy City Clerk	\$29	\$35	\$40
SR70	NE*	Engineer	\$38	\$45	\$52
SR50	NE	Engineer - Associate	\$31	\$37	\$43
SR80	NE*	Engineer - Senior	\$42	\$50	\$58
SR30	NE	Engineering Technician	\$26	\$31	\$36
SR20	NE	Engineering Technician - Associate	\$24	\$28	\$32
SR50	NE	Engineering Technician - Senior	\$31	\$37	\$43
SR55	NE*	Environmental Scientist	\$33	\$40	\$46
SR70	NE*	Environmental Scientist - Senior	\$38	\$45	\$52
SR45	NE*	Financial Analyst	\$30	\$36	\$41
SR45	NE	GIS Analyst	\$30	\$36	\$41
SR55	NE	GIS Analyst - Senior	\$33	\$40	\$46
SR30	NE	GIS Data Technician	\$26	\$31	\$36
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SR45	NE*	Management Analyst	\$30	\$36	\$41
SR35	NE	Paralegal	\$28	\$33	\$38
SR25	NE	Permit Technician	\$25	\$29	\$34
SR50	NE*	Planner	\$31	\$37	\$43
SR35	NE	Planner - Assistant	\$28	\$33	\$38
SR70	NE*	Planner - Principal	\$38	\$45	\$52
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SR55	NE*	Programmer Analyst	\$33	\$40	\$46
SR80	NE*	Programmer Analyst - Senior	\$42	\$50	\$58
SR30	NE	Purchasing Agent	\$26	\$31	\$36
SR50	NE*	Purchasing Agent - Senior	\$31	\$37	\$43
SR40	NE	Records Analyst	\$29	\$35	\$40
SR70	NE*	Security and Compliance Analyst	\$38	\$45	\$52
SR85	NE*	Senior Infrastructure Systems Engineer	\$44	\$52	\$60
SR75	NE*	Senior Systems Analyst	\$39	\$47	\$54
SR45	NE	Stormwater Inspector	\$30	\$36	\$41
SR35	NE	Systems Support Specialist	\$28	\$33	\$38
SR50	NE*	Technical Systems Coordinator	\$31	\$37	\$43
SR75	NE*	Technology Project Manager	\$39	\$47	\$54
SR85	NE*	Transportation Strategic Advisor	\$44	\$52	\$60

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