



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
N60			\$14,562.10	\$16,601.77	\$18,641.44	\$174,745.22	\$199,221.26	\$223,697.30
N60	E	Police Captain						
N58			\$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>						
N55			\$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						
N53			\$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>						
N50			\$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						
N45			\$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						
N43			\$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>						
N40			\$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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			Monthly			Annual		
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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By Classification

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
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N45	E	Purchasing/Contracting Manager	\$10,555.42	\$12,403.06	\$14,250.70	\$126,665.06	\$148,836.74	\$171,008.42
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
N53	E	Utilities Manager	\$11,716.77	\$13,767.21	\$15,817.65	\$140,601.25	\$165,206.52	\$189,811.79
N45	E	Utilities Supervisor	\$10,555.42	\$12,403.06	\$14,250.70	\$126,665.06	\$148,836.74	\$171,008.42