



2025 Pay Plan "R" - RCHEA Employees

Ordinance No.
Effective January 1, 2025

By Salary Band

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R85			\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232
	E	Senior Infrastructure Systems Engineer						
	E	Transportation Strategic Advisor						
R80			\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
	E	Engineer - Senior						
	E	Programmer Analyst - Senior						
	E	Lead Systems Analyst (new)						
R75			\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
	E	Infrastructure Systems Engineer						
	E	Senior Systems Analyst						
	E	Technology Project Manager						
R70			\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
	E	Business Systems Analyst Sr - ERP						
	E	Business Systems Analyst Sr - HRIS						
	E	Engineer						
	E	Environmental Scientist - Senior						
	E	Planner - Principal						
	E	Security and Compliance Analyst						
R65			\$8,590	\$10,093	\$11,596	\$103,080	\$121,116	\$139,152
	E	Planner - Senior						
R60			\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
	E	Business Systems Analyst - ERP						
	E	Business Systems Analyst - HRIS						
	E	Communications & Marketing Project Administrator						
	E	Infrastructure Systems Analyst						
R55			\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
	NE	Building Inspector - Senior						
	E	Business Analyst						
	NE	Construction Inspector - Lead						
	E	Environmental Scientist						
	NE	GIS Analyst - Senior						
	E	Program Administrator						
	E	Programmer Analyst						
R50			\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
	E	Accountant - Senior						
	NE	Building Inspector						
	NE	Construction Inspector						
	NE	Engineer - Associate						
	NE	Engineering Technician - Senior						
	NE	Plans Examiner						
	E	Purchasing Agent - Senior						
	E	Planner						
	E	Technical Systems Coordinator						



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			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R45			\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
	E	Capital & Grant Analyst						
	NE	Code Enforcement Officer						
	E	Financial Analyst						
	NE	GIS Analyst						
	E	Management Analyst						
	NE	Stormwater Inspector						
R40			\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
	E	Accountant						
	NE	Communications & Marketing Specialist						
	NE	Deputy City Clerk						
	NE	Program Coordinator						
	NE	Records Analyst						
R35			\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
	NE	Business Application Specialist						
	NE	Department Administrative Coordinator						
	NE	Planner - Assistant						
	NE	Paralegal						
	NE	Systems Support Specialist						
	NE	Grant Writer (new)						
R30			\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
	NE	Building Inspector Technician						
	NE	Engineering Technician						
	NE	Graphics Designer						
	NE	GIS Data Technician						
	NE	Purchasing Agent						
R25			\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
	NE	Administrative Specialist						
	NE	Accounting Specialist - Senior						
	NE	Legal Assistant						
	NE	Permit Technician						
R20			\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
	NE	Administrative Assistant						
	NE	Engineering Technician - Associate						
	NE	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						



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			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R40	E	Accountant	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R50	E	Accountant - Senior	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R15	NE	Accounting Specialist	\$5,380	\$6,322	\$7,264	\$64,560	\$75,864	\$87,168
R10	NE	Accounting Specialist - Associate	\$4,671	\$5,489	\$6,306	\$56,052	\$65,868	\$75,672
R25	NE	Accounting Specialist - Senior	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R20	NE	Administrative Assistant	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
R25	NE	Administrative Specialist	\$5,920	\$6,955	\$7,990	\$71,040	\$83,460	\$95,880
R50	NE	Building Inspector	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	NE	Building Inspector - Senior	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R30	NE	Building Inspector Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R55	E	Business Analyst	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R35	NE	Business Application Specialist	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R60	E	Business Systems Analyst - ERP	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R60	E	Business Systems Analyst - HRIS	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R70	E	Business Systems Analyst Sr - ERP	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R70	E	Business Systems Analyst Sr - HRIS	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R45	E	Capital & Grant Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R45	NE	Code Enforcement Officer	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R60	E	Communications & Marketing Project Administrator	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R40	NE	Communications & Marketing Specialist	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R50	NE	Construction Inspector	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	NE	Construction Inspector - Lead	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R35	NE	Department Administrative Coordinator	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R40	NE	Deputy City Clerk	\$6,963	\$8,182	\$9,400	\$83,556	\$98,184	\$112,800
R70	E	Engineer	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R50	NE	Engineer - Associate	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R80	E	Engineer - Senior	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
R30	NE	Engineering Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R20	NE	Engineering Technician - Associate	\$5,629	\$6,614	\$7,599	\$67,548	\$79,368	\$91,188
R50	NE	Engineering Technician - Senior	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R55	E	Environmental Scientist	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R70	E	Environmental Scientist - Senior	\$9,126	\$10,723	\$12,320	\$109,512	\$128,676	\$147,840
R45	E	Financial Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R45	NE	GIS Analyst	\$7,192	\$8,450	\$9,708	\$86,304	\$101,400	\$116,496
R55	NE	GIS Analyst - Senior	\$7,991	\$9,390	\$10,789	\$95,892	\$112,680	\$129,468
R30	NE	GIS Data Technician	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R30	NE	Graphics Designer	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
R35	NE	Grant Writer (new)	\$6,696	\$7,868	\$9,039	\$80,352	\$94,416	\$108,468
R60	E	Infrastructure Systems Analyst	\$8,364	\$9,828	\$11,292	\$100,368	\$117,936	\$135,504
R75	E	Infrastructure Systems Engineer	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
R80	E	Lead Systems Analyst (new)	\$10,028	\$11,783	\$13,538	\$120,336	\$141,396	\$162,456
R25	NE	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



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			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	E	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	E	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	E	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	E	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	E	Technical Systems Coordinator	\$7,519	\$8,835	\$10,151	\$90,228	\$106,020	\$121,812
R75	E	Technology Project Manager	\$9,443	\$11,095	\$12,747	\$113,316	\$133,140	\$152,964
R85	E	Transportation Strategic Advisor	\$10,509	\$12,348	\$14,186	\$126,108	\$148,176	\$170,232