



2023 Pay Plan "N" - Non-Represented Employees

Ordinance No. 3102
Effective January 1, 2023

By Salary Band

| Grade | FLSA | Classification | Monthly | | | Annual | | |
|------------|------|--|----------|----------|----------|-----------|-----------|-----------|
| | | | Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| N60 | | | \$12,702 | \$14,480 | \$16,259 | \$152,424 | \$173,760 | \$195,108 |
| N60 | E | Police Captain | | | | | | |
| N55 | | | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N55 | E | Chief Policy Advisor | | | | | | |
| N55 | E | City Engineer | | | | | | |
| N55 | E | Engineering Manager | | | | | | |
| N55 | E | Information Services Manager | | | | | | |
| N55 | E | Police Support Civilian Commander | | | | | | |
| N55 | E | Project Management Office Manager | | | | | | |
| N55 | E | Security Compliance Manager | | | | | | |
| N55 | E | Supervising Attorney | | | | | | |
| N50 | | | \$9,713 | \$11,414 | \$13,113 | \$116,556 | \$136,968 | \$157,356 |
| N50 | E | Engineering Supervisor | | | | | | |
| N50 | E | Finance Manager | | | | | | |
| N50 | E | Parks Manager | | | | | | |
| N50 | E | Planning Manager | | | | | | |
| N50 | E | Public Works Maintenance Manager | | | | | | |
| N50 | E | Utilities Manager | | | | | | |
| N45 | | | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |
| N45 | E | City Clerk | | | | | | |
| N45 | E | Communications and Marketing Manager | | | | | | |
| N45 | E | Emergency Preparedness Manager | | | | | | |
| N45 | E | Human Resources Manager | | | | | | |
| N45 | E | Information Services Supervisor | | | | | | |
| N45 | E | Purchasing/Contracting Manager | | | | | | |
| N45 | E | Utilities Supervisor | | | | | | |
| N40 | | | \$8,390 | \$9,859 | \$11,327 | \$100,680 | \$118,308 | \$135,924 |
| N40 | E | Communications Dispatch Manager | | | | | | |
| N40 | E | Deputy Prosecuting Attorney | | | | | | |
| N40 | E | Police Support Services Manager | | | | | | |
| N35 | | | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N35 | E | Communications and Marketing Supervisor | | | | | | |
| N35 | E | Development Services Supervisor | | | | | | |
| N35 | E | Diversity Equity Inclusion Program Advisor | | | | | | |
| N35 | E | Financial Analyst - Senior | | | | | | |
| N35 | E | Inspection Supervisor | | | | | | |
| N35 | E | Maintenance and Operations Supervisor | | | | | | |
| N35 | E | Program Manager | | | | | | |
| N35 | E | Real Property Manager | | | | | | |
| N35 | E | Senior Management Analyst | | | | | | |



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|------------|------|---|---------|----------|----------|----------|-----------|-----------|
| | | | Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| N30 | | | \$7,444 | \$8,747 | \$10,049 | \$89,328 | \$104,964 | \$120,588 |
| N30 | E | Administrative Supervisor | | | | | | |
| N30 | E | Finance Supervisor | | | | | | |
| N30 | E | Parks Supervisor | | | | | | |
| N30 | E | Senior Human Resources Analyst | | | | | | |
| N25 | | | \$6,792 | \$7,982 | \$9,169 | \$81,504 | \$95,784 | \$110,028 |
| N25 | NE | Human Resources Analyst | | | | | | |
| N25 | NE | Risk Program Coordinator | | | | | | |
| N20 | | | \$6,454 | \$7,585 | \$8,713 | \$77,448 | \$91,020 | \$104,556 |
| N20 | E | Executive Analyst | | | | | | |
| N20 | E | Financial Analyst | | | | | | |
| N15 | | | \$5,979 | \$7,026 | \$8,072 | \$71,748 | \$84,312 | \$96,864 |
| N15 | NE | Department Administrative Coordinator | | | | | | |
| N15 | NE | Police Crime Analyst (Limited Duration) | | | | | | |
| N15 | NE | Police Program Coordinator | | | | | | |
| N10 | | | \$5,496 | \$6,458 | \$7,420 | \$65,952 | \$77,496 | \$89,040 |
| N10 | NE | Accounting Associate - Senior | | | | | | |
| N10 | NE | Administrative Specialist | | | | | | |
| N10 | NE | Payroll Analyst | | | | | | |
| N05 | | | \$5,076 | \$5,965 | \$6,852 | \$60,912 | \$71,580 | \$82,224 |
| N05 | NE | Administrative Assistant | | | | | | |



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|-------|------|--|----------|----------|----------|-----------|-----------|-----------|
| | | | Minimum | Midpoint | Maximum | Minimum | Midpoint | Maximum |
| N10 | NE | Accounting Associate - Senior | \$5,496 | \$6,458 | \$7,420 | \$65,952 | \$77,496 | \$89,040 |
| N05 | NE | Administrative Assistant | \$5,076 | \$5,965 | \$6,852 | \$60,912 | \$71,580 | \$82,224 |
| N10 | NE | Administrative Specialist | \$5,496 | \$6,458 | \$7,420 | \$65,952 | \$77,496 | \$89,040 |
| N30 | E | Administrative Supervisor | \$7,444 | \$8,747 | \$10,049 | \$89,328 | \$104,964 | \$120,588 |
| N55 | E | Chief Policy Advisor | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N45 | E | City Clerk | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |
| N55 | E | City Engineer | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N45 | E | Communications and Marketing Manager | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |
| N35 | E | Communications and Marketing Supervisor | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N40 | E | Communications Dispatch Manager | \$8,390 | \$9,859 | \$11,327 | \$100,680 | \$118,308 | \$135,924 |
| N15 | NE | Department Administrative Coordinator | \$5,979 | \$7,026 | \$8,072 | \$71,748 | \$84,312 | \$96,864 |
| N40 | E | Deputy Prosecuting Attorney | \$8,390 | \$9,859 | \$11,327 | \$100,680 | \$118,308 | \$135,924 |
| N35 | E | Development Services Supervisor | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N35 | E | Diversity Equity Inclusion Program Advisor | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N45 | E | Emergency Preparedness Manager | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |
| N55 | E | Engineering Manager | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N50 | E | Engineering Supervisor | \$9,713 | \$11,414 | \$13,113 | \$116,556 | \$136,968 | \$157,356 |
| N20 | E | Executive Analyst | \$6,454 | \$7,585 | \$8,713 | \$77,448 | \$91,020 | \$104,556 |
| N50 | E | Finance Manager | \$9,713 | \$11,414 | \$13,113 | \$116,556 | \$136,968 | \$157,356 |
| N30 | E | Finance Supervisor | \$7,444 | \$8,747 | \$10,049 | \$89,328 | \$104,964 | \$120,588 |
| N20 | E | Financial Analyst | \$6,454 | \$7,585 | \$8,713 | \$77,448 | \$91,020 | \$104,556 |
| N35 | E | Financial Analyst - Senior | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N25 | NE | Human Resources Analyst | \$6,792 | \$7,982 | \$9,169 | \$81,504 | \$95,784 | \$110,028 |
| N45 | E | Human Resources Manager | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |
| N55 | E | Information Services Manager | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N45 | E | Information Services Supervisor | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |
| N35 | E | Inspection Supervisor | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N35 | E | Maintenance and Operations Supervisor | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N50 | E | Parks Manager | \$9,713 | \$11,414 | \$13,113 | \$116,556 | \$136,968 | \$157,356 |
| N30 | E | Parks Supervisor | \$7,444 | \$8,747 | \$10,049 | \$89,328 | \$104,964 | \$120,588 |
| N10 | NE | Payroll Analyst | \$5,496 | \$6,458 | \$7,420 | \$65,952 | \$77,496 | \$89,040 |
| N50 | E | Planning Manager | \$9,713 | \$11,414 | \$13,113 | \$116,556 | \$136,968 | \$157,356 |
| N60 | E | Police Captain | \$12,702 | \$14,480 | \$16,259 | \$152,424 | \$173,760 | \$195,108 |
| N15 | NE | Police Crime Analyst (Limited Duration) | \$5,979 | \$7,026 | \$8,072 | \$71,748 | \$84,312 | \$96,864 |
| N15 | NE | Police Program Coordinator | \$5,979 | \$7,026 | \$8,072 | \$71,748 | \$84,312 | \$96,864 |
| N55 | E | Police Support Civilian Commander | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N40 | E | Police Support Services Manager | \$8,390 | \$9,859 | \$11,327 | \$100,680 | \$118,308 | \$135,924 |
| N35 | E | Program Manager | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N55 | E | Project Management Office Manager | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N50 | E | Public Works Maintenance Manager | \$9,713 | \$11,414 | \$13,113 | \$116,556 | \$136,968 | \$157,356 |
| N45 | E | Purchasing/Contracting Manager | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |
| N35 | E | Real Property Manager | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N25 | NE | Risk Program Coordinator | \$6,792 | \$7,982 | \$9,169 | \$81,504 | \$95,784 | \$110,028 |
| N55 | E | Security Compliance Manager | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N30 | E | Senior Human Resources Analyst | \$7,444 | \$8,747 | \$10,049 | \$89,328 | \$104,964 | \$120,588 |
| N35 | E | Senior Management Analyst | \$7,939 | \$9,328 | \$10,717 | \$95,268 | \$111,936 | \$128,604 |
| N55 | E | Supervising Attorney | \$10,929 | \$12,843 | \$14,754 | \$131,148 | \$154,116 | \$177,048 |
| N50 | E | Utilities Manager | \$9,713 | \$11,414 | \$13,113 | \$116,556 | \$136,968 | \$157,356 |
| N45 | E | Utilities Supervisor | \$9,207 | \$10,820 | \$12,430 | \$110,484 | \$129,840 | \$149,160 |