2020 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No. 3000
Effective June 3, 2020

			Hourly		
Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	Accounting Associate - Senior	$22.60	$26.84	$31.08
SNA10	NE	Administrative Assistant	$18.98	$22.54	$26.10
SNA20	NE	Administrative Specialist	$20.57	$24.42	$28.28
SNA45	NE*	Assistant Director - Community Planning	$44.16	$52.44	$60.72
SNA46	NE*	Assistant Director - Development Services	$44.83	$53.23	$61.64
SNA50	NE*	Assistant Director Public Works, Maint. & Ops.	$44.38	$52.70	$61.02
SNA85	NE*	Assistant Director/City Engineer	$45.59	$54.14	$62.69
SNA70	NE*	Assistant Maintenance Manager	$37.18	$44.15	$51.12
SNM80	NE*	Chief Policy Advisor	$44.81	$53.21	$61.61
SNC01	NE*	City Clerk	$35.74	$42.44	$49.14
SNC15	NE*	Communications and Marketing Manager	$38.71	$45.97	$53.23
SNC60	NE*	Communications and Marketing Supervisor	$32.71	$38.85	$44.98
SNC05	NE*	Communications Dispatch Supervisor	$30.43	$36.13	$41.84
TBD	NE*	Community Support Administrator	$29.67	$35.24	$40.80
SNC50	NE*	Customer Experience Manager	$34.38	$40.83	$47.28
SND01	NE	Department Administrative Coordinator	$24.09	$28.61	$33.13
SND10	NE*	Deputy Director Public Works/City Engineer	$48.35	$57.41	$66.48
SND15	NE*	Deputy Finance Director	$43.68	$51.86	$60.05
SND02	NE*	Deputy Human Resources Director	$43.68	$51.86	$60.05
SNA60	NE*	Deputy Fire Chief	$50.10	$59.49	$68.88
SND05	NE*	Deputy Parks Director	$41.86	$49.71	$57.56
SND20	NE*	Deputy Prosecuting Attorney	$33.64	$39.94	$46.25
SND35	NE*	Deputy Dir. Planning & Community Development	$45.98	$54.60	$63.22
SND25	NE*	Development Services Center Supervisor	$34.26	$40.68	$47.10
SNE01	NE*	Emergency Preparedness Manager	$38.67	$45.92	$53.17
SNE20	NE*	Engineer - Senior	$37.68	$44.75	$51.82
SNE30	NE*	Engineering Manager	$43.49	$51.65	$59.80
SNE50	NE*	Engineering Supervisor	$39.82	$47.29	$54.75
SNE68	NE	EPSCA Senior Accounting Associate	$22.60	$26.84	$31.08
TBD	NE	Executive Analyst	$28.20	$33.49	$38.78
SNF70	NE*	Facilities Manager	$36.90	$43.82	$50.74
SNF20	NE*	Financial Analyst	$26.64	$31.64	$36.63

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Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNF30	NE*	Financial Analyst - Senior	$31.79	$37.75	$43.71
SNF40	NE*	Financial Planning Manager	$39.79	$47.25	$54.71
SNF60	NE*	Financial Services Manager	$39.47	$46.87	$54.27
TBD	NE*	Financial Services Supervisor	$28.85	$34.25	$39.66
SNH10	NE	Human Resources Analyst	$26.99	$32.05	$37.11
SNH15	NE*	Human Resources Manager	$38.42	$45.62	$52.83
SNI01	NE*	Inspection Supervisor	$31.99	$37.99	$43.99
SNI10	NE*	IS Manager	$44.61	$52.97	$61.34
SNI20	NE*	IS Supervisor	$39.98	$47.48	$54.98
SNM15	NE*	Maintenance and Operations Supervisor	$34.08	$40.47	$46.86
SNM01	NE*	Maintenance Manager	$41.48	$49.26	$57.03
SNP02	NE*	Park Maintenance and Operations Manager	$34.55	$41.02	$47.50
SNP10	NE*	Parks Maintenance and Operations Supervisor	$29.63	$35.18	$40.74
SNP25	NE*	Parks Planning and Cultural Arts Manager	$37.08	$44.03	$50.98
SNP30	NE*	Payroll Supervisor	$28.82	$34.23	$39.63
SNP50	NE*	Planning Manager	$39.96	$47.46	$54.95
SNA80	NE*	Police Captain	$56.63	$67.24	$77.86
SNP67	NE	Police Crime Analyst (limited duration)	$26.16	$31.07	$35.97
SNP69	NE	Police Program Coordinator (limited duration)	$20.99	$24.93	$28.86
SNP71	NE*	Police Support Services Manager	$34.80	$41.32	$47.84
SNP68	NE*	Police Support Services Supervisor	$29.16	$34.62	$40.09
SNP95	NE*	Project Management Office Manager	$48.97	$58.15	$67.33
SNP90	NE*	Purchasing/Contracting Manager	$38.58	$45.81	$53.04
SNR01	NE*	Real Property Manager	$33.80	$40.14	$46.48
SNR10	NE*	Recreation Division Manager	$36.78	$43.67	$50.57
SNR15	NE*	Recreation Program Administrator	$28.95	$34.38	$39.81
SNR20	NE*	Recreation Program Manager	$31.34	$37.21	$43.09
SNR60	NE	Risk & Safety Program Coordinator	$27.40	$32.54	$37.68
SNS40	NE*	Safety Program Manager	$31.37	$37.25	$43.13
SNS50	NE*	Security Compliance Manager	$45.83	$54.42	$63.01
SNS03	NE*	Senior Human Resources Analyst	$31.44	$37.34	$43.23
SNS10	NE*	Supervising Attorney	$44.28	$52.59	$60.89

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Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNU10	NE*	Utility Supervisor	$36.50	$43.35	$50.19

*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.