



**2022 Pay Plan "N" - Non-Represented Employees**

**Ordinance No.**  
**Effective January 1, 2022**

Grade	FLSA	Position Title	Monthly			Annually		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NE68	NE	Accounting Associate - Senior	\$5,245	\$6,163	\$7,080	\$62,940	\$73,956	\$84,960
NA10	NE	Administrative Assistant	\$4,405	\$5,176	\$5,947	\$52,860	\$62,112	\$71,364
NA20	NE	Administrative Specialist	\$4,772	\$5,608	\$6,444	\$57,264	\$67,296	\$77,328
NE45	E	Administrative Supervisor	\$6,544	\$7,689	\$8,834	\$78,528	\$92,268	\$106,008
NA45	E	Assistant Director - Community Planning	\$10,247	\$12,040	\$13,833	\$122,964	\$144,480	\$165,996
NA46	E	Assistant Director - Development Services	\$10,402	\$12,224	\$14,045	\$124,824	\$146,688	\$168,540
NA50	E	Assistant Director Public Works, Maint. & Ops.	\$10,297	\$12,100	\$13,902	\$123,564	\$145,200	\$166,824
NA85	E	Assistant Director/City Engineer	\$10,580	\$12,431	\$14,282	\$126,960	\$149,172	\$171,384
NA70	E	Assistant Maintenance Manager	\$8,628	\$10,138	\$11,648	\$103,536	\$121,656	\$139,776
NM80	E	Chief Policy Advisor	\$10,398	\$12,219	\$14,040	\$124,776	\$146,628	\$168,480
NC01	E	City Clerk	\$8,294	\$9,744	\$11,194	\$99,528	\$116,928	\$134,328
NC15	E	Communications and Marketing Manager	\$8,983	\$10,555	\$12,126	\$107,796	\$126,660	\$145,512
NC60	E	Communications and Marketing Supervisor	\$7,592	\$8,920	\$10,248	\$91,104	\$107,040	\$122,976
NC05	E	Communications Dispatch Supervisor	\$7,061	\$8,298	\$9,534	\$84,732	\$99,576	\$114,408
NC20	E	Community Support Administrator	\$6,886	\$8,091	\$9,296	\$82,632	\$97,092	\$111,552
NC50	E	Customer Experience Manager	\$7,979	\$9,376	\$10,772	\$95,748	\$112,512	\$129,264
ND01	NE	Department Administrative Coordinator	\$5,590	\$6,569	\$7,547	\$67,080	\$78,828	\$90,564
ND55	E	Deputy Executive Department Director	\$10,135	\$11,907	\$13,679	\$121,620	\$142,884	\$164,148
ND15	E	Deputy Finance Director	\$10,135	\$11,907	\$13,679	\$121,620	\$142,884	\$164,148
NA60	E	Deputy Fire Chief	\$11,625	\$13,659	\$15,693	\$139,500	\$163,908	\$188,316
ND02	E	Deputy Human Resources Director	\$10,135	\$11,907	\$13,679	\$121,620	\$142,884	\$164,148
ND05	E	Deputy Parks Director	\$9,714	\$11,414	\$13,113	\$116,568	\$136,968	\$157,356
ND35	E	Deputy Planning & Community Development Director	\$10,669	\$12,537	\$14,404	\$128,028	\$150,444	\$172,848
ND20	E	Deputy Prosecuting Attorney	\$7,806	\$9,172	\$10,537	\$93,672	\$110,064	\$126,444
ND40	E	Deputy Public Works Director/City Engineer	\$11,219	\$13,182	\$15,145	\$134,628	\$158,184	\$181,740
ND45	E	Deputy Technology & Information Services Director	\$11,543	\$13,563	\$15,582	\$138,516	\$162,756	\$186,984
ND25	E	Development Services Center Supervisor	\$7,949	\$9,340	\$10,730	\$95,388	\$112,080	\$128,760
ND50	E	Diversity, Equity & Inclusion Program Manager	\$7,280	\$8,554	\$9,827	\$87,360	\$102,648	\$117,924
NE01	E	Emergency Preparedness Manager	\$8,974	\$10,545	\$12,115	\$107,688	\$126,540	\$145,380
NE20	E	Engineer - Senior	\$8,744	\$10,275	\$11,805	\$104,928	\$123,300	\$141,660
NE30	E	Engineering Manager	\$10,092	\$11,858	\$13,623	\$121,104	\$142,296	\$163,476
NE50	E	Engineering Supervisor	\$9,241	\$10,858	\$12,474	\$110,892	\$130,296	\$149,688
NE68	NE	EPSCA Senior Accounting Associate	\$5,245	\$6,163	\$7,080	\$62,940	\$73,956	\$84,960
NF70	E	Facilities Manager	\$8,564	\$10,063	\$11,562	\$102,768	\$120,756	\$138,744
NF20	E	Financial Analyst	\$6,181	\$7,264	\$8,346	\$74,172	\$87,168	\$100,152
NF30	E	Financial Analyst - Senior	\$7,377	\$8,668	\$9,959	\$88,524	\$104,016	\$119,508
NF40	E	Financial Planning Manager	\$9,233	\$10,850	\$12,466	\$110,796	\$130,200	\$149,592
NF60	E	Financial Services Manager	\$9,158	\$10,761	\$12,363	\$109,896	\$129,132	\$148,356
NF65	E	Financial Services Supervisor	\$6,694	\$7,865	\$9,036	\$80,328	\$94,380	\$108,432
NH10	NE	Human Resources Analyst	\$6,263	\$7,360	\$8,456	\$75,156	\$88,320	\$101,472
NH15	E	Human Resources Manager	\$8,915	\$10,475	\$12,035	\$106,980	\$125,700	\$144,420
NI01	E	Inspection Supervisor	\$7,424	\$8,722	\$10,020	\$89,088	\$104,664	\$120,240
NI10	E	IS Manager	\$10,351	\$12,162	\$13,973	\$124,212	\$145,944	\$167,676
NI20	E	IS Supervisor	\$9,278	\$10,902	\$12,525	\$111,336	\$130,824	\$150,300
NM15	E	Maintenance and Operations Supervisor	\$7,909	\$9,292	\$10,675	\$94,908	\$111,504	\$128,100
NM01	E	Maintenance Manager	\$9,625	\$11,310	\$12,994	\$115,500	\$135,720	\$155,928
NP02	E	Park Maintenance and Operations Manager	\$8,017	\$9,420	\$10,822	\$96,204	\$113,040	\$129,864
NP10	E	Parks Maintenance and Operations Supervisor	\$6,874	\$8,076	\$9,278	\$82,488	\$96,912	\$111,336
NP25	E	Parks Planning and Cultural Arts Manager	\$8,604	\$10,110	\$11,615	\$103,248	\$121,320	\$139,380
NP30	E	Payroll Supervisor	\$6,689	\$7,859	\$9,029	\$80,268	\$94,308	\$108,348
NP50	E	Planning Manager	\$9,274	\$10,897	\$12,520	\$111,288	\$130,764	\$150,240
NA80	E	Police Captain	\$13,140	\$13,798	\$14,456	\$157,680	\$165,576	\$173,472
NP67	NE	Police Crime Analyst (limited duration)	\$6,070	\$6,981	\$7,891	\$72,840	\$83,772	\$94,692
NP69	NE	Police Program Coordinator (limited duration)	\$4,871	\$6,183	\$7,494	\$58,452	\$74,196	\$89,928
NP71	E	Police Support Services Manager	\$8,075	\$9,488	\$10,900	\$96,900	\$113,856	\$130,800
NP68	E	Police Support Services Supervisor	\$6,765	\$7,949	\$9,132	\$81,180	\$95,388	\$109,584



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			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NP95	E	Project Management Office Manager	\$11,363	\$13,352	\$15,341	\$136,356	\$160,224	\$184,092
NP90	E	Purchasing/Contracting Manager	\$8,951	\$10,518	\$12,084	\$107,412	\$126,216	\$145,008
NR01	E	Real Property Manager	\$7,844	\$9,217	\$10,589	\$94,128	\$110,604	\$127,068
NR10	E	Recreation Division Manager	\$8,533	\$10,027	\$11,520	\$102,396	\$120,324	\$138,240
NR15	E	Recreation Program Administrator	\$6,718	\$7,894	\$9,069	\$80,616	\$94,728	\$108,828
NR20	E	Recreation Program Manager	\$7,272	\$8,544	\$9,816	\$87,264	\$102,528	\$117,792
NR60	NE	Risk & Safety Program Coordinator	\$6,359	\$7,472	\$8,585	\$76,308	\$89,664	\$103,020
NS40	E	Safety Program Manager	\$7,280	\$8,554	\$9,828	\$87,360	\$102,648	\$117,936
NS50	E	Security Compliance Manager	\$10,634	\$12,495	\$14,355	\$127,608	\$149,940	\$172,260
NS03	E	Senior Human Resources Analyst	\$7,295	\$8,572	\$9,848	\$87,540	\$102,864	\$118,176
NS10	E	Supervising Attorney	\$10,276	\$12,075	\$13,873	\$123,312	\$144,900	\$166,476
NU10	E	Utility Supervisor	\$8,470	\$9,953	\$11,436	\$101,640	\$119,436	\$137,232