



2025 Pay Plan "N" - Non-Represented Employees

Ordinance No.
Effective January 1, 2025

By Salary Band

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N60			\$14,029	\$15,994	\$17,959	\$168,348	\$191,928	\$215,508
N60	E	Police Captain						
N55			\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
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			\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N50	E	Construction Manager (new)						
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			\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N45	E	City Clerk						
N45	E	Communications and Marketing Manager						
N45	E	Executive Department Manager (new)						
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			\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N40	E	Public Safety Communications Dispatch Manager (retitled)						
N40	E	Deputy Prosecuting Attorney						
N40	E	Police Support Services Manager						
N40	E	Community Health Manager (new)						
N35			\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Communications and Marketing Supervisor						
N35	E	Executive Department Supervisor (new)						
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	Management Analyst - Senior						
N35	E	Program Manager						
N35	E	Real Property Manager						



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Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N30			\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N30	E	Administrative Supervisor						
N30	E	Finance Supervisor						
N30	E	Human Resources Analyst - Senior						
N30	E	Grant Supervisor (new)						
N30	E	Police Support Services Supervisor (added back to pay plan)						
N30	E	Parks Supervisor						
N25			\$7,502	\$8,815	\$10,127	\$90,024	\$105,780	\$121,524
N25	NE	Human Resources Analyst						
N25	NE	Risk Program Coordinator						
N20			\$7,128	\$8,376	\$9,624	\$85,536	\$100,512	\$115,488
N20	E	Executive Analyst						
N20	E	Financial Analyst						
N15			\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N15	NE	Department Administrative Coordinator						
N15	NE	Police Crime Analyst (Limited Duration)						
N15	NE	Police Program Coordinator						
N10			\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N10	NE	Accounting Associate - Senior						
N10	NE	Administrative Specialist						
N10	NE	Payroll Analyst						
N05			\$5,607	\$6,588	\$7,568	\$67,284	\$79,056	\$90,816
N05	NE	Administrative Assistant						



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Grade	FLSA	Classification	Monthly			Annual		
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N10	NE	Accounting Associate - Senior	\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N05	NE	Administrative Assistant	\$5,607	\$6,588	\$7,568	\$67,284	\$79,056	\$90,816
N10	NE	Administrative Specialist	\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N30	E	Administrative Supervisor	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N55	E	Chief Policy Advisor	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N45	E	City Clerk	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N55	E	City Engineer	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N45	E	Communications and Marketing Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Communications and Marketing Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N40	E	Community Health Manager (new)	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N50	E	Construction Manager (new)	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N15	NE	Department Administrative Coordinator	\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N40	E	Deputy Prosecuting Attorney	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N35	E	Development Services Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Diversity Equity Inclusion Program Advisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N45	E	Emergency Preparedness Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N55	E	Engineering Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N50	E	Engineering Supervisor	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N20	E	Executive Analyst	\$7,128	\$8,376	\$9,624	\$85,536	\$100,512	\$115,488
N45	E	Executive Department Manager (new)	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Executive Department Supervisor (new)	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N50	E	Finance Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N30	E	Finance Supervisor	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N20	E	Financial Analyst	\$7,128	\$8,376	\$9,624	\$85,536	\$100,512	\$115,488
N35	E	Financial Analyst - Senior	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N30	E	Grant Supervisor (new)	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N25	NE	Human Resources Analyst	\$7,502	\$8,815	\$10,127	\$90,024	\$105,780	\$121,524
N30	E	Human Resources Analyst - Senior	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N45	E	Human Resources Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N55	E	Information Services Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N45	E	Information Services Supervisor	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Inspection Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Maintenance and Operations Supervisor	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N35	E	Management Analyst - Senior	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N50	E	Parks Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N30	E	Parks Supervisor	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N10	NE	Payroll Analyst	\$6,071	\$7,133	\$8,195	\$72,852	\$85,596	\$98,340
N50	E	Planning Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N60	E	Police Captain	\$14,029	\$15,994	\$17,959	\$168,348	\$191,928	\$215,508
N15	NE	Police Crime Analyst (Limited Duration)	\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N15	NE	Police Program Coordinator	\$6,604	\$7,760	\$8,915	\$79,248	\$93,120	\$106,980
N55	E	Police Support Civilian Commander	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N40	E	Police Support Services Manager	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N30	E	Police Support Services Supervisor (added back to pay plan)	\$8,222	\$9,661	\$11,099	\$98,664	\$115,932	\$133,188
N35	E	Program Manager	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N55	E	Project Management Office Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N40	E	Public Safety Communications Dispatch-Manager (retitled)	\$9,267	\$10,889	\$12,511	\$111,204	\$130,668	\$150,132
N50	E	Public Works Maintenance Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N45	E	Purchasing/Contracting Manager	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748
N35	E	Real Property Manager	\$8,768	\$10,303	\$11,837	\$105,216	\$123,636	\$142,044
N25	NE	Risk Program Coordinator	\$7,502	\$8,815	\$10,127	\$90,024	\$105,780	\$121,524
N55	E	Security Compliance Manager	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N55	E	Supervising Attorney	\$12,072	\$14,184	\$16,296	\$144,864	\$170,208	\$195,552
N50	E	Utilities Manager	\$10,728	\$12,606	\$14,484	\$128,736	\$151,272	\$173,808
N45	E	Utilities Supervisor	\$10,169	\$11,949	\$13,729	\$122,028	\$143,388	\$164,748