



2026 Pay Plan "R" - RCHEA Employees

Ordinance No.
Effective January 1, 2026

By Salary Band

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R85			\$11,030.50	\$12,960.83	\$14,891.17	\$132,365.94	\$155,529.98	\$178,694.02
	E	Senior Infrastructure Systems Engineer						
	E	Transportation Strategic Advisor						
R80			\$10,409.06	\$12,230.75	\$14,052.44	\$124,908.77	\$146,769.05	\$168,629.33
	E	<u>Construction Project Manager (NEW)</u>						
	E	Engineer - Senior						
	E	Programmer Analyst - Senior						
	E	Lead Systems Analyst						
R75			\$9,801.83	\$11,516.61	\$13,231.39	\$117,622.01	\$138,199.32	\$158,776.63
	E	Infrastructure Systems Engineer						
	E	<u>Planner-Principal (Existing; moved from R70)</u>						
	E	Senior Systems Analyst						
	E	Technology Project Manager						
R70			\$9,472.79	\$11,130.47	\$12,788.16	\$113,673.46	\$133,565.69	\$153,457.92
	E	Business Systems Analyst Sr – ERP (Eliminated)						
	E	Business Systems Analyst Sr – HRIS (Eliminated)						
	E	Engineer						
	E	Environmental Scientist - Senior						
	E	Planner – Principal						
	E	Security and Compliance Analyst						
R65			\$8,916.42	\$10,476.53	\$12,036.65	\$106,997.04	\$125,718.41	\$144,439.78
	E	Planner - Senior						
R60			\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
	E	Business Systems Analyst – ERP (Eliminated)						
	E	Business Systems Analyst – HRIS (Eliminated)						
	NE	<u>Building Inspector - Senior (Existing; moved from R55)</u>						
	E	Communications & Marketing Project Administrator						
	E	<u>Construction Inspector - Lead (Existing; moved from R55)</u>						
	E	Infrastructure Systems Analyst						
	E	<u>Program Administrator (Existing; moved from R55)</u>						
	E	<u>Systems Analyst (NEW)</u>						
R55			\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
	NE	Building Inspector – Senior						
	E	<u>Accountant - Senior (Existing; moved from R50)</u>						
	E	Business Analyst						
	NE	Construction Inspector – Lead						
	NE	<u>Engineer - Associate (Existing; moved from R50)</u>						
	E	Environmental Scientist						
	NE	GIS Analyst - Senior						
	E	<u>Management Analyst (Existing; moved from R45)</u>						
	NE	<u>Plans Examiner (Existing; moved from R50)</u>						
	E	Program Administrator						
	E	Programmer Analyst						
	E	<u>Technical Systems Coordinator (Existing; moved from R50)</u>						



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R50			\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
	E	Accountant – Senior						
	NE	Building Inspector						
	NE	Construction Inspector						
	NE	<u>Deputy City Clerk (Existing; moved from R40)</u>						
	NE	Engineer – Associate						
	NE	Engineering Technician - Senior						
	NE	Plans Examiner						
	E	Purchasing Agent - Senior						
	E	Planner						
	NE	<u>Stormwater Inspector (Existing; moved from R45)</u>						
	E	Technical Systems Coordinator						
R45			\$7,484.55	\$8,794.35	\$10,104.15	\$89,814.65	\$105,532.21	\$121,249.78
	E	Capital & Grant Analyst						
	NE	Code Enforcement Officer						
	E	Financial Analyst						
	NE	GIS Analyst						
	E	Management Analyst						
	NE	Stormwater Inspector						
R40			\$7,227.59	\$8,492.40	\$9,757.20	\$86,731.13	\$101,908.76	\$117,086.40
	E	Accountant						
	NE	Communications & Marketing Specialist						
	NE	<u>Deputy City Clerk</u>						
	NE	Program Coordinator						
	NE	Records Analyst						
R35			\$7,033.56	\$8,264.43	\$9,495.31	\$84,402.74	\$99,173.22	\$113,943.70
	NE	Business Application Specialist						
	NE	Department Administrative Coordinator						
	NE	Planner - Assistant						
	NE	Paralegal						
	NE	<u>Records Analyst (Existing; moved down from R40)</u>						
	NE	Systems Support Specialist						
	NE	Grant Writer						
R30			\$6,591.08	\$7,744.52	\$8,897.96	\$79,092.95	\$92,934.22	\$106,775.48
	NE	Building Inspector Technician						
	NE	Engineering Technician						
	NE	Graphics Designer						
	NE	GIS Data Technician						
	NE	Purchasing Agent						
R28			\$6,246.24	\$7,339.33	\$8,432.43	\$74,954.89	\$88,072.00	\$101,189.10
	NE	<u>Administrative Specialist (Existing; moved from R25)</u>						
R25			\$6,144.96	\$7,219.29	\$8,293.62	\$73,739.52	\$86,631.48	\$99,523.44
	NE	Administrative Specialist						
	NE	Accounting Specialist - Senior						
	NE	Legal Assistant						
	NE	Permit Technician						



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		Monthly			Annual		
R20		\$5,884.80	\$6,914.64	\$7,944.48	\$70,617.57	\$82,975.64	\$95,333.72
	NE Administrative Assistant						
	NE Engineering Technician - Associate						
	NE Program Assistant						
R15		\$5,584.44	\$6,562.24	\$7,540.03	\$67,013.28	\$78,746.83	\$90,480.38
	NE Accounting Specialist						
R10		\$4,848.50	\$5,697.06	\$6,545.63	\$58,181.98	\$68,364.76	\$78,547.54
	NE Accounting Specialist - Associate						
R05		\$4,342.82	\$5,102.81	\$5,862.80	\$52,113.78	\$61,233.70	\$70,353.61
	NE Program Aide						



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By Classification

Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R40	E	Accountant	\$7,227.59	\$8,492.40	\$9,757.20	\$86,731.13	\$101,908.76	\$117,086.40
R55	E	Accountant - Senior	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R15	NE	Accounting Specialist	\$5,584.44	\$6,562.24	\$7,540.03	\$67,013.28	\$78,746.83	\$90,480.38
R10	NE	Accounting Specialist - Associate	\$4,848.50	\$5,697.06	\$6,545.63	\$58,181.98	\$68,364.76	\$78,547.54
R25	NE	Accounting Specialist - Senior	\$6,144.96	\$7,219.29	\$8,293.62	\$73,739.52	\$86,631.48	\$99,523.44
R20	NE	Administrative Assistant	\$5,884.80	\$6,914.64	\$7,944.48	\$70,617.57	\$82,975.64	\$95,333.72
R28	NE	Administrative Specialist	\$6,246.24	\$7,339.33	\$8,432.43	\$74,954.89	\$88,072.00	\$101,189.10
R50	NE	Building Inspector	\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
R60	NE	Building Inspector - Senior	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R30	NE	Building Inspector Technician	\$6,591.08	\$7,744.52	\$8,897.96	\$79,092.95	\$92,934.22	\$106,775.48
R55	E	Business Analyst	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R35	NE	Business Application Specialist	\$7,033.56	\$8,264.43	\$9,495.31	\$84,402.74	\$99,173.22	\$113,943.70
R60	E	Business Systems Analyst - ERP	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R60	E	Business Systems Analyst - HRIS	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R70	E	Business Systems Analyst Sr - ERP	\$9,472.79	\$11,130.47	\$12,788.16	\$113,673.46	\$133,565.69	\$153,457.92
R70	E	Business Systems Analyst Sr - HRIS	\$9,472.79	\$11,130.47	\$12,788.16	\$113,673.46	\$133,565.69	\$153,457.92
R45	E	Capital & Grant Analyst	\$7,484.55	\$8,794.35	\$10,104.15	\$89,814.65	\$105,532.21	\$121,249.78
R45	NE	Code Enforcement Officer	\$7,484.55	\$8,794.35	\$10,104.15	\$89,814.65	\$105,532.21	\$121,249.78
R60	E	Communications & Marketing Project Administrator	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R40	NE	Communications & Marketing Specialist	\$7,227.59	\$8,492.40	\$9,757.20	\$86,731.13	\$101,908.76	\$117,086.40
R50	NE	Construction Inspector	\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
R60	NE	Construction Inspector - Lead	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R80	E	Construction Project Manager (NEW)	\$10,409.06	\$12,230.75	\$14,052.44	\$124,908.77	\$146,769.05	\$168,629.33
R35	NE	Department Administrative Coordinator	\$7,033.56	\$8,264.43	\$9,495.31	\$84,402.74	\$99,173.22	\$113,943.70
R50	NE	Deputy City Clerk	\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
R70	E	Engineer	\$9,472.79	\$11,130.47	\$12,788.16	\$113,673.46	\$133,565.69	\$153,457.92
R55	NE	Engineer - Associate	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R80	E	Engineer - Senior	\$10,409.06	\$12,230.75	\$14,052.44	\$124,908.77	\$146,769.05	\$168,629.33
R30	NE	Engineering Technician	\$6,591.08	\$7,744.52	\$8,897.96	\$79,092.95	\$92,934.22	\$106,775.48
R20	NE	Engineering Technician - Associate	\$5,884.80	\$6,914.64	\$7,944.48	\$70,617.57	\$82,975.64	\$95,333.72
R50	NE	Engineering Technician - Senior	\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
R55	E	Environmental Scientist	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R70	E	Environmental Scientist - Senior	\$9,472.79	\$11,130.47	\$12,788.16	\$113,673.46	\$133,565.69	\$153,457.92
R45	E	Financial Analyst	\$7,484.55	\$8,794.35	\$10,104.15	\$89,814.65	\$105,532.21	\$121,249.78
R45	NE	GIS Analyst	\$7,484.55	\$8,794.35	\$10,104.15	\$89,814.65	\$105,532.21	\$121,249.78
R55	NE	GIS Analyst - Senior	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R30	NE	GIS Data Technician	\$6,591.08	\$7,744.52	\$8,897.96	\$79,092.95	\$92,934.22	\$106,775.48
R30	NE	Graphics Designer	\$6,591.08	\$7,744.52	\$8,897.96	\$79,092.95	\$92,934.22	\$106,775.48
R35	NE	Grant Writer	\$6,950.45	\$8,166.47	\$9,382.48	\$83,405.38	\$97,997.58	\$112,589.78
R60	E	Infrastructure Systems Analyst	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R75	E	Infrastructure Systems Engineer	\$9,801.83	\$11,516.61	\$13,231.39	\$117,622.01	\$138,199.32	\$158,776.63
R80	E	Lead Systems Analyst	\$10,409.06	\$12,230.75	\$14,052.44	\$124,908.77	\$146,769.05	\$168,629.33
R25	NE	Legal Assistant	\$6,144.96	\$7,219.29	\$8,293.62	\$73,739.52	\$86,631.48	\$99,523.44
R55	E	Management Analyst	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78



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Band/ Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
R35	NE	Paralegal	\$6,950.45	\$8,166.47	\$9,382.48	\$83,405.38	\$97,997.58	\$112,589.78
R25	NE	Permit Technician	\$6,144.96	\$7,219.29	\$8,293.62	\$73,739.52	\$86,631.48	\$99,523.44
R50	E	Planner	\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
R35	NE	Planner - Assistant	\$7,033.56	\$8,264.43	\$9,495.31	\$84,402.74	\$99,173.22	\$113,943.70
R75	E	Planner - Principal	\$9,801.83	\$11,516.61	\$13,231.39	\$117,622.01	\$138,199.32	\$158,776.63
R65	E	Planner - Senior	\$8,916.42	\$10,476.53	\$12,036.65	\$106,997.04	\$125,718.41	\$144,439.78
R55	NE	Plans Examiner	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R60	E	Program Administrator	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R05	NE	Program Aide	\$4,342.82	\$5,102.81	\$5,862.80	\$52,113.78	\$61,233.70	\$70,353.61
R20	NE	Program Assistant	\$5,884.80	\$6,914.64	\$7,944.48	\$70,617.57	\$82,975.64	\$95,333.72
R40	NE	Program Coordinator	\$7,227.59	\$8,492.40	\$9,757.20	\$86,731.13	\$101,908.76	\$117,086.40
R55	E	Programmer Analyst	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R80	E	Programmer Analyst - Senior	\$10,409.06	\$12,230.75	\$14,052.44	\$124,908.77	\$146,769.05	\$168,629.33
R30	NE	Purchasing Agent	\$6,591.08	\$7,744.52	\$8,897.96	\$79,092.95	\$92,934.22	\$106,775.48
R50	E	Purchasing Agent - Senior	\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
R35	NE	Records Analyst	\$7,033.56	\$8,264.43	\$9,495.31	\$84,402.74	\$99,173.22	\$113,943.70
R70	E	Security and Compliance Analyst	\$9,472.79	\$11,130.47	\$12,788.16	\$113,673.46	\$133,565.69	\$153,457.92
R85	E	Senior Infrastructure Systems Engineer	\$11,030.50	\$12,960.83	\$14,891.17	\$132,365.94	\$155,529.98	\$178,694.02
R75	E	Senior Systems Analyst	\$9,801.83	\$11,516.61	\$13,231.39	\$117,622.01	\$138,199.32	\$158,776.63
R50	NE	Stormwater Inspector	\$7,804.72	\$9,170.73	\$10,536.74	\$93,656.66	\$110,048.76	\$126,440.86
R60	E	Systems Analyst (NEW)	\$8,681.83	\$10,201.46	\$11,721.10	\$104,181.98	\$122,417.57	\$140,653.15
R35	NE	Systems Support Specialist	\$6,950.45	\$8,166.47	\$9,382.48	\$83,405.38	\$97,997.58	\$112,589.78
R55	E	Technical Systems Coordinator	\$8,294.66	\$9,746.82	\$11,198.98	\$99,535.90	\$116,961.84	\$134,387.78
R75	E	Technology Project Manager	\$9,801.83	\$11,516.61	\$13,231.39	\$117,622.01	\$138,199.32	\$158,776.63
R85	E	Transportation Strategic Advisor	\$11,030.50	\$12,960.83	\$14,891.17	\$132,365.94	\$155,529.98	\$178,694.02