

Ordinance No. Effective January 1, 2025

By Salary Band

			Monthly				
FLSA	Classification	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
_		\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232
Ξ	Transportation Strategic Advisor	¢40.000	¢44 700	<u>Ф40 Б00</u>	¢400.000	¢111.000	¢400.450
E	Engineer Sepier	\$10,028	\$11,783	\$13,538	\$120,330	\$141,390	\$162,456
					I		
_		\$9 443	\$11.095	\$12,747	\$113,316	\$133,140	\$152,964
Ξ	Infrastructure Systems Engineer	<i>+-,</i>	+	* · _ ,· · ·	+ ,	<i>+</i> ····	+,
		\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
=	Security and Compliance Analyst	\$0.500	\$40,000	\$44 500	\$ 400.000	\$101.110	\$100.150
_	Planner, Canier	\$8,590	\$10,093	\$11,596	\$103,080	\$121,116	\$139,152
Ξ	Planner - Senior	¢0.264	¢0 000	¢11 000	¢100.269	¢117.026	¢125 504
Ε	Pusinges Systems Analyst EPD	\$8,304	\$9,828	\$11,292	\$100,368	\$117,930	\$135,504
	, ,	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
NE	Building Inspector - Senior						
	Business Analyst						
	Construction Inspector - Lead						
E	Programmer Analyst	\$7.540	\$0.00	\$40.454	* ~~~~~~~	\$100.000	\$101.010
_	Accountant Conier	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
Ε							
		 Transportation Strategic Advisor Engineer - Senior Programmer Analyst - Senior Lead Systems Analyst (new) Infrastructure Systems Engineer Senior Systems Analyst Technology Project Manager Business Systems Analyst Sr - ERP Business Systems Analyst Sr - HRIS Engineer Environmental Scientist - Senior Planner - Principal Security and Compliance Analyst Planner - Senior Business Systems Analyst - ERP Business Systems Analyst - HRIS Communications & Marketing Project Administrator Infrastructure Systems Analyst 	 Transportation Strategic Advisor \$10,028 Engineer - Senior Programmer Analyst - Senior Lead Systems Analyst (new) \$9,443 Infrastructure Systems Engineer Senior Systems Analyst Technology Project Manager \$9,126 Business Systems Analyst Sr - ERP Business Systems Analyst Sr - HRIS Engineer Environmental Scientist - Senior Planner - Principal Security and Compliance Analyst Planner - Senior \$8,364 Business Systems Analyst - ERP Business Analyst - ERP Building Inspector - Senior Business Analyst E Construction Inspector - Lead Environmental Scientist IE GIS Analyst - Senior Program Administrator Program Administrator Program Administrator Program Administrator Program Administrator Programmer Analyst Accountant - Senior E Engineer - Associate E Engineer - Associate E Engineer - Associate E Engineer - Associate E Engineer Toper Senior	Senior Infrastructure Systems Engineer Transportation Strategic Advisor \$10,028 \$11,783 Engineer - Senior Programmer Analyst - Senior Lead Systems Analyst (new) \$9,443 \$11,095 Infrastructure Systems Engineer Senior Systems Analyst Technology Project Manager \$9,126 \$10,723 Business Systems Analyst Sr - ERP Business Systems Analyst Sr - HRIS Engineer Environmental Scientist - Senior Planner - Principal Security and Compliance Analyst Planner - Senior \$8,364 \$9,828 Business Systems Analyst - ERP Business Systems Analyst - ERP Business Systems Analyst - ERP Business Systems Analyst - ERP Business Systems Analyst - THRIS Communications & Marketing Project Administrator Infrastructure Systems Analyst E Construction Inspector - Lead Environmental Scientist IE GIS Analyst - Senior Program Administrator Programmer Analyst E Construction Inspector - Lead Environmental Scientist IE GIS Analyst - Senior Programmer Analyst E Construction Inspector - Lead Environmental Scientist IE Gils Analyst - Senior Programmer Analyst Programmer Analyst Phanse xaminer Purchasing Agent - Senior Planner	Senior Infrastructure Systems Engineer Transportation Strategic Advisor \$10,028 \$11,783 \$13,538 Engineer - Senior Programmer Analyst - Senior Lead Systems Analyst (new) \$9,443 \$11,095 \$12,747 Infrastructure Systems Engineer Senior Systems Analyst Technology Project Manager \$9,126 \$10,723 \$12,320 Business Systems Analyst Sr - ERP Business Systems Analyst Sr - HRIS Engineer Environmental Scientist - Senior Planner - Principal Security and Compliance Analyst \$8,590 \$10,093 \$11,596 Planner - Senior \$8,364 \$9,828 \$11,292 Business Systems Analyst - ERP Business Systems Analyst - HRIS Engineer Environmental Scientist - Senior Planner - Senior \$8,364 \$9,828 \$11,292 Business Systems Analyst - HRIS Communications & Marketing Project Administrator Infrastructure Systems Analyst E Construction Inspector - Senior Business Analyst E GIS Analyst - ERP Businest Shalyst E Construction Inspector - Lead Environmental Scientist E GIS Analyst - Senior Program Administrator Program Administrator Program Administrator Program Administrator Program Administrator Program Administrator Programmer Analyst E Building Inspector E Construction Inspector E Construction Inspector E Building Inspector E Construction Inspector E Degineering Technician - Senior E Building Inspector E Engineer - Associate E Engineer - Senior Planner	Senior Infrastructure Systems Engineer Transportation Strategic Advisor \$10,028 \$11,783 \$13,538 \$120,336 Engineer - Senior Programmer Analyst - Senior Lead Systems Analyst (new) \$9,443 \$11,095 \$12,747 \$113,316 Infrastructure Systems Engineer Senior Systems Analyst Technology Project Manager \$9,443 \$10,023 \$12,747 \$113,316 Business Systems Analyst Technology Project Manager \$9,126 \$10,723 \$12,320 \$109,512 Business Systems Analyst Sr - ERP Business Systems Analyst Sr - HRIS Engineer \$10,093 \$11,596 \$103,080 Planner - Principal \$8,590 \$10,093 \$11,596 \$100,368 Business Systems Analyst - ERP Business Systems Analyst - ERP Business Systems Analyst - ERP Business Systems Analyst - HRIS Communications & Marketing Project Administrator Infrastructure Systems Analyst \$10,038 \$11,292 \$100,368 E Building Inspector - Senior Business Analyst \$7,991 \$9,390 \$10,789 \$95,892 E Building Inspector - Lead Environmental Scientist \$7,519 \$8,835 \$10,151 \$90,228 Accountant - Senior Program Administrator Program Administrator Program Administrator \$7,519 \$8,835 \$10,151 \$90,228 Account	Senior Infrastructure Systems Engineer Transportation Strategic Advisor \$10,028 \$11,783 \$13,538 \$120,336 \$141,396 Engineer - Senior Programmer Analyst - Senior Lead Systems Analyst (new) \$9,443 \$11,095 \$12,747 \$113,316 \$133,140 Infrastructure Systems Engineer Senior Systems Analyst is represented analyst is rechnology Project Manager \$9,126 \$10,723 \$12,320 \$109,512 \$128,676 Business Systems Analyst Sr - ERP Business Systems Analyst Sr - HRIS Engineer \$9,126 \$10,723 \$12,320 \$109,512 \$128,676 Business Systems Analyst Sr - ERP Business Systems Analyst Sr - HRIS Engineer \$10,003 \$11,596 \$103,080 \$121,116 Planner - Principal \$6,590 \$10,003 \$11,596 \$103,080 \$121,116 Planner - Senior \$8,364 \$9,828 \$11,292 \$100,368 \$117,936 Business Systems Analyst - ERP Business Systems Analyst - HRIS Communications & Marketing Project Administrator Infrastructure Systems Analyst \$11,596 \$103,080 \$121,116 Planner - Senior \$10,789 \$9,390 \$10,789 \$90,288 \$112,680 E Building Inspector - Senior \$7,991 \$9,390 \$10,789 \$95,892



2025 Pay Plan "R" - RCHEA Employees

Ordinance No.

Effective January 1, 2025

By Salary Band

	-	-		Monthly			Annual	
Band/ Grade	FLSA	Classification	Mississer	Miducius	Massimation	Mississure	Miducius	Maximum
R45	ILSA	Classification	Minimum \$7,192	Midpoint \$8,450	Maximum \$9,708	Minimum \$86,304	Midpoint \$101,400	Maximum \$116,496
1140	E	Capital & Grant Analyst	ψ1,102	ψ0,400	ψ0,700	φ00,00 4	φ101,+00	φ110, 4 00
		Code Enforcement Officer						
	E	Financial Analyst						
		GIS Analyst						
	Е	Management Analyst						
	NE	Stormwater Inspector						
R40			\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
	Е	Accountant						
		Communications & Marketing Specialist						
		Deputy City Clerk						
		Program Coordinator						
D 05	NE	Records Analyst	\$ 0,000	¢7.000	#0.000	¢00.050	() () () () () () () 	¢400.400
R35		Pusiness Application Specialist	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
		Business Application Specialist						
	NE NE	Department Administrative Coordinator Planner - Assistant						
		Paralegal						
1	NE	Systems Support Specialist				1		I
I		Grant Writer (new)						1
R30			\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
		Building Inspector Technician						
	NE	Engineering Technician						
		Graphics Designer						
		GIS Data Technician						
505	NE	Purchasing Agent	*5 000	* ••• •••	*7 000	A7 4 0 40	* 22,122	* 05.000
R25		Administration On a sight	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
		Administrative Specialist						
		Accounting Specialist - Senior Legal Assistant						
		Permit Technician						
R20			\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
1 120	NE	Administrative Assistant	\$0,020	φ0,011	\$1,000	<i>\\</i> 01,010	<i></i>	<i>Q</i> 01,100
	NE	Engineering Technician - Associate						
•		Program Assistant				•		•
R15			\$5,380	\$6,322	\$7,264	\$64,560	\$75,864	\$87,168
	NE	Accounting Specialist						
R10			\$4,671	\$5,489	\$6,306	\$56,052	\$65,868	\$75,672
	NE	Accounting Specialist - Associate						
R05			\$4,100	\$4,818	\$5,535	\$49,200	\$57,816	\$66,420
	NE	Program Aide						



Ordinance No. Effective January 1, 2025

By Classification

				Monthly			Annual	
Band/ Grade	FLSA	Classification	Minima	Miducius	Maximum	Minsingsung	Miducius	Maximum
	-	Classification Accountant	Minimum \$6,963	Midpoint \$8,182	Maximum \$9,400	Minimum \$83,556	Midpoint \$98,184	Maximum \$112,800
		Accountant - Senior	\$0,903	\$8,835	\$9,400 \$10,151	\$90,228	\$90,104	\$121,812
		Accounting Specialist	\$7,519	\$6,322	\$7,264	\$90,228	\$75,864	\$121,012
		Accounting Specialist - Associate	\$4,671	\$5,489	\$6,306	\$56,052	\$65,868	\$75,672
		Accounting Specialist - Associate	\$5,920	\$6,955	\$0,300	\$71,040	\$83,460	\$95,880
		Administrative Assistant	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$93,880
		Administrative Assistant Administrative Specialist	\$5,920	\$6,955	\$7,599	\$71,040	\$83,460	\$91,188
		Building Inspector	\$5,920 \$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
		Building Inspector - Senior	\$7,991	\$9,390	\$10,131	\$90,228	\$100,020	\$129,468
	NE	Building Inspector Technician	\$6,273	\$9,390 \$7,371	\$8,468	\$95,892	\$88,452	\$129,408
		Business Analyst	\$7,991	\$9,390	\$0,400	\$95,892	\$112,680	\$129,468
		Business Application Specialist	\$6,696	\$9,390 \$7,868	\$9,039	\$95,892	\$94,416	\$129,408
		Business Systems Analyst - ERP	\$8,364	\$9,828	\$9,039 \$11,292	\$100,368	\$94,416	\$106,466
		Business Systems Analyst - ERF Business Systems Analyst - HRIS	\$0,304 \$8,364	\$9,828	\$11,292 \$11,292	\$100,368	\$117,936	
		Business Systems Analyst Sr - ERP	\$0,304 \$9,126	\$9,020 \$10,723	\$11,292 \$12,320	\$100,366	\$117,936	\$135,504 \$147,840
				\$10,723				
		Business Systems Analyst Sr - HRIS	\$9,126 \$7,192	\$8,450	\$12,320 \$9,708	\$109,512	\$128,676	\$147,840
		Capital & Grant Analyst				\$86,304	\$101,400	\$116,496
		Code Enforcement Officer	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
		Communications & Marketing Project Administrator	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
		Communications & Marketing Specialist	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
		Construction Inspector	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
		Construction Inspector - Lead	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
		Department Administrative Coordinator	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
		Deputy City Clerk	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
		Engineer	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
		Engineer - Associate	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
		Engineer - Senior	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
		Engineering Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
		Engineering Technician - Associate	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
		Engineering Technician - Senior	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
		Environmental Scientist	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
		Environmental Scientist - Senior	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
		Financial Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
		GIS Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
		GIS Analyst - Senior	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
		GIS Data Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
		Graphics Designer	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
		Grant Writer (new)	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
		Infrastructure Systems Analyst	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
		Infrastructure Systems Engineer	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
		Lead Systems Analyst (new)	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
		Legal Assistant	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R45	E	Management Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496



2025 Pay Plan "R" - RCHEA Employees

Ordinance No. Effective January 1, 2025

By Classification

				Monthly			Annual	
Band/								
Grade	FLSA	Classification	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R35	NE	Paralegal	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R25	NE	Permit Technician	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R50	Е	Planner	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R35	NE	Planner - Assistant	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R70	E	Planner - Principal	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R65	E	Planner - Senior	\$8,590	\$10,093	\$11,596	\$103,080	\$121,116	\$139,152
R50	NE	Plans Examiner	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	Е	Program Administrator	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R05	NE	Program Aide	\$4,100	\$4,818	\$5,535	\$49,200	\$57,816	\$66,420
R20	NE	Program Assistant	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
R40	NE	Program Coordinator	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R55	E	Programmer Analyst	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R80	E	Programmer Analyst - Senior	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
R30	NE	Purchasing Agent	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R50	Е	Purchasing Agent - Senior	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R40	NE	Records Analyst	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R70	Е	Security and Compliance Analyst	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R85	E	Senior Infrastructure Systems Engineer	\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232
R75	E	Senior Systems Analyst	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
R45	NE	Stormwater Inspector	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R35	NE	Systems Support Specialist	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R50	Е	Technical Systems Coordinator	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R75	Е	Technology Project Manager	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
R85	Е	Transportation Strategic Advisor	\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232