



2022 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No.

Effective January 1, 2022

Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	Accounting Associate - Senior	\$24.21	\$28.75	\$33.29
SNA10	NE	Administrative Assistant	\$20.33	\$24.14	\$27.95
SNA20	NE	Administrative Specialist	\$22.02	\$26.15	\$30.28
TBD	NE	Administrative Supervisor	\$30.20	\$35.87	\$41.53
SNA45	NE*	Assistant Director - Community Planning	\$47.29	\$56.16	\$65.03
SNA46	NE*	Assistant Director - Development Services	\$48.01	\$57.01	\$66.01
SNA50	NE*	Assistant Director Public Works, Maint. & Ops.	\$47.52	\$56.44	\$65.35
SNA85	NE*	Assistant Director/City Engineer	\$48.83	\$57.99	\$67.14
SNA70	NE*	Assistant Maintenance Manager	\$39.82	\$47.29	\$54.75
SNM80	NE*	Chief Policy Advisor	\$47.99	\$56.99	\$65.99
SNC01	NE*	City Clerk	\$38.28	\$45.46	\$52.64
SNC15	NE*	Communications and Marketing Manager	\$41.46	\$49.23	\$57.01
SNC60	NE*	Communications and Marketing Supervisor	\$35.04	\$41.61	\$48.18
SNC05	NE*	Communications Dispatch Supervisor	\$32.59	\$38.70	\$44.81
TBD	NE*	Community Support Administrator	\$31.78	\$37.74	\$43.70
SNC50	NE*	Customer Experience Manager	\$36.83	\$43.73	\$50.64
SND01	NE	Department Administrative Coordinator	\$25.80	\$30.64	\$35.48
TBD	NE*	Deputy Executive Department Director	\$46.78	\$55.55	\$64.32
SND15	NE*	Deputy Finance Director	\$46.78	\$55.55	\$64.32
SNA60	NE*	Deputy Fire Chief	\$53.65	\$63.71	\$73.77
SND02	NE*	Deputy Human Resources Director	\$46.78	\$55.55	\$64.32
SND05	NE*	Deputy Parks Director	\$44.83	\$53.24	\$61.65
SND35	NE*	Deputy Planning & Community Development Director	\$49.24	\$58.47	\$67.71
SND20	NE*	Deputy Prosecuting Attorney	\$36.03	\$42.78	\$49.54
SND10	NE*	Deputy Public Works Director/City Engineer	\$51.78	\$61.49	\$71.20
TBD	NE*	Deputy Technology & Information Services Director	\$53.28	\$63.26	\$73.25
SND25	NE*	Development Services Center Supervisor	\$36.69	\$43.57	\$50.45
TBD	NE*	Diversity, Equity & Inclusion Program Manager	\$33.60	\$39.90	\$46.20
SNE01	NE*	Emergency Preparedness Manager	\$41.42	\$49.18	\$56.95
SNE20	NE*	Engineer - Senior	\$40.36	\$47.92	\$55.49
SNE30	NE*	Engineering Manager	\$46.58	\$55.31	\$64.05
SNE50	NE*	Engineering Supervisor	\$42.65	\$50.65	\$58.64
SNE68	NE	EPSCA Senior Accounting Associate	\$24.21	\$28.75	\$33.29
SNF70	NE*	Facilities Manager	\$39.53	\$46.94	\$54.35
SNF20	NE*	Financial Analyst	\$28.53	\$33.88	\$39.23
SNF30	NE*	Financial Analyst - Senior	\$34.05	\$40.43	\$46.82



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SNF40	NE*	Financial Planning Manager	\$42.61	\$50.60	\$58.59
SNF60	NE*	Financial Services Manager	\$42.27	\$50.19	\$58.12
TBD	NE*	Financial Services Supervisor	\$30.90	\$36.69	\$42.48
SNH10	NE	Human Resources Analyst	\$28.91	\$34.33	\$39.75
SNH15	NE*	Human Resources Manager	\$41.15	\$48.86	\$56.58
SNI01	NE*	Inspection Supervisor	\$34.26	\$40.69	\$47.11
SNI10	NE*	IS Manager	\$47.77	\$56.73	\$65.69
SNI20	NE*	IS Supervisor	\$42.82	\$50.85	\$58.88
SNM15	NE*	Maintenance and Operations Supervisor	\$36.50	\$43.35	\$50.19
SNM01	NE*	Maintenance Manager	\$44.42	\$52.75	\$61.08
SNP02	NE*	Park Maintenance and Operations Manager	\$37.00	\$43.94	\$50.88
SNP10	NE*	Parks Maintenance and Operations Supervisor	\$31.73	\$37.67	\$43.62
SNP25	NE*	Parks Planning and Cultural Arts Manager	\$39.71	\$47.16	\$54.60
SNP30	NE*	Payroll Supervisor	\$30.87	\$36.66	\$42.45
SNP50	NE*	Planning Manager	\$42.80	\$50.83	\$58.85
SNA80	NE*	Police Captain	\$60.65	\$72.02	\$83.39
SNP67	NE	Police Crime Analyst (limited duration)	\$28.02	\$33.27	\$38.52
SNP69	NE	Police Program Coordinator (limited duration)	\$22.48	\$26.70	\$30.91
SNP71	NE*	Police Support Services Manager	\$37.27	\$44.26	\$51.25
SNP68	NE*	Police Support Services Supervisor	\$31.22	\$37.08	\$42.93
SNP95	NE*	Project Management Office Manager	\$52.44	\$62.28	\$72.11
SNP90	NE*	Purchasing/Contracting Manager	\$41.31	\$49.06	\$56.80
SNR01	NE*	Real Property Manager	\$36.20	\$42.99	\$49.78
SNR10	NE*	Recreation Division Manager	\$39.38	\$46.77	\$54.15
SNR15	NE*	Recreation Program Administrator	\$31.01	\$36.82	\$42.63
SNR20	NE*	Recreation Program Manager	\$33.56	\$39.86	\$46.15
SNR60	NE	Risk & Safety Program Coordinator	\$29.35	\$34.85	\$40.36
SNS40	NE*	Safety Program Manager	\$33.60	\$39.90	\$46.20
SNS50	NE*	Security Compliance Manager	\$49.08	\$58.28	\$67.49
SNS03	NE*	Senior Human Resources Analyst	\$33.67	\$39.98	\$46.30
SNS10	NE*	Supervising Attorney	\$47.43	\$56.32	\$65.21
SNU10	NE*	Utility Supervisor	\$39.09	\$46.42	\$53.75

*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.