



2023 Pay Plan "N" - Non-Represented Employees

Ordinance No. XXXX
Effective January 1, 2023

Grade	FLSA	Classification	Monthly			Annual		
			Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
N-60			\$12,702	\$14,480	\$16,259	\$152,424	\$173,760	\$195,108
N-60	E	Police Captain						
N-55			\$10,929	\$12,843	\$14,754	\$131,148	\$154,116	\$177,048
N-55	E	Chief Policy Advisor						
N-55	E	City Engineer						
N-55	E	Engineering Manager						
N-55	E	Information Services Manager						
N-55	E	Police Support Civilian Commander						
N-55	E	Project Management Office Manager						
N-55	E	Security Compliance Manager						
N-55	E	Supervising Attorney						
N-50			\$9,713	\$11,414	\$13,113	\$116,556	\$136,968	\$157,356
N-50	E	Engineering Supervisor						
N-50	E	Finance Manager						
N-50	E	Parks Manager						
N-50	E	Planning Manager						
N-50	E	Public Works Maintenance Manager						
N-50	E	Utilities Manager						
N-45			\$9,207	\$10,820	\$12,430	\$110,484	\$129,840	\$149,160
N-45	E	City Clerk						
N-45	E	Communications and Marketing Manager						
N-45	E	Emergency Preparedness Manager						
N-45	E	Human Resources Manager						
N-45	E	Information Services Supervisor						
N-45	E	Purchasing/Contracting Manager						
N-45	E	Utilities Supervisor						
N-40			\$8,390	\$9,859	\$11,327	\$100,680	\$118,308	\$135,924
N-40	E	Communications Dispatch Manager						
N-40	E	Deputy Prosecuting Attorney						
N-40	E	Police Support Services Manager						



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N-35			\$7,939	\$9,328	\$10,717	\$95,268	\$111,936	\$128,604
N-35	E	Communications and Marketing Supervisor						
N-35	E	Development Services Supervisor						
N-35	E	Diversity, Equity, and Inclusion Program Advisor						
N-35	E	Financial Analyst - Senior						
N-35	E	Inspection Supervisor						
N-35	E	Maintenance and Operations Supervisor						
N-35	E	Program Manager						
N-35	E	Real Property Manager						
N-35	E	Senior Management Analyst						
N-30			\$7,444	\$8,747	\$10,049	\$89,328	\$104,964	\$120,588
N-30	E	Administrative Supervisor						
N-30	E	Finance Supervisor						
N-30	E	Parks Supervisor						
N-30	E	Senior Human Resources Analyst						
N-25			\$6,792	\$7,982	\$9,169	\$81,504	\$95,784	\$110,028
N-25	NE	Human Resources Analyst						
N-25	NE	Risk Program Coordinator						
N-20			\$6,454	\$7,585	\$8,713	\$77,448	\$91,020	\$104,556
N-20	E	Executive Analyst						
N-20	E	Financial Analyst						
N-15			\$5,979	\$7,026	\$8,072	\$71,748	\$84,312	\$96,864
N-15	NE	Department Administrative Coordinator						
N-15	NE	Police Crime Analyst (Limited Duration)						
N-15	NE	Police Program Coordinator						
N-10			\$5,496	\$6,458	\$7,420	\$65,952	\$77,496	\$89,040
N-10	NE	Accounting Associate - Senior						
N-10	NE	Administrative Specialist						
N-10	NE	Payroll Analyst						
N-05			\$5,076	\$5,965	\$6,852	\$60,912	\$71,580	\$82,224
N-05	NE	Administrative Assistant						