



### 2020 Pay Plan "N" - Non-Represented Employees

Ordinance No.

Effective January 1, 2020

			Monthly			Annually		
Grade	FLSA	Position Title	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NE68	NE	Accounting Associate - Senior	\$4,897	\$5,754	\$6,611	\$58,764	\$69,048	\$79,332
NA10	NE	Administrative Assistant	\$4,113	\$4,833	\$5,553	\$49,356	\$57,996	\$66,636
NA20	NE	Administrative Specialist	\$4,456	\$5,237	\$6,017	\$53,472	\$62,844	\$72,204
NA45	E	Assistant Director - Community Planning	\$9,568	\$11,242	\$12,916	\$114,816	\$134,904	\$154,992
NA46	E	Assistant Director - Development Services	\$9,713	\$11,414	\$13,114	\$116,556	\$136,968	\$157,368
NA50	E	Assistant Director Public Works, Maint. & Ops.	\$9,615	\$11,298	\$12,980	\$115,380	\$135,576	\$155,760
NA85	E	Assistant Director/City Engineer	\$9,878	\$11,607	\$13,335	\$118,536	\$139,284	\$160,020
NA70	E	Assistant Maintenance Manager	\$8,056	\$9,466	\$10,875	\$96,672	\$113,592	\$130,500
NM80	E	Chief Policy Advisor	\$9,709	\$11,409	\$13,109	\$116,508	\$136,908	\$157,308
NC01	E	City Clerk	\$7,744	\$9,098	\$10,452	\$92,928	\$109,176	\$125,424
NC15	E	Communications and Marketing Manager	\$8,387	\$9,855	\$11,323	\$100,644	\$118,260	\$135,876
NC60	E	Communications and Marketing Supervisor	\$7,088	\$8,329	\$9,569	\$85,056	\$99,948	\$114,828
NC05	E	Communications Dispatch Supervisor	\$6,593	\$7,748	\$8,902	\$79,116	\$92,976	\$106,824
NC25	E	Compensation Analyst	\$6,081	\$7,147	\$8,212	\$72,972	\$85,764	\$98,544
NC50	E	Customer Experience Manager	\$7,450	\$8,754	\$10,058	\$89,400	\$105,048	\$120,696
ND01	NE	Department Administrative Coordinator	\$5,220	\$6,134	\$7,047	\$62,640	\$73,608	\$84,564
ND40	E	Deputy Director Public Works/City Engineer	\$10,475	\$12,308	\$14,141	\$125,700	\$147,696	\$169,692
ND15	E	Deputy Finance Director	\$9,463	\$11,118	\$12,773	\$113,556	\$133,416	\$153,276
ND02	E	Deputy Human Resources Director	\$9,463	\$11,118	\$12,773	\$113,556	\$133,416	\$153,276
NA60	E	Deputy Fire Chief	\$10,854	\$12,754	\$14,653	\$130,248	\$153,048	\$175,836
ND05	E	Deputy Parks Director	\$9,070	\$10,657	\$12,244	\$108,840	\$127,884	\$146,928
ND20	E	Deputy Prosecuting Attorney	\$7,288	\$8,563	\$9,838	\$87,456	\$102,756	\$118,056
ND35	E	Deputy Dir. Planning & Community Development	\$9,962	\$11,706	\$13,449	\$119,544	\$140,472	\$161,388
ND25	E	Development Services Center Supervisor	\$7,422	\$8,721	\$10,019	\$89,064	\$104,652	\$120,228
ND30	E	Digital Forensic Investigator - Senior	\$6,577	\$7,728	\$8,879	\$78,924	\$92,736	\$106,548
NE05	E	Economic Development Manager	\$8,094	\$9,510	\$10,926	\$97,128	\$114,120	\$131,112
NE01	E	Emergency Preparedness Manager	\$8,379	\$9,846	\$11,312	\$100,548	\$118,152	\$135,744
NE20	E	Engineer - Senior	\$8,165	\$9,594	\$11,023	\$97,980	\$115,128	\$132,276
NE30	E	Engineering Manager	\$9,423	\$11,072	\$12,720	\$113,076	\$132,864	\$152,640
NE50	E	Engineering Supervisor	\$8,628	\$10,138	\$11,647	\$103,536	\$121,656	\$139,764
NE62	NE	EPSCA 800 Megahertz Console Technician	\$6,057	\$6,501	\$6,944	\$72,684	\$78,012	\$83,328
NE64	E	EPSCA Executive Director	\$9,269	\$10,890	\$12,511	\$111,228	\$130,680	\$150,132
NE68	NE	EPSCA Senior Accounting Associate	\$4,897	\$5,754	\$6,611	\$58,764	\$69,048	\$79,332
NE40	E	Executive Assistant	\$5,887	\$6,918	\$7,949	\$70,644	\$83,016	\$95,388
NF70	E	Facilities Manager	\$7,996	\$9,396	\$10,795	\$95,952	\$112,752	\$129,540
NF05	E	Finance Officer	\$8,045	\$9,654	\$11,263	\$96,540	\$115,848	\$135,156
NF20	E	Financial Analyst	\$5,772	\$6,783	\$7,793	\$69,264	\$81,396	\$93,516
NF30	E	Financial Analyst - Senior	\$6,888	\$8,094	\$9,299	\$82,656	\$97,128	\$111,588
NF40	E	Financial Planning Manager	\$8,621	\$10,130	\$11,639	\$103,452	\$121,560	\$139,668
NF60	E	Financial Services Manager	\$8,551	\$10,047	\$11,543	\$102,612	\$120,564	\$138,516
TBD	E	Financial Services Supervisor (NEW in 2020)	\$6,250	\$7,344	\$8,437	\$75,000	\$88,128	\$101,244
NH10	NE	Human Resources Analyst	\$5,848	\$6,872	\$7,895	\$70,176	\$82,464	\$94,740
NH15	E	Human Resources Program Manager	\$8,324	\$9,781	\$11,237	\$99,888	\$117,372	\$134,844
NH25	E	Human Resources Program & Policy Advisor	\$9,110	\$10,704	\$12,298	\$109,320	\$128,448	\$147,576
NI01	E	Inspection Supervisor	\$6,931	\$8,144	\$9,356	\$83,172	\$97,728	\$112,272
NI10	E	IS Manager	\$9,665	\$11,356	\$13,047	\$115,980	\$136,272	\$156,564
NI20	E	IS Supervisor	\$8,663	\$10,179	\$11,695	\$103,956	\$122,148	\$140,340

**2020 Pay Plan "N" - Non-Represented Employees**

Ordinance No.

Effective January 1, 2020

			Monthly			Annually		
Grade	FLSA	Position Title	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NM15	E	Maintenance and Operations Supervisor	\$7,384	\$8,676	\$9,968	\$88,608	\$104,112	\$119,616
NM01	E	Maintenance Manager	\$8,987	\$10,560	\$12,132	\$107,844	\$126,720	\$145,584
NP02	E	Park Maintenance and Operations Manager	\$7,485	\$8,795	\$10,105	\$89,820	\$105,540	\$121,260
NP05	E	Parks Maintenance Supervisor	\$6,284	\$7,384	\$8,483	\$75,408	\$88,608	\$101,796
NP10	E	Parks Maintenance and Operations Supervisor	\$6,419	\$7,541	\$8,663	\$77,028	\$90,492	\$103,956
NP25	E	Parks Planning and Cultural Arts Manager	\$8,033	\$9,439	\$10,845	\$96,396	\$113,268	\$130,140
NP30	E	Payroll Supervisor	\$6,245	\$7,338	\$8,430	\$74,940	\$88,056	\$101,160
NP50	E	Planning Manager	\$8,659	\$10,175	\$11,690	\$103,908	\$122,100	\$140,280
NA80	E	Police Captain	\$12,269	\$12,884	\$13,498	\$147,228	\$154,608	\$161,976
NP67	NE	Police Crime Analyst (limited duration)	\$5,668	\$6,518	\$7,368	\$68,016	\$78,216	\$88,416
NP69	NE	Police Program Coordinator (limited duration)	\$4,548	\$5,773	\$6,997	\$54,576	\$69,276	\$83,964
NP71	E	Police Support Services Manager	\$7,539	\$8,858	\$10,177	\$90,468	\$106,296	\$122,124
NP68	E	Police Support Services Supervisor	\$6,317	\$7,422	\$8,526	\$75,804	\$89,064	\$102,312
NP95	E	Project Management Office Manager	\$10,610	\$12,467	\$14,324	\$127,320	\$149,604	\$171,888
NP90	E	Purchasing/Contracting Manager	\$8,358	\$9,821	\$11,283	\$100,296	\$117,852	\$135,396
NR01	E	Real Property Manager	\$7,324	\$8,606	\$9,887	\$87,888	\$103,272	\$118,644
NR10	E	Recreation Division Manager	\$7,968	\$9,362	\$10,756	\$95,616	\$112,344	\$129,072
NR15	E	Recreation Program Administrator	\$6,273	\$7,371	\$8,468	\$75,276	\$88,452	\$101,616
NR20	E	Recreation Program Manager	\$6,790	\$7,978	\$9,166	\$81,480	\$95,736	\$109,992
NR60	NE	Risk & Safety Program Coordinator	\$5,937	\$6,977	\$8,016	\$71,244	\$83,724	\$96,192
NS40	E	Safety Program Manager	\$6,797	\$7,987	\$9,176	\$81,564	\$95,844	\$110,112
NS50	E	Security Compliance Manager	\$9,929	\$11,666	\$13,403	\$119,148	\$139,992	\$160,836
NS03	E	Senior Human Resources Analyst	\$6,812	\$8,004	\$9,195	\$81,744	\$96,048	\$110,340
NS06	E	Strategic Funds Advisor	\$6,888	\$8,094	\$9,299	\$82,656	\$97,128	\$111,588
NS10	E	Supervising Attorney	\$9,595	\$11,274	\$12,953	\$115,140	\$135,288	\$155,436
NU10	E	Utility Supervisor	\$7,909	\$9,293	\$10,677	\$94,908	\$111,516	\$128,124