



## 2026 Pay Plan "N" - Non-Represented Employees

Ordinance  
Effective January 1, 2026

### By Salary Band

| Grade      | FLSA | Classification                                                   | Monthly     |             |             | Annual       |              |              |
|------------|------|------------------------------------------------------------------|-------------|-------------|-------------|--------------|--------------|--------------|
|            |      |                                                                  | Minimum     | Midpoint    | Maximum     | Minimum      | Midpoint     | Maximum      |
| <b>N60</b> |      |                                                                  | \$14,562.10 | \$16,601.77 | \$18,641.44 | \$174,745.22 | \$199,221.26 | \$223,697.30 |
| N60        | E    | Police Captain                                                   |             |             |             |              |              |              |
| <b>N58</b> |      |                                                                  | \$13,073.70 | \$15,361.62 | \$17,649.55 | \$156,884.36 | \$184,339.46 | \$211,794.56 |
| N58        | E    | <u>City Engineer (Moved from N55)</u>                            |             |             |             |              |              |              |
| N58        | E    | <u>Information Services Manager (Moved from N55)</u>             |             |             |             |              |              |              |
| N58        | E    | <u>Security Compliance Manager (Moved from N55)</u>              |             |             |             |              |              |              |
| <b>N55</b> |      |                                                                  | \$12,530.74 | \$14,722.99 | \$16,915.25 | \$150,368.83 | \$176,675.90 | \$202,982.98 |
| 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                                             |             |             |             |              |              |              |
| <b>N53</b> |      |                                                                  | \$11,716.77 | \$13,767.21 | \$15,817.65 | \$140,601.25 | \$165,206.52 | \$189,811.79 |
| N53        | E    | <u>Planning Manager (Moved from N50)</u>                         |             |             |             |              |              |              |
| N53        | E    | <u>Public Works Maintenance Manager (Moved from N50)</u>         |             |             |             |              |              |              |
| N53        | E    | <u>Utilities Manager (Moved from N50)</u>                        |             |             |             |              |              |              |
| <b>N50</b> |      |                                                                  | \$11,135.66 | \$13,085.03 | \$15,034.39 | \$133,627.97 | \$157,020.34 | \$180,412.70 |
| N50        | E    | Construction Manager                                             |             |             |             |              |              |              |
| 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                                                |             |             |             |              |              |              |
| <b>N45</b> |      |                                                                  | \$10,555.42 | \$12,403.06 | \$14,250.70 | \$126,665.06 | \$148,836.74 | \$171,008.42 |
| N45        | E    | City Clerk                                                       |             |             |             |              |              |              |
| N45        | E    | Executive Department Manager                                     |             |             |             |              |              |              |
| N45        | E    | Emergency Preparedness Manager                                   |             |             |             |              |              |              |
| N45        | E    | Human Resources Manager                                          |             |             |             |              |              |              |
| N45        | E    | Information Services Supervisor                                  |             |             |             |              |              |              |
| N45        | E    | <u>Public Safety Communications Manager (Moved from N40)</u>     |             |             |             |              |              |              |
| N45        | E    | <u>Purchasing/Contracting Manager (Eliminate classification)</u> |             |             |             |              |              |              |
| N45        | E    | Utilities Supervisor                                             |             |             |             |              |              |              |
| <b>N43</b> |      |                                                                  | \$9,968.17  | \$11,712.62 | \$13,457.06 | \$119,618.08 | \$140,551.43 | \$161,484.77 |
| N43        | E    | <u>Police Support Services Manager (Moved from N40)</u>          |             |             |             |              |              |              |
| <b>N40</b> |      |                                                                  | \$9,619.15  | \$11,302.78 | \$12,986.42 | \$115,429.75 | \$135,633.38 | \$155,837.02 |
| N40        | E    | Public Safety Communications Manager                             |             |             |             |              |              |              |
| N40        | E    | <u>Financial Analyst - Principal (NEW)</u>                       |             |             |             |              |              |              |
| N40        | E    | Deputy Prosecuting Attorney                                      |             |             |             |              |              |              |
| N40        | E    | Police Support Services Manager                                  |             |             |             |              |              |              |
| N40        | E    | Community Health Manager                                         |             |             |             |              |              |              |

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|-------|------|----------------------------------------------------------------|------------|-------------|-------------|--------------|--------------|--------------|
| Grade | FLSA | Classification                                                 | Minimum    | Midpoint    | Maximum     | Minimum      | Midpoint     | Maximum      |
|       |      |                                                                |            |             |             |              |              |              |
| N35   |      |                                                                | \$9,242.53 | \$10,859.99 | \$12,477.45 | \$110,910.30 | \$130,319.86 | \$149,729.42 |
| N35   | E    | Executive Department Supervisor                                |            |             |             |              |              |              |
| 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                                          |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N33   |      |                                                                | \$8,684.17 | \$10,203.93 | \$11,723.69 | \$104,210.01 | \$122,447.15 | \$140,684.29 |
| N33   | E    | DEI Program Advisor (Moved down from N35)                      |            |             |             |              |              |              |
| N33   | E    | Human Resources Analyst - Senior (Moved from N30)              |            |             |             |              |              |              |
| N33   | E    | Real Property Manager (Moved down from N35)                    |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N30   |      |                                                                | \$8,534.44 | \$10,027.60 | \$11,520.76 | \$102,413.23 | \$120,331.19 | \$138,249.14 |
| N30   | E    | Administrative Supervisor                                      |            |             |             |              |              |              |
| N30   | E    | Behavioral Health Professional                                 |            |             |             |              |              |              |
| N30   | E    | Finance Supervisor                                             |            |             |             |              |              |              |
| N30   | E    | Human Resources Analyst - Senior                               |            |             |             |              |              |              |
| N30   | E    | Grant Supervisor                                               |            |             |             |              |              |              |
| N30   | E    | Police Support Services Supervisor                             |            |             |             |              |              |              |
| N30   | E    | Parks Supervisor                                               |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N25   |      |                                                                | \$7,787.08 | \$9,149.45  | \$10,511.83 | \$93,444.91  | \$109,793.41 | \$126,141.91 |
| N25   | NE   | Human Resources Analyst                                        |            |             |             |              |              |              |
| N25   | NE   | Human Resources Generalist (NEW)                               |            |             |             |              |              |              |
| N25   | NE   | Risk Program Coordinator                                       |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N20   |      |                                                                | \$7,556.38 | \$8,878.71  | \$10,201.03 | \$90,676.57  | \$106,544.47 | \$122,412.38 |
| N20   | E    | Executive Analyst                                              |            |             |             |              |              |              |
| N20   | E    | Financial Analyst                                              |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N18   |      |                                                                | \$7,145.68 | \$8,396.21  | \$9,646.74  | \$85,748.14  | \$100,754.51 | \$115,760.87 |
| N18   | NE   | Police Crime Analyst (Limited Duration) (Moved from N15)       |            |             |             |              |              |              |
| N18   | NE   | Police Program Coordinator (Limited Duration) (Moved from N15) |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N15   |      |                                                                | \$6,957.71 | \$8,175.29  | \$9,392.86  | \$83,492.57  | \$98,103.46  | \$112,714.34 |
| N15   | NE   | Department Administrative Coordinator                          |            |             |             |              |              |              |
| N15   | NE   | Paralegal (NEW)                                                |            |             |             |              |              |              |
| N15   | NE   | Police Crime Analyst (Limited Duration)                        |            |             |             |              |              |              |
| N15   | NE   | Police Program Coordinator (Limited Duration)                  |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N10   |      |                                                                | \$6,301.70 | \$7,404.05  | \$8,506.41  | \$75,620.38  | \$88,848.65  | \$102,076.92 |
| N10   | NE   | Accounting Associate - Senior                                  |            |             |             |              |              |              |
| N10   | NE   | Administrative Specialist                                      |            |             |             |              |              |              |
| N10   | NE   | Payroll Analyst (Eliminate classification)                     |            |             |             |              |              |              |
|       |      |                                                                |            |             |             |              |              |              |
| N05   |      |                                                                | \$5,896.53 | \$6,928.43  | \$7,960.34  | \$70,758.38  | \$83,141.21  | \$95,524.03  |
| N05   | NE   | Administrative Assistant                                       |            |             |             |              |              |              |



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| Grade | FLSA | Classification                                | Monthly     |             |             | Annual       |              |              |
|-------|------|-----------------------------------------------|-------------|-------------|-------------|--------------|--------------|--------------|
|       |      |                                               | Minimum     | Midpoint    | Maximum     | Minimum      | Midpoint     | Maximum      |
| N10   | NE   | Accounting Associate - Senior                 | \$6,301.70  | \$7,404.05  | \$8,506.41  | \$75,620.38  | \$88,848.65  | \$102,076.92 |
| N05   | NE   | Administrative Assistant                      | \$5,896.53  | \$6,928.43  | \$7,960.34  | \$70,758.38  | \$83,141.21  | \$95,524.03  |
| N10   | NE   | Administrative Specialist                     | \$6,301.70  | \$7,404.05  | \$8,506.41  | \$75,620.38  | \$88,848.65  | \$102,076.92 |
| N30   | E    | Behavioral Health Professional                | \$8,534.44  | \$10,027.60 | \$11,520.76 | \$102,413.23 | \$120,331.19 | \$138,249.14 |
| N30   | E    | Administrative Supervisor                     | \$8,534.44  | \$10,027.60 | \$11,520.76 | \$102,413.23 | \$120,331.19 | \$138,249.14 |
| N55   | E    | Chief Policy Advisor                          | \$12,530.74 | \$14,722.99 | \$16,915.25 | \$150,368.83 | \$176,675.90 | \$202,982.98 |
| N45   | E    | City Clerk                                    | \$10,555.42 | \$12,403.06 | \$14,250.70 | \$126,665.06 | \$148,836.74 | \$171,008.42 |
| N58   | E    | City Engineer                                 | \$13,073.70 | \$15,361.62 | \$17,649.55 | \$156,884.36 | \$184,339.46 | \$211,794.56 |
| N40   | E    | Community Health Manager                      | \$9,619.15  | \$11,302.78 | \$12,986.42 | \$115,429.75 | \$135,633.38 | \$155,837.02 |
| N50   | E    | Construction Manager                          | \$11,135.66 | \$13,085.03 | \$15,034.39 | \$133,627.97 | \$157,020.34 | \$180,412.70 |
| N15   | NE   | Department Administrative Coordinator         | \$6,957.71  | \$8,175.29  | \$9,392.86  | \$83,492.57  | \$98,103.46  | \$112,714.34 |
| N40   | E    | Deputy Prosecuting Attorney                   | \$9,619.15  | \$11,302.78 | \$12,986.42 | \$115,429.75 | \$135,633.38 | \$155,837.02 |
| N35   | E    | Development Services Supervisor               | \$9,101.18  | \$10,694.00 | \$12,286.81 | \$109,214.21 | \$128,327.94 | \$147,441.67 |
| N33   | E    | Diversity Equity Inclusion Program Advisor    | \$8,684.17  | \$10,203.93 | \$11,723.69 | \$104,210.01 | \$122,447.15 | \$140,684.29 |
| N45   | E    | Emergency Preparedness Manager                | \$10,555.42 | \$12,403.06 | \$14,250.70 | \$126,665.06 | \$148,836.74 | \$171,008.42 |
| N55   | E    | Engineering Manager                           | \$12,530.74 | \$14,722.99 | \$16,915.25 | \$150,368.83 | \$176,675.90 | \$202,982.98 |
| N50   | E    | Engineering Supervisor                        | \$11,135.66 | \$13,085.03 | \$15,034.39 | \$133,627.97 | \$157,020.34 | \$180,412.70 |
| N20   | E    | Executive Analyst                             | \$7,398.86  | \$8,694.29  | \$9,989.71  | \$88,786.37  | \$104,331.46 | \$119,876.54 |
| N45   | E    | Executive Department Manager                  | \$10,555.42 | \$12,403.06 | \$14,250.70 | \$126,665.06 | \$148,836.74 | \$171,008.42 |
| N35   | E    | Executive Department Supervisor               | \$9,101.18  | \$10,694.00 | \$12,286.81 | \$109,214.21 | \$128,327.94 | \$147,441.67 |
| N50   | E    | Finance Manager                               | \$11,135.66 | \$13,085.03 | \$15,034.39 | \$133,627.97 | \$157,020.34 | \$180,412.70 |
| N30   | E    | Finance Supervisor                            | \$8,534.44  | \$10,027.60 | \$11,520.76 | \$102,413.23 | \$120,331.19 | \$138,249.14 |
| N20   | E    | Financial Analyst                             | \$7,398.86  | \$8,694.29  | \$9,989.71  | \$88,786.37  | \$104,331.46 | \$119,876.54 |
| N35   | E    | Financial Analyst - Senior                    | \$9,101.18  | \$10,694.00 | \$12,286.81 | \$109,214.21 | \$128,327.94 | \$147,441.67 |
| N40   | E    | Financial Analyst - Principal (NEW)           | \$9,619.15  | \$11,302.78 | \$12,986.42 | \$115,429.75 | \$135,633.38 | \$155,837.02 |
| N30   | E    | Grant Supervisor                              | \$8,534.44  | \$10,027.60 | \$11,520.76 | \$102,413.23 | \$120,331.19 | \$138,249.14 |
| N25   | NE   | Human Resources Analyst                       | \$7,787.08  | \$9,149.45  | \$10,511.83 | \$93,444.91  | \$109,793.41 | \$126,141.91 |
| N25   | NE   | Human Resources Generalist                    | \$7,787.08  | \$9,149.45  | \$10,511.83 | \$93,444.91  | \$109,793.41 | \$126,141.91 |
| N33   | E    | Human Resources Analyst - Senior              | \$8,684.17  | \$10,203.93 | \$11,723.69 | \$104,210.01 | \$122,447.15 | \$140,684.29 |
| N45   | E    | Human Resources Manager                       | \$10,555.42 | \$12,403.06 | \$14,250.70 | \$126,665.06 | \$148,836.74 | \$171,008.42 |
| N58   | E    | Information Services Manager                  | \$13,073.70 | \$15,361.62 | \$17,649.55 | \$156,884.36 | \$184,339.46 | \$211,794.56 |
| N45   | E    | Information Services Supervisor               | \$10,555.42 | \$12,403.06 | \$14,250.70 | \$126,665.06 | \$148,836.74 | \$171,008.42 |
| N35   | E    | Inspection Supervisor                         | \$9,101.18  | \$10,694.00 | \$12,286.81 | \$109,214.21 | \$128,327.94 | \$147,441.67 |
| N35   | E    | Maintenance and Operations Supervisor         | \$9,101.18  | \$10,694.00 | \$12,286.81 | \$109,214.21 | \$128,327.94 | \$147,441.67 |
| N35   | E    | Management Analyst - Senior                   | \$9,101.18  | \$10,694.00 | \$12,286.81 | \$109,214.21 | \$128,327.94 | \$147,441.67 |
| N15   | NE   | Paralegal (NEW)                               | \$6,957.71  | \$8,175.29  | \$9,392.86  | \$83,492.57  | \$98,103.46  | \$112,714.34 |
| N50   | E    | Parks Manager                                 | \$11,135.66 | \$13,085.03 | \$15,034.39 | \$133,627.97 | \$157,020.34 | \$180,412.70 |
| N30   | E    | Parks Supervisor                              | \$8,534.44  | \$10,027.60 | \$11,520.76 | \$102,413.23 | \$120,331.19 | \$138,249.14 |
| N40   | NE   | Payroll Analyst                               | \$6,301.70  | \$7,404.05  | \$8,506.41  | \$75,620.38  | \$88,848.65  | \$102,076.92 |
| N53   | E    | Planning Manager                              | \$11,716.77 | \$13,767.21 | \$15,817.65 | \$140,601.25 | \$165,206.52 | \$189,811.79 |
| N60   | E    | Police Captain                                | \$14,562.10 | \$16,601.77 | \$18,641.44 | \$174,745.22 | \$199,221.26 | \$223,697.30 |
| N18   | NE   | Police Crime Analyst (Limited Duration)       | \$7,145.68  | \$8,396.21  | \$9,646.74  | \$85,748.14  | \$100,754.51 | \$115,760.87 |
| N18   | NE   | Police Program Coordinator (Limited Duration) | \$7,145.68  | \$8,396.21  | \$9,646.74  | \$85,748.14  | \$100,754.51 | \$115,760.87 |
| N55   | E    | Police Support Civilian Commander             | \$12,530.74 | \$14,722.99 | \$16,915.25 | \$150,368.83 | \$176,675.90 | \$202,982.98 |
| N43   | E    | Police Support Services Manager               | \$9,968.17  | \$11,712.62 | \$13,457.06 | \$119,618.08 | \$140,551.43 | \$161,484.77 |
| N30   | E    | Police Support Services Supervisor            | \$8,534.44  | \$10,027.60 | \$11,520.76 | \$102,413.23 | \$120,331.19 | \$138,249.14 |
| N35   | E    | Program Manager                               | \$9,101.18  | \$10,694.00 | \$12,286.81 | \$109,214.21 | \$128,327.94 | \$147,441.67 |
| N55   | E    | Project Management Office Manager             | \$12,530.74 | \$14,722.99 | \$16,915.25 | \$150,368.83 | \$176,675.90 | \$202,982.98 |
| N45   | E    | Public Safety Communications Manager          | \$10,555.42 | \$12,403.06 | \$14,250.70 | \$126,665.06 | \$148,836.74 | \$171,008.42 |
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| N33   | E    | Real Property Manager                         | \$8,684.17  | \$10,203.93 | \$11,723.69 | \$104,210.01 | \$122,447.15 | \$140,684.29 |
| N25   | NE   | Risk Program Coordinator                      | \$7,787.08  | \$9,149.45  | \$10,511.83 | \$93,444.91  | \$109,793.41 | \$126,141.91 |
| N58   | E    | Security Compliance Manager                   | \$13,073.70 | \$15,361.62 | \$17,649.55 | \$156,884.36 | \$184,339.46 | \$211,794.56 |
| N55   | E    | Supervising Attorney                          | \$12,530.74 | \$14,722.99 | \$16,915.25 | \$150,368.83 | \$176,675.90 | \$202,982.98 |
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