



## 2024 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No. xxxx

Effective January 1, 2024

### By Salary Band

			Hourly		
Grade	FLSA	Classification	Minimum	Midpoint	Maximum
SNR60			\$62	\$74	\$85
SNR60	NE*	Police Captain			
SNR55			\$53	\$63	\$74
SNR55	NE*	Chief Policy Advisor			
SNR55	NE*	City Engineer			
SNR55	NE*	Engineering Manager			
SNR55	NE*	Information Services Manager			
SNR55	NE*	Police Support Civilian Commander			
SNR55	NE*	Project Management Office Manager			
SNR55	NE*	Security Compliance Manager			
SNR55	NE*	Supervising Attorney			
SNR50			\$48	\$56	\$65
SNR50	NE*	Engineering Supervisor			
SNR50	NE*	Finance Manager			
SNR50	NE*	Parks Manager			
SNR50	NE*	Planning Manager			
SNR50	NE*	Public Works Maintenance Manager			
SNR50	NE*	Utilities Manager			
SNR45			\$45	\$53	\$62
SNR45	NE*	City Clerk			
SNR45	NE*	Communications and Marketing Manager			
SNR45	NE*	Emergency Preparedness Manager			
SNR45	NE*	Human Resources Manager			
SNR45	NE*	Information Services Supervisor			
SNR45	NE*	Purchasing/Contracting Manager			
SNR45	NE*	Utilities Supervisor			
SNR40			\$41	\$49	\$56
SNR40	NE*	Communications Dispatch Manager			
SNR40	NE*	Deputy Prosecuting Attorney			
SNR40	NE*	Police Support Services Manager			
SNR35			\$39	\$46	\$53
SNR35	NE*	Communications and Marketing Supervisor			
SNR35	NE*	Development Services Supervisor			
SNR35	NE*	Diversity Equity Inclusion Program Advisor			
SNR35	NE*	Financial Analyst - Senior			
SNR35	NE*	Inspection Supervisor			
SNR35	NE*	Maintenance and Operations Supervisor			
SNR35	NE*	Management Analyst - Senior			
SNR35	NE*	Program Manager			
SNR35	NE*	Real Property Manager			



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			Hourly		
Grade	FLSA	Classification	Minimum	Midpoint	Maximum
SNR30			\$36	\$43	\$50
SNR30	NE*	Administrative Supervisor			
SNR30	NE*	Finance Supervisor			
SNR30	NE*	Human Resources Analyst - Senior			
SNR30	NE*	Parks Supervisor			
SNR25			\$33	\$39	\$46
SNR25	NE	Human Resources Analyst			
SNR25	NE	Risk Program Coordinator			
SNR20			\$32	\$37	\$43
SNR20	NE*	Executive Analyst			
SNR20	NE*	Financial Analyst			
SNR15			\$29	\$35	\$40
SNR15	NE	Department Administrative Coordinator			
SNR15	NE	Police Crime Analyst (Limited Duration)			
SNR15	NE	Police Program Coordinator			
SNR10			\$27	\$32	\$37
SNR10	NE	Accounting Associate - Senior			
SNR10	NE	Administrative Specialist			
SNR10	NE	Payroll Analyst			
SNR05			\$25	\$29	\$34
SNR05	NE	Administrative Assistant			

\*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.