

**2025 Pay Plan "N-S" - Non-Represented Supplemental Employees**

**Ordinance No. 3201**  
**Effective January 1, 2025**

**By Salary Band**

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum

<b>SNR60</b>			\$65	\$77	\$89
		NE* Police Captain			

<b>SNR55</b>			\$56	\$66	\$77
		NE* Chief Policy Advisor			
		NE* City Engineer			
		NE* Engineering Manager			
		NE* Information Services Manager			
		NE* Police Support Civilian Commander			
		NE* Project Management Office Manager			
		NE* Security Compliance Manager			
		NE* Supervising Attorney			

<b>SNR50</b>			\$50	\$59	\$68
		NE* Construction Manager			
		NE* Engineering Supervisor			
		NE* Finance Manager			
		NE* Parks Manager			
		NE* Planning Manager			
		NE* Public Works Maintenance Manager			
		NE* Utilities Manager			

<b>SNR45</b>			\$47	\$56	\$65
		NE* City Clerk			
		NE* Executive Department Manager			
		NE* Emergency Preparedness Manager			
		NE* Human Resources Manager			
		NE* Information Services Supervisor			
		NE* Purchasing/Contracting Manager			
		NE* Utilities Supervisor			

<b>SNR40</b>			\$43	\$51	\$59
		NE* Public Safety Communications Manager			
		NE* Deputy Prosecuting Attorney			
		NE* Police Support Services Manager			



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NE\* Community Health Manager

<b>SNR35</b>	<b>\$40</b>	<b>\$48</b>	<b>\$56</b>
NE* Executive Department Supervisor			
NE* Development Services Supervisor			
NE* Diversity Equity Inclusion Program Advisor			
NE* Financial Analyst - Senior			
NE* Inspection Supervisor			
NE* Maintenance and Operations Supervisor			
NE* Management Analyst - Senior			
NE* Program Manager			
NE* Real Property Manager			

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**By Salary Band**

Grade	FLSA	Classification	Hourly		
			Minimum	Midpoint	Maximum
<b>SNR30</b>			\$38	\$45	\$52
	NE*	Administrative Supervisor			
	NE*	<b><u>Behavioral Health Professional</u></b>			
	NE*	Finance Supervisor			
	NE*	Human Resources Analyst - Senior			
	NE*	Grant Supervisor			
	NE*	Police Support Services Supervisor			
	NE*	Parks Supervisor			
<b>SNR25</b>			\$35	\$41	\$48
	NE	Human Resources Analyst			
	NE	Risk Program Coordinator			
<b>SNR20</b>			\$33	\$39	\$45
	NE*	Executive Analyst			
	NE*	Financial Analyst			
<b>SNR15</b>			\$30	\$36	\$42
	NE	Department Administrative Coordinator			
	NE	Police Crime Analyst (Limited Duration)			
	NE	Police Program Coordinator			
<b>SNR10</b>			\$28	\$33	\$39
	NE	Accounting Associate - Senior			
	NE	Administrative Specialist			
	NE	Payroll Analyst			
<b>SNR05</b>			\$26	\$31	\$36
	NE	Administrative Assistant			

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**By Classification**

Grade	FLSA	Classification	Monthly		
			Minimum	Midpoint	Maximum
SNR10	NE	Accounting Associate - Senior	\$28	\$33	\$39
SNR05	NE	Administrative Assistant	\$26	\$31	\$36
SNR10	NE	Administrative Specialist	\$28	\$33	\$39
SNR30	NE*	Administrative Supervisor	\$38	\$45	\$52
<b>SNR30</b>	<b>NE*</b>	<b>Behavioral Health Professional</b>	<b>\$38</b>	<b>\$45</b>	<b>\$52</b>
SNR55	NE*	Chief Policy Advisor	\$56	\$66	\$77
SNR45	NE*	City Clerk	\$47	\$56	\$65
SNR55	NE*	City Engineer	\$56	\$66	\$77
SNR40	NE*	Community Health Manager	\$43	\$51	\$59
SNR50	NE*	Construction Manager	\$50	\$59	\$68
SNR15	NE	Department Administrative Coordinator	\$30	\$36	\$42
SNR40	NE*	Deputy Prosecuting Attorney	\$43	\$51	\$59
SNR35	NE*	Development Services Supervisor	\$40	\$48	\$56
SNR35	NE*	Diversity Equity Inclusion Program Advisor	\$40	\$48	\$56
SNR45	NE*	Emergency Preparedness Manager	\$47	\$56	\$65
SNR55	NE*	Engineering Manager	\$56	\$66	\$77
SNR50	NE*	Engineering- Supervisor	\$50	\$59	\$68
SNR20	NE*	Executive Analyst	\$33	\$39	\$45
SNR45	NE*	Executive Department Manager	\$47	\$56	\$65
SNR35	NE*	Executive Department Supervisor	\$40	\$48	\$56
SNR50	NE*	Finance Manager	\$50	\$59	\$68
SNR30	NE*	Finance Supervisor	\$38	\$45	\$52
SNR20	NE*	Financial Analyst	\$33	\$39	\$45
SNR35	NE*	Financial Analyst - Senior	\$40	\$48	\$56
SNR30	NE*	Grant Supervisor	\$38	\$45	\$52
SNR25	NE	Human Resources Analyst	\$35	\$41	\$48
SNR30	NE*	Human Resources Analyst - Senior	\$38	\$45	\$52
SNR45	NE*	Human Resources Manager	\$47	\$56	\$65
SNR55	NE*	Information Services Manager	\$56	\$66	\$77
SNR45	NE*	Information Services Supervisor	\$47	\$56	\$65
SNR35	NE*	Inspection Supervisor	\$40	\$48	\$56
SNR35	NE*	Maintenance and Operations Supervisor	\$40	\$48	\$56
SNR35	NE*	Management Analyst - Senior	\$40	\$48	\$56
SNR50	NE*	Parks Manager	\$50	\$59	\$68
SNR30	NE*	Parks Supervisor	\$38	\$45	\$52
SNR10	NE	Payroll Analyst	\$28	\$33	\$39
SNR50	NE*	Planning Manager	\$50	\$59	\$68
SNR60	NE*	Police Captain	\$65	\$77	\$89

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SNR15	NE	Police Crime Analyst (Limited Duration)	\$30	\$36	\$42
SNR15	NE	Police Program Coordinator	\$30	\$36	\$42
SNR55	NE*	Police Support Civilian Commander	\$56	\$66	\$77
SNR40	NE*	Police Support Services Manager	\$43	\$51	\$59
SNR30	NE*	Police Support Services Supervisor	\$38	\$45	\$52
SNR35	NE*	Program Manager	\$40	\$48	\$56
SNR55	NE*	Project Management Office Manager	\$56	\$66	\$77
SNR40	NE*	Public Safety Communications Manager	\$43	\$51	\$59
SNR50	NE*	Public Works Maintenance Manager	\$50	\$59	\$68
SNR45	NE*	Purchasing/Contracting Manager	\$47	\$56	\$65
SNR35	NE*	Real Property Manager	\$40	\$48	\$56
SNR25	NE	Risk Program Coordinator	\$35	\$41	\$48
SNR55	NE*	Security Compliance Manager	\$56	\$66	\$77
SNR55	NE*	Supervising Attorney	\$56	\$66	\$77
SNR50	NE*	Utilities Manager	\$50	\$59	\$68
SNR45	NE*	Utilities Supervisor	\$47	\$56	\$65