

Ordinance No.
 Effective January 1, 2026

By Salary Band

Band/ Grade	FLSA	Classification	Hourly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR85			\$50.91	\$60.46	\$70.00	\$132,365.94	\$155,529.98	\$178,694.02
	NE*	Senior Infrastructure Systems Engineer						
	NE*	Transportation Strategic Advisor						
SR80			\$48.04	\$57.05	\$66.06	\$124,908.77	\$146,769.05	\$168,629.33
	NE*	<u>Construction Project Manager (NEW)</u>						
	NE*	Engineer - Senior						
	NE*	Programmer Analyst - Senior						
	NE*	Lead Systems Analyst						
SR75			\$45.24	\$53.72	\$62.20	\$117,622.01	\$138,199.32	\$158,776.63
	NE*	Infrastructure Systems Engineer						
	NE*	<u>Planner - Principal</u>						
	NE*	Senior Systems Analyst						
	NE*	Technology Project Manager						
SR70			\$43.72	\$51.92	\$60.12	\$113,673.46	\$133,565.69	\$153,457.92
	NE*	Business Systems Analyst Sr - ERP						
	NE*	Business Systems Analyst Sr - HRIS						
	NE*	Engineer						
	NE*	Environmental Scientist - Senior						
	NE*	Planner - Principal						
	NE*	Security and Compliance Analyst						
SR65			\$41.15	\$48.87	\$56.58	\$106,997.04	\$125,718.41	\$144,439.78
	NE*	Planner - Senior						
SR60			\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
	NE*	Business Systems Analyst - ERP						
	NE*	Business Systems Analyst - HRIS						
	NE*	<u>Building Inspector - Senior</u>						
	NE*	Communications & Marketing Project Administrator						
	NE*	<u>Construction Inspector - Lead</u>						
	NE*	Infrastructure Systems Analyst						
	NE*	<u>Program Administrator</u>						
	NE*	<u>Systems Analyst (NEW)</u>						
SR55			\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
	NE	Building Inspector - Senior						
	NE*	<u>Accountant - Senior</u>						
	NE*	Business Analyst						
	NE	Construction Inspector - Lead						
	NE	<u>Engineer - Associate</u>						
	NE*	Environmental Scientist						
	NE	GIS Analyst - Senior						
	NE*	<u>Management Analyst</u>						
	NE*	<u>Plans Examiner</u>						
	NE*	Program Administrator						
	NE*	Programmer Analyst						
	NE*	<u>Technical Systems Coordinator</u>						
SR50			\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
	NE*	Accountant - Senior						
	NE	Building Inspector						
	NE	Construction Inspector						
	NE	<u>Deputy City Clerk</u>						
	NE	Engineer - Associate						
	NE	Engineering Technician - Senior						
	NE	Plans Examiner						
	NE*	Purchasing Agent - Senior						
	NE*	Planner						
	NE*	<u>Stormwater Inspector</u>						
	NE*	Technical Systems Coordinator						
SR45			\$34.54	\$41.02	\$47.50	\$89,814.65	\$105,532.21	\$121,249.78
	NE*	Capital & Grant Analyst						
	NE	Code Enforcement Officer						
	NE*	Financial Analyst						
	NE	GIS Analyst						
	NE*	Management Analyst						
	NE	Stormwater Inspector						

Ordinance No.
 Effective January 1, 2026

By Salary Band

		Hourly			Annual		
SR40		\$33.36	\$39.61	\$45.87	\$86,731.13	\$101,908.76	\$117,086.40
	NE* Accountant						
	NE Communications & Marketing Specialist						
	NE Deputy City Clerk						
	NE Program Coordinator						
	NE Records Analyst						
SR35		\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
	NE Business Application Specialist						
	NE Department Administrative Coordinator						
	NE Planner - Assistant						
	NE Records Analyst						
	NE Paralegal						
	NE Systems Support Specialist						
	NE Grant Writer						
SR30		\$30.42	\$36.12	\$41.83	\$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						
SR28		\$28.83	\$34.23	\$39.64	\$74,954.89	\$88,072.00	\$101,189.10
	NE Administrative Specialist						
SR25		\$28.36	\$33.68	\$39.00	\$73,739.52	\$86,631.48	\$99,523.44
	NE Administrative Specialist						
	NE Accounting Specialist - Senior						
	NE Legal Assistant						
	NE Permit Technician						
SR20		\$27.16	\$32.25	\$37.35	\$70,617.57	\$82,975.64	\$95,333.72
	NE Administrative Assistant						
	NE Engineering Technician - Associate						
	NE Program Assistant						
SR15		\$25.77	\$30.61	\$35.44	\$67,013.28	\$78,746.83	\$90,480.38
	NE Accounting Specialist						
SR10		\$22.38	\$26.57	\$30.77	\$58,181.98	\$68,364.76	\$78,547.54
	NE Accounting Specialist - Associate						
SR05		\$20.04	\$23.80	\$27.56	\$52,113.78	\$61,233.70	\$70,353.61
	NE Program Aide						

2026 Pay Plan "R-S" - RCHEA Supplemental Employees

Ordinance No.
 Effective January 1, 2026

*All supplemental employees are marked as non-exempt because they are paid on an hourly basis. This does not impact the FLSA status of the positions on the regular employee pay plan.

By Classification

Band/ Grade	FLSA	Classification	Hourly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
SR40	NE*	Accountant	\$33.36	\$39.61	\$45.87	\$86,731.13	\$101,908.76	\$117,086.40
SR55	NE*	Accountant - Senior	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR15	NE	Accounting Specialist	\$25.77	\$30.61	\$35.44	\$67,013.28	\$78,746.83	\$90,480.38
SR10	NE	Accounting Specialist - Associate	\$22.38	\$26.57	\$30.77	\$58,181.98	\$68,364.76	\$78,547.54
SR25	NE	Accounting Specialist - Senior	\$28.36	\$33.68	\$39.00	\$73,739.52	\$86,631.48	\$99,523.44
SR20	NE	Administrative Assistant	\$27.16	\$32.25	\$37.35	\$70,617.57	\$82,975.64	\$95,333.72
SR28	NE	Administrative Specialist	\$28.83	\$34.23	\$39.64	\$74,954.89	\$88,072.00	\$101,189.10
SR50	NE	Building Inspector	\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
SR60	NE	Building Inspector - Senior	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR30	NE	Building Inspector Technician	\$30.42	\$36.12	\$41.83	\$79,092.95	\$92,934.22	\$106,775.48
SR55	NE*	Business Analyst	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR35	NE	Business Application Specialist	\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
SR60	NE*	Business Systems Analyst - ERP	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR60	NE*	Business Systems Analyst - HRIS	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR70	NE*	Business Systems Analyst Sr - ERP	\$43.72	\$51.92	\$60.12	\$113,673.46	\$133,565.69	\$153,457.92
SR70	NE*	Business Systems Analyst Sr - HRIS	\$43.72	\$51.92	\$60.12	\$113,673.46	\$133,565.69	\$153,457.92
SR45	NE*	Capital & Grant Analyst	\$34.54	\$41.02	\$47.50	\$89,814.65	\$105,532.21	\$121,249.78
SR45	NE	Code Enforcement Officer	\$34.54	\$41.02	\$47.50	\$89,814.65	\$105,532.21	\$121,249.78
SR60	NE*	Communications & Marketing Project Administrator	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR40	NE	Communications & Marketing Specialist	\$33.36	\$39.61	\$45.87	\$86,731.13	\$101,908.76	\$117,086.40
SR50	NE	Construction Inspector	\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
SR60	NE	Construction Inspector - Lead	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR80	NE*	Construction Project Manager (NEW)	\$48.04	\$57.05	\$66.06	\$124,908.77	\$146,769.05	\$168,629.33
SR35	NE	Department Administrative Coordinator	\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
SR50	NE	Deputy City Clerk	\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
SR70	NE*	Engineer	\$43.72	\$51.92	\$60.12	\$113,673.46	\$133,565.69	\$153,457.92
SR55	NE	Engineer - Associate	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR80	NE*	Engineer - Senior	\$48.04	\$57.05	\$66.06	\$124,908.77	\$146,769.05	\$168,629.33
SR30	NE	Engineering Technician	\$30.42	\$36.12	\$41.83	\$79,092.95	\$92,934.22	\$106,775.48
SR20	NE	Engineering Technician - Associate	\$27.16	\$32.25	\$37.35	\$70,617.57	\$82,975.64	\$95,333.72
SR50	NE	Engineering Technician - Senior	\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
SR55	NE*	Environmental Scientist	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR70	NE*	Environmental Scientist - Senior	\$43.72	\$51.92	\$60.12	\$113,673.46	\$133,565.69	\$153,457.92
SR45	NE*	Financial Analyst	\$34.54	\$41.02	\$47.50	\$89,814.65	\$105,532.21	\$121,249.78
SR45	NE	GIS Analyst	\$34.54	\$41.02	\$47.50	\$89,814.65	\$105,532.21	\$121,249.78
SR55	NE	GIS Analyst - Senior	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR30	NE	GIS Data Technician	\$30.42	\$36.12	\$41.83	\$79,092.95	\$92,934.22	\$106,775.48
SR30	NE	Graphics Designer	\$30.42	\$36.12	\$41.83	\$79,092.95	\$92,934.22	\$106,775.48
SR35	NE	Grant Writer	\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
SR60	NE*	Infrastructure Systems Analyst	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR75	NE*	Infrastructure Systems Engineer	\$45.24	\$53.72	\$62.20	\$117,622.01	\$138,199.32	\$158,776.63
SR80	NE*	Lead Systems Analyst	\$48.04	\$57.05	\$66.06	\$124,908.77	\$146,769.05	\$168,629.33
SR25	NE	Legal Assistant	\$28.36	\$33.68	\$39.00	\$73,739.52	\$86,631.48	\$99,523.44
SR55	NE*	Management Analyst	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR35	NE	Paralegal	\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
SR25	NE	Permit Technician	\$28.36	\$33.68	\$39.00	\$73,739.52	\$86,631.48	\$99,523.44
SR50	NE*	Planner	\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
SR35	NE	Planner - Assistant	\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
SR75	NE*	Planner - Principal	\$45.24	\$53.72	\$62.20	\$117,622.01	\$138,199.32	\$158,776.63
SR65	NE*	Planner - Senior	\$41.15	\$48.87	\$56.58	\$106,997.04	\$125,718.41	\$144,439.78
SR55	NE	Plans Examiner	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR60	NE*	Program Administrator	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR05	NE	Program Aide	\$20.04	\$23.80	\$27.56	\$52,113.78	\$61,233.70	\$70,353.61
SR20	NE	Program Assistant	\$27.16	\$32.25	\$37.35	\$70,617.57	\$82,975.64	\$95,333.72
SR40	NE	Program Coordinator	\$33.36	\$39.61	\$45.87	\$86,731.13	\$101,908.76	\$117,086.40
SR55	NE*	Programmer Analyst	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR80	NE*	Programmer Analyst - Senior	\$48.04	\$57.05	\$66.06	\$124,908.77	\$146,769.05	\$168,629.33

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SR50	NE*	Purchasing Agent - Senior	\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
SR35	NE	Records Analyst	\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
SR70	NE*	Security and Compliance Analyst	\$43.72	\$51.92	\$60.12	\$113,673.46	\$133,565.69	\$153,457.92
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SR75	NE*	Senior Systems Analyst	\$45.24	\$53.72	\$62.20	\$117,622.01	\$138,199.32	\$158,776.63
SR50	NE	Stormwater Inspector	\$36.02	\$42.78	\$49.53	\$93,656.66	\$110,048.76	\$126,440.86
SR60	NE*	Systems Analyst (NEW)	\$40.07	\$47.58	\$55.10	\$104,181.98	\$122,417.57	\$140,653.15
SR35	NE	Systems Support Specialist	\$32.46	\$38.55	\$44.64	\$84,402.74	\$99,173.22	\$113,943.70
SR55	NE*	Technical Systems Coordinator	\$38.28	\$45.46	\$52.64	\$99,535.90	\$116,961.84	\$134,387.78
SR75	NE*	Technology Project Manager	\$45.24	\$53.72	\$62.20	\$117,622.01	\$138,199.32	\$158,776.63
SR85	NE*	Transportation Strategic Advisor	\$50.91	\$60.46	\$70.00	\$132,365.94	\$155,529.98	\$178,694.02

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