



2019 Pay Plan "N" - Non-Represented Employees

Ordinance No.

Amended November 5, 2019

			<u>Monthly</u>			<u>Annually</u>		
Grade	FLSA	Position Title	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NE68	NE	Accounting Associate - Senior	\$4,801	\$5,641	\$6,481	\$57,612	\$67,692	\$77,772
NA10	NE	Administrative Assistant	\$4,032	\$4,738	\$5,444	\$48,389	\$56,857	\$65,325
NA20	NE	Administrative Specialist	\$4,369	\$5,134	\$5,899	\$52,433	\$61,609	\$70,785
NA45	E	Assistant Director - Community Planning	\$9,380	\$11,022	\$12,663	\$112,561	\$132,259	\$151,957
NA46	E	Assistant Director - Development Services	\$9,380	\$11,022	\$12,663	\$112,561	\$132,259	\$151,957
NA50	E	Assistant Director Public Works, Maint. & Ops.	\$9,426	\$11,076	\$12,725	\$113,112	\$132,912	\$152,700
NA85	E	Assistant Director/City Engineer	\$9,684	\$11,379	\$13,074	\$116,210	\$136,546	\$156,883
NA70	E	Assistant Maintenance Manager	\$7,898	\$9,280	\$10,662	\$94,770	\$111,355	\$127,940
NM80	E	Chief Policy Advisor	\$9,519	\$11,186	\$12,852	\$114,228	\$134,232	\$154,224
NC01	E	City Clerk	\$7,592	\$8,920	\$10,247	\$91,104	\$107,040	\$122,964
NC15	E	Communications and Marketing Manager	\$8,223	\$9,662	\$11,101	\$98,678	\$115,946	\$133,215
NC60	E	Communications and Marketing Supervisor	\$6,949	\$8,165	\$9,381	\$83,383	\$97,975	\$112,567
NC05	E	Communications Dispatch Supervisor	\$6,464	\$7,595	\$8,727	\$77,569	\$91,144	\$104,719
NC25	E	Compensation Analyst	\$5,962	\$7,007	\$8,051	\$71,544	\$84,084	\$96,612
NC50	E	Customer Experience Manager	\$7,304	\$8,582	\$9,861	\$87,650	\$102,989	\$118,328
ND01	NE	Department Administrative Coordinator	\$5,118	\$6,013	\$6,909	\$61,410	\$72,157	\$82,904
ND40	E	Deputy Director Public Works/City Engineer	\$10,270	\$12,067	\$13,864	\$123,238	\$144,805	\$166,371
ND15	E	Deputy Finance Director	\$9,277	\$10,900	\$12,523	\$111,324	\$130,800	\$150,276
ND02	E	Deputy Human Resources Director	\$9,277	\$10,900	\$12,523	\$111,324	\$130,800	\$150,276
NA60	E	Deputy Fire Chief	\$10,641	\$12,503	\$14,366	\$127,694	\$150,041	\$172,387
ND05	E	Deputy Parks Director	\$8,892	\$10,448	\$12,004	\$106,705	\$125,378	\$144,052
ND20	E	Deputy Prosecuting Attorney	\$7,145	\$8,395	\$9,645	\$85,736	\$100,740	\$115,744
ND35	E	Deputy Dir. Planning & Community Development	\$9,767	\$11,476	\$13,185	\$117,199	\$137,709	\$158,218
ND25	E	Development Services Center Supervisor	\$7,276	\$8,550	\$9,823	\$87,317	\$102,598	\$117,878
ND30	E	Digital Forensic Investigator - Senior	\$6,448	\$7,577	\$8,705	\$77,378	\$90,919	\$104,460
NE05	E	Economic Development Manager	\$7,935	\$9,323	\$10,712	\$95,218	\$111,881	\$128,544
NE01	E	Emergency Preparedness Manager	\$8,215	\$9,652	\$11,090	\$98,576	\$115,827	\$133,078
NE20	E	Engineer - Senior	\$8,005	\$9,406	\$10,807	\$96,065	\$112,876	\$129,687
NE30	E	Engineering Manager	\$9,238	\$10,854	\$12,471	\$110,851	\$130,250	\$149,649
NE50	E	Engineering Supervisor	\$8,459	\$9,939	\$11,419	\$101,505	\$119,268	\$137,031
NE62	NE	EPSCA 800 Megahertz Console Technician	\$5,938	\$6,373	\$6,808	\$71,256	\$76,476	\$81,696
NE64	E	EPSCA Executive Director	\$9,087	\$10,677	\$12,266	\$109,044	\$128,124	\$147,192
NE68	NE	EPSCA Senior Accounting Associate	\$4,801	\$5,641	\$6,481	\$57,612	\$67,692	\$77,772
NE40	E	Executive Assistant	\$5,772	\$6,782	\$7,793	\$69,267	\$81,389	\$93,511
NF70	E	Facilities Manager	\$7,839	\$9,211	\$10,583	\$94,070	\$110,532	\$126,994
NF05	E	Finance Officer	\$7,887	\$9,464	\$11,042	\$94,643	\$113,572	\$132,500
NF20	E	Financial Analyst	\$5,659	\$6,650	\$7,640	\$67,911	\$79,796	\$91,680
NF30	E	Financial Analyst - Senior	\$6,753	\$7,935	\$9,117	\$81,040	\$95,222	\$109,404
NF40	E	Financial Planning Manager	\$8,452	\$9,932	\$11,411	\$101,430	\$119,180	\$136,930
NF60	E	Financial Services Manager	\$8,383	\$9,850	\$11,317	\$100,593	\$118,197	\$135,801
NH10	NE	Human Resources Analyst	\$5,733	\$6,737	\$7,740	\$68,800	\$80,840	\$92,880
NH15	E	Human Resources Program Manager	\$8,161	\$9,589	\$11,017	\$97,927	\$115,064	\$132,201
NH25	E	Human Resources Program & Policy Advisor	\$8,931	\$10,494	\$12,057	\$107,176	\$125,932	\$144,687
NI01	E	Inspection Supervisor	\$6,795	\$7,984	\$9,173	\$81,540	\$95,808	\$110,076



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NI10	E	IS Manager	\$9,475	\$11,133	\$12,791	\$113,699	\$133,597	\$153,494
NI20	E	IS Supervisor	\$8,493	\$9,980	\$11,466	\$101,919	\$119,755	\$137,591
NM15	E	Maintenance and Operations Supervisor	\$7,239	\$8,506	\$9,773	\$86,869	\$102,072	\$117,274
NM01	E	Maintenance Manager	\$8,811	\$10,353	\$11,894	\$105,732	\$124,236	\$142,728
NP02	E	Park Maintenance and Operations Manager	\$7,338	\$8,623	\$9,907	\$88,056	\$103,476	\$118,884
NP05	E	Parks Maintenance Supervisor	\$6,161	\$7,239	\$8,317	\$73,928	\$86,866	\$99,803
NP10	E	Parks Operations Supervisor	\$6,293	\$7,393	\$8,493	\$75,516	\$88,716	\$101,916
NP25	E	Parks Planning and Cultural Arts Manager	\$7,875	\$9,254	\$10,632	\$94,500	\$111,048	\$127,584
NP30	E	Payroll Supervisor	\$6,123	\$7,194	\$8,265	\$73,476	\$86,328	\$99,180
NP50	E	Planning Manager	\$8,489	\$9,975	\$11,461	\$101,872	\$119,700	\$137,528
NA80	E	Police Captain	\$12,028	\$12,631	\$13,233	\$144,336	\$151,572	\$158,796
NP67	NE	Police Crime Analyst (limited duration)	\$5,557	\$6,391	\$7,224	\$66,684	\$76,692	\$86,688
NP69	NE	Police Program Coordinator (limited duration)	\$4,459	\$5,659	\$6,860	\$53,506	\$67,908	\$82,314
NP71	E	Police Support Services Manager	\$7,391	\$8,684	\$9,977	\$88,692	\$104,208	\$119,724
NP68	E	Police Support Services Supervisor	\$6,193	\$7,276	\$8,359	\$74,316	\$87,312	\$100,308
NP95	E	Project Management Office Manager	\$10,402	\$12,223	\$14,043	\$124,828	\$146,672	\$168,517
NP90	E	Purchasing/Contracting Manager	\$8,194	\$9,628	\$11,062	\$98,332	\$115,540	\$132,748
NR01	E	Real Property Manager	\$7,180	\$8,437	\$9,693	\$86,160	\$101,238	\$116,316
NR10	E	Recreation Division Manager	\$7,812	\$9,179	\$10,545	\$93,744	\$110,148	\$126,540
NR15	E	Recreation Program Administrator	\$6,150	\$7,226	\$8,302	\$73,797	\$86,712	\$99,626
NR20	E	Recreation Program Manager	\$6,657	\$7,822	\$8,986	\$79,884	\$93,864	\$107,832
NR60	NE	Risk & Safety Program Coordinator	\$5,821	\$6,840	\$7,859	\$69,855	\$82,080	\$94,305
NS40	E	Safety Program Manager	\$6,664	\$7,830	\$8,996	\$79,968	\$93,960	\$107,952
NS50	E	Security Compliance Manager	\$9,734	\$11,437	\$13,140	\$116,802	\$137,242	\$157,683
NS03	E	Senior Human Resources Analyst	\$6,678	\$7,846	\$9,015	\$80,131	\$94,154	\$108,177
NS06	E	Strategic Funds Advisor	\$6,753	\$7,935	\$9,117	\$81,040	\$95,222	\$109,404
NS10	E	Supervising Attorney	\$9,407	\$11,053	\$12,699	\$112,880	\$132,634	\$152,388
NU10	E	Utility Supervisor	\$7,754	\$9,111	\$10,468	\$93,046	\$109,329	\$125,612