



**2023 Pay Plan "N-S" - Non-Represented Employees Supplemental**

**Ordinance No. 3102**  
**Effective January 1, 2023**

**By Salary Band**

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
<b>SNR60</b>			\$59	\$70	\$81
SNR60	NE*	Police Captain			
<b>SNR55</b>			\$50	\$60	\$69
SNR55	NE*	Chief Policy Advisor			
SNR55	NE*	City Engineer			
SNR55	NE*	Engineering Manager			
SNR55	NE*	Information Services Manager			
SNR55	NE*	Police Support Civilian Commander			
SNR55	NE*	Project Management Office Manager			
SNR55	NE*	Security Compliance Manager			
SNR55	NE*	Supervising Attorney			
<b>SNR50</b>			\$45	\$53	\$62
SNR50	NE*	Engineering Supervisor			
SNR50	NE*	Finance Manager			
SNR50	NE*	Parks Manager			
SNR50	NE*	Planning Manager			
SNR50	NE*	Public Works Maintenance Manager			
SNR50	NE*	Utilities Manager			
<b>SNR45</b>			\$42	\$50	\$58
SNR45	NE*	City Clerk			
SNR45	NE*	Communications and Marketing Manager			
SNR45	NE*	Emergency Preparedness Manager			
SNR45	NE*	Human Resources Manager			
SNR45	NE*	Information Services Supervisor			
SNR45	NE*	Purchasing/Contracting Manager			
SNR45	NE*	Utilities Supervisor			
<b>SNR40</b>			\$39	\$46	\$53
SNR40	NE*	Communications Dispatch Manager			
SNR40	NE*	Deputy Prosecuting Attorney			
SNR40	NE*	Police Support Services Manager			
<b>SNR35</b>			\$37	\$43	\$50
SNR35	NE*	Communications and Marketing Supervisor			
SNR35	NE*	Development Services Supervisor			
SNR35	NE*	Diversity Equity Inclusion Program Advisor			
SNR35	NE*	Financial Analyst - Senior			
SNR35	NE*	Inspection Supervisor			
SNR35	NE*	Maintenance and Operations Supervisor			
SNR35	NE*	Program Manager			
SNR35	NE*	Real Property Manager			
SNR35	NE*	Senior Management Analyst			



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Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
<b>SNR30</b>			\$34	\$41	\$47
SNR30	NE*	Administrative Supervisor			
SNR30	NE*	Finance Supervisor			
SNR30	NE*	Parks Supervisor			
SNR30	NE*	Senior Human Resources Analyst			
<b>SNR25</b>			\$31	\$37	\$43
SNR25	NE	Human Resources Analyst			
SNR25	NE	Risk Program Coordinator			
<b>SNR20</b>			\$30	\$35	\$41
SNR20	NE*	Executive Analyst			
SNR20	NE*	Financial Analyst			
<b>SNR15</b>			\$28	\$33	\$38
SNR15	NE	Department Administrative Coordinator			
SNR15	NE	Police Crime Analyst (Limited Duration)			
SNR15	NE	Police Program Coordinator			
<b>SNR10</b>			\$25	\$30	\$35
SNR10	NE	Accounting Associate - Senior			
SNR10	NE	Administrative Specialist			
SNR10	NE	Payroll Analyst			
<b>SNR05</b>			\$23	\$28	\$32
SNR05	NE	Administrative Assistant			

\*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.



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**By Classification**

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			Minimum	Midpoint	Maximum
SNR10	NE	Accounting Associate - Senior	\$25	\$30	\$35
SNR05	NE	Administrative Assistant	\$23	\$28	\$32
SNR10	NE	Administrative Specialist	\$25	\$30	\$35
SNR30	NE*	Administrative Supervisor	\$34	\$41	\$47
SNR55	NE*	Chief Policy Advisor	\$50	\$60	\$69
SNR45	NE*	City Clerk	\$42	\$50	\$58
SNR55	NE*	City Engineer	\$50	\$60	\$69
SNR45	NE*	Communications and Marketing Manager	\$42	\$50	\$58
SNR35	NE*	Communications and Marketing Supervisor	\$37	\$43	\$50
SNR40	NE*	Communications Dispatch Manager	\$39	\$46	\$53
SNR15	NE	Department Administrative Coordinator	\$28	\$33	\$38
SNR40	NE*	Deputy Prosecuting Attorney	\$39	\$46	\$53
SNR35	NE*	Development Services Supervisor	\$37	\$43	\$50
SNR35	NE*	Diversity Equity Inclusion Program Advisor	\$37	\$43	\$50
SNR45	NE*	Emergency Preparedness Manager	\$42	\$50	\$58
SNR55	NE*	Engineering Manager	\$50	\$60	\$69
SNR50	NE*	Engineering Supervisor	\$45	\$53	\$62
SNR20	NE*	Executive Analyst	\$30	\$35	\$41
SNR50	NE*	Finance Manager	\$45	\$53	\$62
SNR30	NE*	Finance Supervisor	\$34	\$41	\$47
SNR20	NE*	Financial Analyst	\$30	\$35	\$41
SNR35	NE*	Financial Analyst - Senior	\$37	\$43	\$50
SNR25	NE	Human Resources Analyst	\$31	\$37	\$43
SNR45	NE*	Human Resources Manager	\$42	\$50	\$58
SNR55	NE*	Information Services Manager	\$50	\$60	\$69
SNR45	NE*	Information Services Supervisor	\$42	\$50	\$58
SNR35	NE*	Inspection Supervisor	\$37	\$43	\$50
SNR35	NE*	Maintenance and Operations Supervisor	\$37	\$43	\$50
SNR50	NE*	Parks Manager	\$45	\$53	\$62
SNR30	NE*	Parks Supervisor	\$34	\$41	\$47
SNR10	NE	Payroll Analyst	\$25	\$30	\$35
SNR50	NE*	Planning Manager	\$45	\$53	\$62
SNR60	NE*	Police Captain	\$59	\$70	\$81
SNR15	NE	Police Crime Analyst (Limited Duration)	\$28	\$33	\$38
SNR15	NE	Police Program Coordinator	\$28	\$33	\$38
SNR55	NE*	Police Support Civilian Commander	\$50	\$60	\$69
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SNR35	NE*	Real Property Manager	\$37	\$43	\$50
SNR25	NE	Risk Program Coordinator	\$31	\$37	\$43
SNR55	NE*	Security Compliance Manager	\$50	\$60	\$69
SNR30	NE*	Senior Human Resources Analyst	\$34	\$41	\$47
SNR35	NE*	Senior Management Analyst	\$37	\$43	\$50
SNR55	NE*	Supervising Attorney	\$50	\$60	\$69
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