



## 2020 Pay Plan "N-S" - Non-Represented Employees Supplemental

**Ordinance No.**

**Effective January 1, 2020**

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	Accounting Associate - Senior	\$22.60	\$26.84	\$31.08
SNA10	NE	Administrative Assistant	\$18.98	\$22.54	\$26.10
SNA20	NE	Administrative Specialist	\$20.57	\$24.42	\$28.28
SNA45	NE*	Assistant Director - Community Planning	\$44.16	\$52.44	\$60.72
SNA46	NE*	Assistant Director - Development Services	\$44.83	\$53.23	\$61.64
SNA50	NE*	Assistant Director Public Works, Maint. & Ops.	\$44.38	\$52.70	\$61.02
SNA85	NE*	Assistant Director/City Engineer	\$45.59	\$54.14	\$62.69
SNA70	NE*	Assistant Maintenance Manager	\$37.18	\$44.15	\$51.12
SNM80	NE*	Chief Policy Advisor	\$44.81	\$53.21	\$61.61
SNC01	NE*	City Clerk	\$35.74	\$42.44	\$49.14
SNC15	NE*	Communications and Marketing Manager	\$38.71	\$45.97	\$53.23
SNC60	NE*	Communications and Marketing Supervisor	\$32.71	\$38.85	\$44.98
SNC05	NE*	Communications Dispatch Supervisor	\$30.43	\$36.13	\$41.84
SNC25	NE*	Compensation Analyst	\$28.07	\$33.33	\$38.59
SNC50	NE*	Customer Experience Manager	\$34.38	\$40.83	\$47.28
SND01	NE	Department Administrative Coordinator	\$24.09	\$28.61	\$33.13
SND10	NE*	Deputy Director Public Works/City Engineer	\$48.35	\$57.41	\$66.48
SND15	NE*	Deputy Finance Director	\$43.68	\$51.86	\$60.05
SND02	NE*	Deputy Human Resources Director	\$43.68	\$51.86	\$60.05
SNA60	NE*	Deputy Fire Chief	\$50.10	\$59.49	\$68.88
SND05	NE*	Deputy Parks Director	\$41.86	\$49.71	\$57.56
SND20	NE*	Deputy Prosecuting Attorney	\$33.64	\$39.94	\$46.25
SND35	NE*	Deputy Dir. Planning & Community Development	\$45.98	\$54.60	\$63.22
SND25	NE*	Development Services Center Supervisor	\$34.26	\$40.68	\$47.10
SND30	NE*	Digital Forensic Investigator - Senior	\$30.36	\$36.05	\$41.74
SNE05	NE*	Economic Development Manager	\$37.36	\$44.36	\$51.37
SNE01	NE*	Emergency Preparedness Manager	\$38.67	\$45.92	\$53.17
SNE20	NE*	Engineer - Senior	\$37.68	\$44.75	\$51.82
SNE30	NE*	Engineering Manager	\$43.49	\$51.65	\$59.80
SNE50	NE*	Engineering Supervisor	\$39.82	\$47.29	\$54.75
SNE62	NE	EPSCA 800 Megahertz Console Technician	\$27.96	\$33.20	\$38.44
SNE64	NE*	EPSCA Executive Director	\$42.78	\$50.80	\$58.82



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SNE68	NE	EPSCA Senior Accounting Associate	\$22.60	\$26.84	\$31.08
SNE40	NE*	Executive Assistant	\$27.17	\$32.27	\$37.36
SNF70	NE*	Facilities Manager	\$36.90	\$43.82	\$50.74
<del>SNF05</del>	<del>NE*</del>	<del>Finance Officer</del>	<del>\$37.13</del>	<del>\$44.09</del>	<del>\$51.05</del>
SNF20	NE*	Financial Analyst	\$26.64	\$31.64	\$36.63
SNF30	NE*	Financial Analyst - Senior	\$31.79	\$37.75	\$43.71
SNF40	NE*	Financial Planning Manager	\$39.79	\$47.25	\$54.71
SNF60	NE*	Financial Services Manager	\$39.47	\$46.87	\$54.27
TBD	NE*	Financial Services Supervisor	\$28.85	\$34.25	\$39.66
SNH10	NE	Human Resources Analyst	\$26.99	\$32.05	\$37.11
SNH15	NE*	Human Resources Program Manager	\$38.42	\$45.62	\$52.83
<del>SNH25</del>	<del>NE*</del>	<del>Human Resources Program &amp; Policy Advisor</del>	<del>\$42.05</del>	<del>\$49.93</del>	<del>\$57.81</del>
SNI01	NE*	Inspection Supervisor	\$31.99	\$37.99	\$43.99
SNI10	NE*	IS Manager	\$44.61	\$52.97	\$61.34
SNI20	NE*	IS Supervisor	\$39.98	\$47.48	\$54.98
SNM15	NE*	Maintenance and Operations Supervisor	\$34.08	\$40.47	\$46.86
SNM01	NE*	Maintenance Manager	\$41.48	\$49.26	\$57.03
SNP02	NE*	Park Maintenance and Operations Manager	\$34.55	\$41.02	\$47.50
<del>SNP05</del>	<del>NE*</del>	<del>Parks Maintenance Supervisor</del>	<del>\$29.00</del>	<del>\$34.44</del>	<del>\$39.88</del>
SNP10	NE*	Parks <u>Maintenance and</u> Operations Supervisor	\$29.63	\$35.18	\$40.74
SNP25	NE*	Parks Planning and Cultural Arts Manager	\$37.08	\$44.03	\$50.98
SNP30	NE*	Payroll Supervisor	\$28.82	\$34.23	\$39.63
SNP50	NE*	Planning Manager	\$39.96	\$47.46	\$54.95
SNA80	NE*	Police Captain	\$56.63	\$67.24	\$77.86
SNP67	NE	Police Crime Analyst (limited duration)	\$26.16	\$31.07	\$35.97
SNP69	NE	Police Program Coordinator (limited duration)	\$20.99	\$24.93	\$28.86
SNP71	NE*	Police Support Services Manager	\$34.80	\$41.32	\$47.84
SNP68	NE*	Police Support Services Supervisor	\$29.16	\$34.62	\$40.09
SNP95	NE*	Project Management Office Manager	\$48.97	\$58.15	\$67.33
SNP90	NE*	Purchasing/Contracting Manager	\$38.58	\$45.81	\$53.04
SNR01	NE*	Real Property Manager	\$33.80	\$40.14	\$46.48
SNR10	NE*	Recreation Division Manager	\$36.78	\$43.67	\$50.57



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SNR15	NE*	Recreation Program Administrator	\$28.95	\$34.38	\$39.81
SNR20	NE*	Recreation Program Manager	\$31.34	\$37.21	\$43.09
SNR60	NE	Risk & Safety Program Coordinator	\$27.40	\$32.54	\$37.68
SNS40	NE*	Safety Program Manager	\$31.37	\$37.25	\$43.13
SNS50	NE*	Security Compliance Manager	\$45.83	\$54.42	\$63.01
SNS03	NE*	Senior Human Resources Analyst	\$31.44	\$37.34	\$43.23
SNS06	NE*	Strategic Funds Advisor	\$31.79	\$37.75	\$43.71
SNS10	NE*	Supervising Attorney	\$44.28	\$52.59	\$60.89
SNU10	NE*	Utility Supervisor	\$36.50	\$43.35	\$50.19

\*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.