



## 2019 Pay Plan "N-S" - Non-Represented Employees Supplemental

Ordinance No.

Effective November 5, 2019

### Hourly

Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNE68	NE	Accounting Associate - Senior	\$22.16	\$26.31	\$30.47
SNA10	NE	Administrative Assistant	\$18.61	\$22.10	\$25.59
SNA20	NE	Administrative Specialist	\$20.16	\$23.95	\$27.73
SNA45	NE*	Assistant Director - Community Planning	\$43.29	\$51.41	\$59.53
SNA46	NE*	Assistant Director - Development Services	\$43.29	\$51.41	\$59.53
SNA50	NE*	Assistant Director Public Works, Maint. & Ops.	\$43.50	\$51.66	\$59.82
SNA85	NE*	Assistant Director/City Engineer	\$44.70	\$53.08	\$61.46
SNA70	NE*	Assistant Maintenance Manager	\$36.45	\$43.29	\$50.12
SNM80	NE*	Chief Policy Advisor	\$43.93	\$52.17	\$60.41
SNC01	NE*	City Clerk	\$35.04	\$41.61	\$48.18
SNC15	NE*	Communications and Marketing Manager	\$37.95	\$45.07	\$52.18
SNC60	NE*	Communications and Marketing Supervisor	\$32.07	\$38.09	\$44.10
SNC05	NE*	Communications Dispatch Supervisor	\$29.83	\$35.43	\$41.02
SNC25	NE*	Compensation Analyst	\$27.52	\$32.68	\$37.84
SNC50	NE*	Customer Experience Manager	\$33.71	\$40.03	\$46.35
SND01	NE	Department Administrative Coordinator	\$23.62	\$28.05	\$32.48
SND15	NE*	Deputy Finance Director	\$42.82	\$50.85	\$58.87
SND02	NE*	Deputy Human Resources Director	\$42.82	\$50.85	\$58.87
SNA60	NE*	Deputy Fire Chief	\$49.11	\$58.32	\$67.53
SND05	NE*	Deputy Parks Director	\$41.04	\$48.74	\$56.43
SND20	NE*	Deputy Prosecuting Attorney	\$32.98	\$39.16	\$45.34
SND35	NE*	Deputy Dir. Planning & Community Development	\$45.08	\$53.53	\$61.98
SND25	NE*	Development Services Center Supervisor	\$33.58	\$39.88	\$46.17
SND30	NE*	Digital Forensic Investigator - Senior	\$29.76	\$35.34	\$40.92
SNE05	NE*	Economic Development Manager	\$36.62	\$43.49	\$50.36
SNE01	NE*	Emergency Preparedness Manager	\$37.92	\$45.02	\$52.13
SNE20	NE*	Engineer - Senior	\$36.95	\$43.87	\$50.80
SNE30	NE*	Engineering Manager	\$42.64	\$50.63	\$58.63
SNE50	NE*	Engineering Supervisor	\$39.04	\$46.36	\$53.68
SNE62	NE	EPSCA 800 Megahertz Console Technician	\$27.41	\$32.54	\$37.68
SNE64	NE*	EPSCA Executive Director	\$41.94	\$49.80	\$57.67
SNE68	NE	EPSCA Senior Accounting Associate	\$22.16	\$26.31	\$30.47



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SNE40	NE*	Executive Assistant	\$26.64	\$31.64	\$36.63
SNF70	NE*	Facilities Manager	\$36.18	\$42.96	\$49.75
SNF05	NE*	Finance Officer	\$36.40	\$43.23	\$50.05
SNF20	NE*	Financial Analyst	\$26.12	\$31.02	\$35.91
SNF30	NE*	Financial Analyst - Senior	\$31.17	\$37.01	\$42.86
SNF40	NE*	Financial Planning Manager	\$39.01	\$46.32	\$53.64
SNF60	NE*	Financial Services Manager	\$38.69	\$45.95	\$53.20
SNH10	NE	Human Resources Analyst	\$26.46	\$31.42	\$36.38
SNH15	NE*	Human Resources Program Manager	\$37.67	\$44.73	\$51.79
SNH25	NE*	Human Resources Program & Policy Advisor	\$41.22	\$48.95	\$56.68
SNI01	NE*	Inspection Supervisor	\$31.36	\$37.24	\$43.12
SNI10	NE*	IS Manager	\$43.73	\$51.93	\$60.13
SNI20	NE*	IS Supervisor	\$39.20	\$46.55	\$53.90
SNM15	NE*	Maintenance and Operations Supervisor	\$33.41	\$39.68	\$45.94
SNM01	NE*	Maintenance Manager	\$40.67	\$48.29	\$55.92
SNP02	NE*	Park Maintenance and Operations Manager	\$33.87	\$40.22	\$46.57
SNP05	NE*	Parks Maintenance Supervisor	\$28.44	\$33.77	\$39.10
SNP10	NE*	Parks Operations Supervisor	\$29.04	\$34.49	\$39.94
SNP25	NE*	Parks Planning and Cultural Arts Manager	\$36.35	\$43.16	\$49.98
SNP30	NE*	Payroll Supervisor	\$28.26	\$33.56	\$38.86
SNP50	NE*	Planning Manager	\$39.18	\$46.53	\$53.87
SNA80	NE*	Police Captain	\$55.51	\$65.92	\$76.33
SNP67	NE	Police Crime Analyst (limited duration)	\$25.65	\$30.46	\$35.27
SNP69	NE	Police Program Coordinator (limited duration)	\$20.58	\$24.44	\$28.30
SNP71	NE*	Police Support Services Manager	\$34.11	\$40.51	\$46.90
SNP68	NE*	Police Support Services Supervisor	\$28.58	\$33.94	\$39.30
SNP95	NE*	Project Management Office Manager	\$48.01	\$57.01	\$66.01
SNP90	NE*	Purchasing/Contracting Manager	\$37.82	\$44.91	\$52.00
SNR01	NE*	Real Property Manager	\$33.14	\$39.35	\$45.57
SNR10	NE*	Recreation Division Manager	\$36.06	\$42.82	\$49.58
SNR15	NE*	Recreation Program Administrator	\$28.38	\$33.71	\$39.03
SNR20	NE*	Recreation Program Manager	\$30.72	\$36.49	\$42.25



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Grade	FLSA	Position Title	Minimum	Midpoint	Maximum
SNR60	NE	Risk & Safety Program Coordinator	\$26.87	\$31.90	\$36.94
SNS40	NE*	Safety Program Manager	\$30.76	\$36.52	\$42.29
SNS50	NE*	Security Compliance Manager	\$44.93	\$53.35	\$61.77
SNS03	NE*	Senior Human Resources Analyst	\$30.82	\$36.60	\$42.38
SNS06	NE*	Strategic Funds Advisor	\$31.17	\$37.01	\$42.86
SNS10	NE*	Supervising Attorney	\$43.42	\$51.56	\$59.70
SNU10	NE*	Utility Supervisor	\$35.79	\$42.50	\$49.21

\*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.