

2026 Pay Plan "N-S" - Non-Represented Supplemental Employees

Ordinance No.
Effective January 1, 2026

By Salary Band

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
SNR60			\$67.21	\$79.81	\$92.41
		NE* Police Captain			
SNR58			\$60.34	\$71.65	\$82.97
		NE* City Engineer			
		NE* Information Services Manager			
		NE* Security Compliance Manager			
SNR55			\$57.83	\$68.68	\$79.52
		NE* Chief Policy Advisor			
		NE* City Engineer			
		NE* Engineering Manager			
		NE* Information Services Manager			
		NE* Police Support Civilian Commander			
		NE* Project Management Office Manager			
		NE* Security Compliance Manager			
		NE* Supervising Attorney			
SNR53			\$54.08	\$64.22	\$74.36
		NE* <u>Planning Manager</u>			
		NE* <u>Public Works Maintenance Manager</u>			
		NE* <u>Utilities Manager</u>			
SNR50			\$51.40	\$61.03	\$70.67
		NE* Construction Manager			
		NE* Engineering Supervisor			
		NE* Finance Manager			
		NE* Parks Manager			
		NE* Planning Manager			
		NE* Public Works Maintenance Manager			
		NE* Utilities Manager			
SNR45			\$48.72	\$57.85	\$66.99
		NE* City Clerk			
		NE* Executive Department Manager			
		NE* Emergency Preparedness Manager			
		NE* Human Resources Manager			
		NE* Information Services Supervisor			

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NE* Public Safety Communications Manager
~~NE* Purchasing/Contracting Manager~~
NE* Utilities Supervisor

SNR43	\$46.01	\$54.63	\$63.26
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NE* Police Support Services Manager

SNR40	\$44.40	\$52.72	\$61.04
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~~NE* Public Safety Communications Manager~~
NE* Deputy Prosecuting Attorney
NE* Financial Analyst - Principal (NEW)
NE* Police Support Services Manager
NE* Community Health Manager

SNR35	\$42.66	\$50.66	\$58.65
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NE* Executive Department Supervisor
NE* Development Services Supervisor
~~NE* Diversity Equity Inclusion Program Advisor~~
NE* Financial Analyst - Senior
NE* Inspection Supervisor
NE* Maintenance and Operations Supervisor
NE* Management Analyst - Senior
NE* Program Manager
~~NE* Real Property Manager~~

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Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
<u>SNR33</u>			\$40.08	\$47.60	\$55.11
		<u>NE* DEI Program Advisor</u>			
		<u>NE* Human Resources Analyst - Senior</u>			
		<u>NE* Real Property Manager</u>			
SNR30			\$39.39	\$46.78	\$54.16
		NE* Administrative Supervisor			
		NE* Behavioral Health Professional			
		NE* Finance Supervisor			
		NE* Human Resources Analyst - Senior			
		NE* Grant Supervisor			
		NE* Police Support Services Supervisor			
		NE* Parks Supervisor			
SNR25			\$35.94	\$42.68	\$49.42
		NE Human Resources Analyst			
		NE Human Resources Generalist			
		NE Risk Program Coordinator			
SNR20			\$34.88	\$41.41	\$47.95
		NE* Executive Analyst			
		NE* Financial Analyst			
<u>SNR18</u>			\$32.98	\$39.16	\$45.35
		<u>NE Police Crime Analyst (Limited Duration)</u>			
		<u>NE Police Program Coordinator (Limited Duration)</u>			
SNR15			\$32.11	\$38.13	\$44.15
		NE Department Administrative Coordinator			
		<u>NE Paralegal (NR)</u>			
		NE Police Crime Analyst (Limited Duration)			
		NE Police Program Coordinator			
SNR10			\$29.08	\$34.54	\$39.99
		NE Accounting Associate - Senior			
		NE Administrative Specialist			
		NE Payroll Analyst			

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SNR05	\$27.21	\$32.32	\$37.42
NE Administrative Assistant			

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By Classification

Grade	FLSA	Classification	Monthly		
			Minimum	Midpoint	Maximum
SNR10	NE	Accounting Associate - Senior	\$29.08	\$34.54	\$39.99
SNR05	NE	Administrative Assistant	\$26.86	\$31.90	\$36.94
SNR10	NE	Administrative Specialist	\$29.08	\$34.54	\$39.99
SNR30	NE*	Administrative Supervisor	\$39.39	\$46.78	\$54.16
SNR30	NE*	Behavioral Health Professional	\$39.39	\$46.78	\$54.16
SNR55	NE*	Chief Policy Advisor	\$57.83	\$68.68	\$79.52
SNR45	NE*	City Clerk	\$48.72	\$57.85	\$66.99
<u>SNR58</u>	<u>NE*</u>	<u>City Engineer</u>	\$60.34	\$71.65	\$82.97
SNR40	NE*	Community Health Manager	\$44.40	\$52.72	\$61.04
SNR50	NE*	Construction Manager	\$51.40	\$61.03	\$70.67
SNR15	NE	Department Administrative Coordinator	\$32.11	\$38.13	\$44.15
SNR40	NE*	Deputy Prosecuting Attorney	\$44.40	\$52.72	\$61.04
SNR35	NE*	Development Services Supervisor	\$42.01	\$49.88	\$57.76
<u>SNR33</u>	<u>NE*</u>	<u>Diversity Equity Inclusion Program Advisor</u>	\$40.08	\$47.60	\$55.11
SNR45	NE*	Emergency Preparedness Manager	\$48.72	\$57.85	\$66.99
SNR55	NE*	Engineering Manager	\$57.83	\$68.68	\$79.52
SNR50	NE*	Engineering- Supervisor	\$51.40	\$61.03	\$70.67
SNR20	NE*	Executive Analyst	\$34.15	\$40.55	\$46.95
SNR45	NE*	Executive Department Manager	\$48.72	\$57.85	\$66.99
SNR35	NE*	Executive Department Supervisor	\$42.01	\$49.88	\$57.76
SNR50	NE*	Finance Manager	\$51.40	\$61.03	\$70.67
SNR30	NE*	Finance Supervisor	\$39.39	\$46.78	\$54.16
SNR20	NE*	Financial Analyst	\$34.15	\$40.55	\$46.95
SNR35	NE*	Financial Analyst - Senior	\$42.01	\$49.88	\$57.76
<u>SNR40</u>	<u>NE*</u>	<u>Financial Analyst - Principal (NEW)</u>	\$44.40	\$52.72	\$61.04
SNR30	NE*	Grant Supervisor	\$39.39	\$46.78	\$54.16
SNR25	NE	Human Resources Analyst	\$35.94	\$42.68	\$49.42
<u>SNR25</u>	<u>NE</u>	<u>Human Resources Generalist</u>	\$35.94	\$42.68	\$49.42
<u>SNR33</u>	<u>NE*</u>	<u>Human Resources Analyst - Senior</u>	\$40.08	\$47.60	\$55.11
SNR45	NE*	Human Resources Manager	\$48.72	\$57.85	\$66.99
<u>SNR58</u>	<u>NE*</u>	<u>Information Services Manager</u>	\$60.34	\$71.65	\$82.97
SNR45	NE*	Information Services Supervisor	\$48.72	\$57.85	\$66.99
SNR35	NE*	Inspection Supervisor	\$42.01	\$49.88	\$57.76
SNR35	NE*	Maintenance and Operations Supervisor	\$42.01	\$49.88	\$57.76
SNR35	NE*	Management Analyst - Senior	\$42.01	\$49.88	\$57.76
<u>SNR15</u>	<u>NE*</u>	<u>Paralegal (NR)</u>	\$32.11	\$38.13	\$44.15
SNR50	NE*	Parks Manager	\$51.40	\$61.03	\$70.67
SNR30	NE*	Parks Supervisor	\$39.39	\$46.78	\$54.16
SNR10	NE	Payroll Analyst	\$29.08	\$34.54	\$39.99

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<u>SNR53</u>	<u>NE*</u>	<u>Planning Manager</u>	\$54.08	\$64.22	\$74.36
SNR60	NE*	Police Captain	\$67.21	\$79.81	\$92.41
<u>SNR18</u>	<u>NE</u>	<u>Police Crime Analyst (Limited Duration)</u>	\$32.98	\$39.16	\$45.35
<u>SNR18</u>	<u>NE</u>	<u>Police Program Coordinator</u>	\$32.98	\$39.16	\$45.35
SNR55	NE*	Police Support Civilian Commander	\$57.83	\$68.68	\$79.52
<u>SNR43</u>	<u>NE*</u>	<u>Police Support Services Manager</u>	\$46.01	\$54.63	\$63.26
SNR30	NE*	Police Support Services Supervisor	\$39.39	\$46.78	\$54.16
SNR35	NE*	Program Manager	\$42.01	\$49.88	\$57.76
SNR55	NE*	Project Management Office Manager	\$57.83	\$68.68	\$79.52
<u>SNR45</u>	<u>NE*</u>	<u>Public Safety Communications Manager</u>	\$48.72	\$57.85	\$66.99
<u>SNR53</u>	<u>NE*</u>	<u>Public Works Maintenance Manager</u>	\$54.08	\$64.22	\$74.36
<u>SNR45</u>	<u>NE*</u>	<u>Purchasing/Contracting Manager</u>	\$48.72	\$57.85	\$66.99
<u>SNR33</u>	<u>NE*</u>	<u>Real Property Manager</u>	\$40.08	\$47.60	\$55.11
SNR25	NE	Risk Program Coordinator	\$35.94	\$42.68	\$49.42
<u>SNR58</u>	<u>NE*</u>	<u>Security Compliance Manager</u>	\$60.34	\$71.65	\$82.97
SNR55	NE*	Supervising Attorney	\$57.83	\$68.68	\$79.52
<u>SNR53</u>	<u>NE*</u>	<u>Utilities Manager</u>	\$54.08	\$64.22	\$74.36
SNR45	NE*	Utilities Supervisor	\$48.72	\$57.85	\$66.99