



2021 Pay Plan "N" - Non-Represented Employees

Ordinance No.

Effective January 1, 2021

			Monthly			Annually		
Grade	FLSA	Position Title	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
NE68	NE	Accounting Associate - Senior	\$4,995	\$5,869	\$6,743	\$59,940	\$70,428	\$80,916
NA10	NE	Administrative Assistant	\$4,195	\$4,930	\$5,664	\$50,340	\$59,160	\$67,968
NA20	NE	Administrative Specialist	\$4,545	\$5,341	\$6,137	\$54,540	\$64,092	\$73,644
NA45	E	Assistant Director - Community Planning	\$9,759	\$11,467	\$13,174	\$117,108	\$137,604	\$158,088
NA46	E	Assistant Director - Development Services	\$9,907	\$11,642	\$13,376	\$118,884	\$139,704	\$160,512
NA50	E	Assistant Director Public Works, Maint. & Ops.	\$9,807	\$11,524	\$13,240	\$117,684	\$138,288	\$158,880
NA85	E	Assistant Director/City Engineer	\$10,076	\$11,839	\$13,602	\$120,912	\$142,068	\$163,224
NA70	E	Assistant Maintenance Manager	\$8,217	\$9,655	\$11,093	\$98,604	\$115,860	\$133,116
NM80	E	Chief Policy Advisor	\$9,903	\$11,637	\$13,371	\$118,836	\$139,644	\$160,452
NC01	E	City Clerk	\$7,899	\$9,280	\$10,661	\$94,788	\$111,360	\$127,932
NC15	E	Communications and Marketing Manager	\$8,555	\$10,052	\$11,549	\$102,660	\$120,624	\$138,588
NC60	E	Communications and Marketing Supervisor	\$7,230	\$8,495	\$9,760	\$86,760	\$101,940	\$117,120
NC05	E	Communications Dispatch Supervisor	\$6,725	\$7,903	\$9,080	\$80,700	\$94,836	\$108,960
NC20	E	Community Support Administrator	\$6,558	\$7,706	\$8,853	\$78,696	\$92,472	\$106,236
NC50	E	Customer Experience Manager	\$7,599	\$8,929	\$10,259	\$91,188	\$107,148	\$123,108
ND01	NE	Department Administrative Coordinator	\$5,324	\$6,256	\$7,188	\$63,888	\$75,072	\$86,256
ND40	E	Deputy Director Public Works/City Engineer	\$10,685	\$12,555	\$14,424	\$128,220	\$150,660	\$173,088
ND15	E	Deputy Finance Director	\$9,652	\$11,340	\$13,028	\$115,824	\$136,080	\$156,336
ND02	E	Deputy Human Resources Director	\$9,652	\$11,340	\$13,028	\$115,824	\$136,080	\$156,336
NA60	E	Deputy Fire Chief	\$11,071	\$13,009	\$14,946	\$132,852	\$156,108	\$179,352
ND05	E	Deputy Parks Director	\$9,251	\$10,870	\$12,489	\$111,012	\$130,440	\$149,868
ND20	E	Deputy Prosecuting Attorney	\$7,434	\$8,735	\$10,035	\$89,208	\$104,820	\$120,420
ND35	E	Deputy Dir. Planning & Community Development	\$10,161	\$11,940	\$13,718	\$121,932	\$143,280	\$164,616
ND25	E	Development Services Center Supervisor	\$7,570	\$8,895	\$10,219	\$90,840	\$106,740	\$122,628
NE01	E	Emergency Preparedness Manager	\$8,547	\$10,043	\$11,538	\$102,564	\$120,516	\$138,456
NE20	E	Engineer - Senior	\$8,328	\$9,786	\$11,243	\$99,936	\$117,432	\$134,916
NE30	E	Engineering Manager	\$9,611	\$11,293	\$12,974	\$115,332	\$135,516	\$155,688
NE50	E	Engineering Supervisor	\$8,801	\$10,341	\$11,880	\$105,612	\$124,092	\$142,560
NE68	NE	EPSCA Senior Accounting Associate	\$4,995	\$5,869	\$6,743	\$59,940	\$70,428	\$80,916
NE45	E	Executive Analyst	\$6,232	\$7,323	\$8,413	\$74,784	\$87,876	\$100,956
NF70	E	Facilities Manager	\$8,156	\$9,584	\$11,011	\$97,872	\$115,008	\$132,132
NF20	E	Financial Analyst	\$5,887	\$6,918	\$7,949	\$70,644	\$83,016	\$95,388
NF30	E	Financial Analyst - Senior	\$7,026	\$8,256	\$9,485	\$84,312	\$99,072	\$113,820
NF40	E	Financial Planning Manager	\$8,793	\$10,333	\$11,872	\$105,516	\$123,996	\$142,464
NF60	E	Financial Services Manager	\$8,722	\$10,248	\$11,774	\$104,664	\$122,976	\$141,288
NF65	E	Financial Services Supervisor	\$6,375	\$7,491	\$8,606	\$76,500	\$89,892	\$103,272
NH10	NE	Human Resources Analyst	\$5,965	\$7,009	\$8,053	\$71,580	\$84,108	\$96,636
NH15	E	Human Resources Manager	\$8,490	\$9,976	\$11,462	\$101,880	\$119,712	\$137,544
NI01	E	Inspection Supervisor	\$7,070	\$8,307	\$9,543	\$84,840	\$99,684	\$114,516
NI10	E	IS Manager	\$9,858	\$11,583	\$13,308	\$118,296	\$138,996	\$159,696
NI20	E	IS Supervisor	\$8,836	\$10,383	\$11,929	\$106,032	\$124,596	\$143,148
NM15	E	Maintenance and Operations Supervisor	\$7,532	\$8,850	\$10,167	\$90,384	\$106,200	\$122,004
NM01	E	Maintenance Manager	\$9,167	\$10,771	\$12,375	\$110,004	\$129,252	\$148,500
NP02	E	Park Maintenance and Operations Manager	\$7,635	\$8,971	\$10,307	\$91,620	\$107,652	\$123,684
NP10	E	Parks Maintenance and Operations Supervisor	\$6,547	\$7,692	\$8,836	\$78,564	\$92,304	\$106,032
NP25	E	Parks Planning and Cultural Arts Manager	\$8,194	\$9,628	\$11,062	\$98,328	\$115,536	\$132,744
NP30	E	Payroll Supervisor	\$6,370	\$7,485	\$8,599	\$76,440	\$89,820	\$103,188



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NP50	E	Planning Manager	\$8,832	\$10,378	\$11,924	\$105,984	\$124,536	\$143,088
NA80	E	Police Captain	\$12,514	\$13,141	\$13,768	\$150,168	\$157,692	\$165,216
NP67	NE	Police Crime Analyst (limited duration)	\$5,781	\$6,648	\$7,515	\$69,372	\$79,776	\$90,180
NP69	NE	Police Program Coordinator (limited duration)	\$4,639	\$5,888	\$7,137	\$55,668	\$70,656	\$85,644
NP71	E	Police Support Services Manager	\$7,690	\$9,036	\$10,381	\$92,280	\$108,432	\$124,572
NP68	E	Police Support Services Supervisor	\$6,443	\$7,570	\$8,697	\$77,316	\$90,840	\$104,364
NP95	E	Project Management Office Manager	\$10,822	\$12,716	\$14,610	\$129,864	\$152,592	\$175,320
NP90	E	Purchasing/Contracting Manager	\$8,525	\$10,017	\$11,509	\$102,300	\$120,204	\$138,108
NR01	E	Real Property Manager	\$7,470	\$8,778	\$10,085	\$89,640	\$105,336	\$121,020
NR10	E	Recreation Division Manager	\$8,127	\$9,549	\$10,971	\$97,524	\$114,588	\$131,652
NR15	E	Recreation Program Administrator	\$6,398	\$7,518	\$8,637	\$76,776	\$90,216	\$103,644
NR20	E	Recreation Program Manager	\$6,926	\$8,138	\$9,349	\$83,112	\$97,656	\$112,188
NR60	NE	Risk & Safety Program Coordinator	\$6,056	\$7,116	\$8,176	\$72,672	\$85,392	\$98,112
NS40	E	Safety Program Manager	\$6,933	\$8,147	\$9,360	\$83,196	\$97,764	\$112,320
NS50	E	Security Compliance Manager	\$10,128	\$11,900	\$13,671	\$121,536	\$142,800	\$164,052
NS03	E	Senior Human Resources Analyst	\$6,948	\$8,164	\$9,379	\$83,376	\$97,968	\$112,548
NS10	E	Supervising Attorney	\$9,787	\$11,500	\$13,212	\$117,444	\$138,000	\$158,544
NU10	E	Utility Supervisor	\$8,067	\$9,479	\$10,891	\$96,804	\$113,748	\$130,692