

**FYE 24 Non-Union
Pay Plan**

GRADE/POSITION	STEP	HRLY	ANNUAL
N28	1	\$19.30	40,150.50
Recreation Food & Beverage Manager*	2	\$20.08	41,776.54
	3	\$20.90	43,468.62
	4	\$21.74	45,229.08
	5	\$22.63	47,060.52
	6	\$23.54	48,966.32
	7	\$24.50	50,949.60
	8	\$25.49	53,013.48
	9	\$26.52	55,159.78
	10	\$27.14	56,456.14
	11	\$27.78	57,780.06
N29	1	\$20.82	43,314.44
Administrative Technician III* COC Program Technician* Human Resources Coordinator* Outreach Housing Liason*	2	\$21.67	45,068.40
	3	\$22.55	46,894.12
	4	\$23.46	48,793.16
	5	\$24.41	50,769.94
	6	\$25.40	52,826.02
	7	\$26.43	54,964.54
	8	\$27.50	57,191.16
	9	\$28.61	59,507.50
	10	\$29.28	60,905.26
	11	\$29.97	62,333.96
N30	1	\$22.36	46,501.52
	2	\$23.26	48,385.48
	3	\$24.20	50,344.32
	4	\$25.18	52,383.76
	5	\$26.20	54,504.84
	6	\$27.27	56,713.02
	7	\$28.37	59,009.08
	8	\$29.52	61,399.00
	9	\$30.71	63,886.16
	10	\$31.44	65,387.66
	11	\$32.17	66,921.14
N31	1	\$23.89	49,689.64
Administrative Technician IV* Crime Analyst I* Human Resources Administrator* Municipal Court Officer*	2	\$24.86	51,701.52
	3	\$25.86	53,794.78
	4	\$26.91	55,974.36
	5	\$28.00	58,240.78

**FYE 24 Non-Union
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GRADE/POSITION	STEP	HRLY	ANNUAL
N31 cont.			
Police Employment Technician*	6	\$29.13	60,600.28
Recreation Coordinator*	7	\$30.31	63,053.90
Rehabilitation Technician*	8	\$31.54	65,608.40
	9	\$32.82	68,265.08
	10	\$33.59	69,869.02
	11	\$34.38	71,507.02
N32	1	\$25.41	52,853.32
GIS Utilities Technician*	2	\$26.44	54,994.42
Household Hazardous Waste Coordinator*	3	\$27.51	57,221.32
Human Resources Recruiter*	4	\$28.62	59,538.44
Legal Administrative Technician*	5	\$29.78	61,950.20
Meter Services Supervisor*	6	\$30.99	64,459.46
Multimedia Specialist*	7	\$32.25	67,070.12
Municipal Accountant I*	8	\$33.55	69,786.34
Pollution Prevention Specialist*	9	\$34.91	72,611.76
	10	\$35.73	74,318.40
	11	\$36.57	76,061.44
N33	1	\$26.94	56,040.66
Assistant Golf Professional II	2	\$28.03	58,310.24
Budget Technician*	3	\$29.17	60,671.78
Executive Secretary to City Manager*	4	\$30.35	63,129.04
Management Analyst*	5	\$31.58	65,685.62
Municipal Accountant II*	6	\$32.86	68,346.46
	7	\$34.19	71,114.68
	8	\$35.57	73,994.18
	9	\$37.02	76,991.72
	10	\$37.89	78,800.80
	11	\$38.77	80,648.36
N34	1	\$28.47	59,227.48
Animal Welfare Supervisor*	2	\$29.63	61,626.50
ADA Technician	3	\$30.83	64,122.24
Benefits Administrator	4	\$32.08	66,719.38
Code Compliance Supervisor*	5	\$33.38	69,421.56
Communications Supervisor*	6	\$34.73	72,233.72
Compensation Analyst	7	\$36.13	75,158.20
COC Program Supervisor*	8	\$37.60	78,203.32
Cross Connection Program Coordinator	9	\$39.12	81,370.12
Deputy City Clerk*	10	\$40.04	83,281.90
Deputy Court Administrator*	11	\$40.98	85,235.28

**FYE 24 Non-Union
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GRADE/POSITION	STEP	HRLY	ANNUAL
N34 cont.			
Engineering Assistant *			
Environmental Services Assistant*			
Forester			
GIS Analyst I*			
Golf Course Maintenance Supervisor			
Park Planner I*			
Pavement Maintenance Coordinator*			
Permit Services Supervisor			
Planner I*			
Police Public Information Officer*			
Police Records Supervisor*			
Procurement Analyst*			
Recreation Supervisor*			
Sewer Maintenance Specialist*			
Systems Support Technician*			
Water Maintenance Specialist*			
Water Plant Specialist*			
N35	1	\$30.77	63,997.70
Building Inspector*	2	\$32.01	66,589.38
Crime Analyst II*	3	\$33.31	69,285.84
Forensic Technician*	4	\$34.66	72,092.54
GIS Analyst II	5	\$36.06	75,011.82
Lab Manager	6	\$37.52	78,049.92
Police Standards Administrator	7	\$39.04	81,210.48
Rehabilitation Specialist*	8	\$40.63	84,500.00
Staff Engineer*	9	\$42.27	87,922.12
Utility Coordinator*	10	\$43.26	89,988.86
Victim's Advocate*	11	\$44.28	92,098.76
N36	1	\$33.82	70,348.46
Emergency Management Coordinator*	2	\$35.19	73,198.32
Field Operations Supervisor	3	\$36.62	76,162.58
GIS Utilities Analyst*	4	\$38.10	79,247.22
Parks Supervisor	5	\$39.64	82,456.14
Planner II*	6	\$41.25	85,796.36
Plans Examiner*	7	\$42.92	89,271.00
Police Database Manager	8	\$44.66	92,886.04
Safety Manager	9	\$46.47	96,648.50
Subdivision Development Coordinator*	10	\$47.56	98,919.34
Talent Acquisition and Development Manager	11	\$48.67	101,238.80

**FYE 24 Non-Union
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GRADE/POSITION	STEP	HRLY	ANNUAL
N36 cont.			
Transit Planner & Grants Specialist			
N37	1	\$36.88	76,700.52
Business Systems Analyst	2	\$38.37	79,807.00
Fleet Support Supervisor	3	\$39.92	83,039.32
Public Works Supervisor	4	\$41.54	86,401.64
Retail Marketing Coordinator	5	\$43.22	89,901.76
Stormwater Program Specialist	6	\$44.97	93,543.06
Treasury Support Supervisor	7	\$46.79	97,331.00
Utility Billing Supervisor	8	\$48.69	101,273.12
Web & App Developer	9	\$50.66	105,374.10
	10	\$51.85	107,851.20
	11	\$53.07	110,380.14
N38	1	\$39.93	83,052.58
Animal Welfare Center Manager	2	\$41.55	86,415.94
Assistant City Attorney I	3	\$43.23	89,916.32
Budget Manager	4	\$44.98	93,557.36
Chief Communications Officer	5	\$46.80	97,346.08
Construction Manager	6	\$48.70	101,288.46
I.T. Network & Infrastructure Engineer	7	\$50.67	105,390.48
Municipal Accountant III	8	\$52.72	109,659.16
Social & Culture Responsibility Chief Strategist	9	\$54.86	114,100.48
Systems Administrator	10	\$56.15	116,781.60
Traffic Management Center Engineer	11	\$57.46	119,519.92
Utilities Supervisor			
N39	1	\$42.99	89,426.74
CDBG/Grants Manager	2	\$44.73	93,048.28
Communications Systems Manager	3	\$46.55	96,817.24
Construction & Facilities Program Manager	4	\$48.43	100,738.56
Development Services Manager	5	\$50.39	104,818.48
Environmental Sustainability Coordinator	6	\$52.43	109,062.72
Facility Maintenance Superintendent	7	\$54.56	113,480.12
Parks & Recreation Superintendent	8	\$56.77	118,075.88
Shelter Veterinarian	9	\$59.07	122,858.06
	10	\$60.45	125,745.10
	11	\$61.87	128,694.28

**FYE 24 Non-Union
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GRADE/POSITION	STEP	HRLY	ANNUAL
N40	1	\$46.05	95,778.80
Assistant City Attorney II	2	\$47.91	99,656.96
GIS Services Manager	3	\$49.85	103,693.72
I.T. Manager	4	\$51.87	107,893.24
Recreation Manager	5	\$53.97	112,262.80
Subdivision Development Manager	6	\$56.16	116,809.16
Planning Services Manager	7	\$58.43	121,539.60
	8	\$60.80	126,462.70
	9	\$63.26	131,584.44
	10	\$64.75	134,676.62
	11	\$66.27	137,834.32
N41	1	\$49.10	102,129.56
Capital Projects Engineer	2	\$51.09	106,265.90
Chief Accountant	3	\$53.16	110,569.68
Development Engineer	4	\$55.31	115,047.66
Fleet Program Manager	5	\$57.55	119,707.38
I.T. Manager NIS	6	\$59.88	124,555.86
Line Maintenance Division Manager	7	\$62.31	129,600.38
Solid Waste Division Manager	8	\$64.83	134,848.74
Stormwater Program Manager	9	\$67.46	140,310.30
Streets Program Manager	10	\$69.04	143,607.36
Traffic Engineer	11	\$70.66	146,975.40
Transit & Parking Manager			
Water Treatment Plant Manager			
Water Reclamation Plant Manager			
N42	1	\$52.17	108,504.76
Assistant City Attorney III	2	\$54.28	112,899.73
Capital Projects Manager	3	\$56.48	117,471.64
Internal Auditor	4	\$58.76	122,228.60
	5	\$61.14	127,179.52
	6	\$63.62	132,329.86
	7	\$66.20	137,688.72
	8	\$68.88	143,265.72
	9	\$71.67	149,067.62
	10	\$73.35	152,571.12
	11	\$75.07	156,148.46

**FYE 24 Non-Union
Pay Plan**

GRADE/POSITION	STEP	HRLY	ANNUAL
N43	1	\$55.22	114,855.78
Transportation Engineer Utilities Engineer	2	\$57.46	119,507.96
	3	\$59.78	124,347.34
	4	\$62.20	129,384.58
	5	\$64.72	134,624.36
	6	\$67.34	140,076.30
	7	\$70.07	145,749.50
	8	\$72.91	151,651.50
	9	\$75.86	157,794.52
	10	\$77.65	161,501.60
	11	\$79.47	165,289.54
N44	1	\$58.27	121,207.84
City Engineer Deputy Fire Chief Deputy Police Chief	2	\$60.63	126,116.90
	3	\$63.09	131,224.34
	4	\$65.64	136,539.00
	5	\$68.30	142,068.68
	6	\$71.07	147,821.96
	7	\$73.95	153,809.24
	8	\$76.94	160,038.84
	9	\$80.06	166,519.86
	10	\$81.94	170,433.38
	11	\$83.86	174,429.32
DIRECTORS			
D41	1	\$48.75	101,396.36
Court Administrator/Clerk	2	\$50.72	105,503.32
	3	\$52.78	109,775.90
	4	\$54.91	114,221.90
	5	\$57.14	118,847.56
	6	\$59.45	123,660.68
	7	\$61.86	128,668.54
	8	\$64.37	133,879.72
	9	\$66.97	139,302.54
	10	\$68.55	142,575.42
	11	\$70.15	145,919.02
D43	1	\$53.44	111,163.78
City Clerk	2	\$55.61	115,666.20
	3	\$57.86	120,351.14
	4	\$60.20	125,224.84
	5	\$62.64	130,296.92

**FYE 24 Non-Union
Pay Plan**

GRADE/POSITION	STEP	HRLY	ANNUAL
D43 cont.	6	\$65.18	135,574.14
	7	\$67.82	141,064.04
	8	\$69.51	144,573.00
	9	\$73.42	152,721.92
	10	\$75.15	156,311.48
	11	\$76.91	159,977.22
D44	1	\$55.79	116,048.66
Director of Human Resources	2	\$58.05	120,748.16
	3	\$60.40	125,638.24
	4	\$62.85	130,727.96
	5	\$65.40	136,021.86
	6	\$68.04	141,530.74
	7	\$70.80	147,261.92
	8	\$73.67	153,225.80
	9	\$76.65	159,432.52
	10	\$78.45	163,178.08
	11	\$80.29	167,004.76
D45	1	\$59.31	123,362.98
Director of Finance	2	\$61.71	128,358.88
Director of Information Technology	3	\$64.21	133,558.10
Director of Parks & Recreation	4	\$66.81	138,966.36
	5	\$69.52	144,595.10
	6	\$72.33	150,451.08
	7	\$75.26	156,544.18
	8	\$78.31	162,884.02
	9	\$81.48	169,481.00
	10	\$83.40	173,463.68
	11	\$85.35	177,531.64
D46	1	\$63.99	133,108.04
Director of Planning/Community Development	2	\$66.59	138,499.14
Director of Public Works	3	\$69.28	144,107.86
Director of Utilities	4	\$72.09	149,945.38
Fire Chief	5	\$75.01	156,017.16
	6	\$78.05	162,336.20
	7	\$81.21	168,910.56
	8	\$84.50	175,751.16
	9	\$87.92	182,869.44
	10	\$89.98	187,166.46

**FYE 24 Non-Union
Pay Plan**

GRADE/POSITION	STEP	HRLY	ANNUAL
D46 cont.	11	\$92.09	191,556.30
D47	1	\$68.69	142,876.50
Police Chief	2	\$71.47	148,663.06
	3	\$74.37	154,683.10
	4	\$77.38	160,948.06
	5	\$80.51	167,466.52
	6	\$83.77	174,248.62
	7	\$87.17	181,306.32
	8	\$90.70	188,649.24
	9	\$94.37	196,288.82
	10	\$96.59	200,902.52
	11	\$98.85	205,612.94

*Non-Exempt Employees