

**FYE 25 Non-Union  
(FT) Pay Plan**

<b>GRADE/POSITION</b>	<b>STEP</b>	<b>HRLY</b>	<b>ANNUAL</b>
<b>N28</b>			
	1	\$20.08	41,756.52
	2	\$20.89	43,447.56
	3	\$21.73	45,207.24
	4	\$22.61	47,038.42
	5	\$23.53	48,942.92
	6	\$24.48	50,925.16
	7	\$25.47	52,987.48
	8	\$26.51	55,134.04
	9	\$27.58	57,366.14
	10	\$28.23	58,714.50
	11	\$28.89	60,691.46
<b>N29</b>			
Administrative Technician III*	1	\$21.66	45,047.08
COC Program Technician*	2	\$22.53	46,871.24
Human Resources Coordinator*	3	\$23.45	48,769.76
Outreach Housing Liason*	4	\$24.40	50,744.98
	5	\$25.38	52,800.54
	6	\$26.14	54,939.04
	7	\$27.48	57,163.08
	8	\$28.59	59,478.90
	9	\$29.75	61,887.80
	10	\$30.45	63,341.72
	11	\$31.17	64,827.36
<b>N30</b>			
	1	\$23.25	48,361.56
	2	\$24.19	50,320.92
	3	\$25.17	52,353.28
	4	\$26.19	54,479.10
	5	\$27.25	56,685.20
	6	\$28.36	58,981.52
	7	\$29.50	61,369.62
	8	\$30.70	63,855.22
	9	\$31.94	66,441.70
	10	\$32.69	68,003.26
	11	\$33.46	69,597.84

\*Non-Exempt Employees

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<b>GRADE/POSITION</b>	<b>STEP</b>	<b>HRLY</b>	<b>ANNUAL</b>
<b>N31</b>			
Administrative Technician IV*	1	\$24.84	51,677.08
Crime Analyst I*	2	\$25.85	53,769.56
Human Resources Administrator*	3	\$26.90	55,946.54
Municipal Court Officer*	4	\$27.99	58,213.48
Police Employment Technician*	5	\$29.12	60,570.38
Recreation Coordinator*	6	\$30.30	63,024.26
Rehabilitation Technician*	7	\$31.53	65,576.19
	8	\$32.80	68,232.84
	9	\$34.13	70,995.86
	10	\$34.93	72,663.76
	11	\$35.75	74,367.28
<b>N32</b>			
GIS Utilities Technician*	1	\$26.43	54,967.64
Household Hazardous Waste Coordinator*	2	\$27.50	57,194.28
Human Resources Recruiter*	3	\$28.61	59,510.10
Legal Administrative Technician*	4	\$29.77	61,920.14
Meter Services Supervisor*	5	\$30.98	64,428.52
Multimedia Specialist*	6	\$32.23	67,037.88
Municipal Accountant I*	7	\$33.54	69,752.80
Program Coordinator	8	\$34.89	72,577.70
	9	\$36.31	75,516.22
	10	\$37.16	77,291.24
	11	\$38.03	79,103.96
<b>N33</b>			
Assistant Golf Professional II	1	\$28.02	58,282.12
Management Analyst*	2	\$29.16	60,642.92
Municipal Accountant II*	3	\$30.34	63,098.62
	4	\$31.56	65,654.13
	5	\$32.84	68,312.92
	6	\$34.17	71,080.36
	7	\$35.56	73,959.08
	8	\$37.00	76,954.02
	9	\$38.50	80,071.16
	10	\$39.40	81,952.78
	11	\$40.32	83,874.18

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<b>GRADE/POSITION</b>	<b>STEP</b>	<b>HRLY</b>	<b>ANNUAL</b>
<b>N34</b>			
Animal Welfare Supervisor*	1	\$29.61	61,596.60
ADA Technician	2	\$30.81	64,091.56
Benefits Administrator	3	\$32.06	66,687.14
Code Compliance Supervisor*	4	\$33.36	69,388.28
Communications Supervisor*	5	\$34.71	72,198.36
Compensation Analyst	6	\$36.12	75,122.84
COC Program Supervisor*	7	\$37.58	78,164.84
Deputy City Clerk*	8	\$39.10	81,331.38
Deputy Court Administrator*	9	\$40.69	84,625.06
Engineering Assistant *	10	\$41.64	86,613.28
Environmental Services Assistant*	11	\$42.62	88,644.66
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*			
<b>N35</b>			
Budget Analyst*	1	\$32.00	63,997.70
Building Inspector*	2	\$33.29	69,253.08
Crime Analyst II*	3	\$34.64	72,057.18
Forensic Technician*	4	\$36.05	74,976.20
GIS Analyst II	5	\$37.51	78,012.22
Lab Manager	6	\$39.03	81,172.00
Rehabilitation Specialist*	7	\$40.61	84,458.92
Staff Engineer*	8	\$42.25	87,880.00
Utility Coordinator*	9	\$43.96	91,438.88
Victim's Advocate*	10	\$44.99	93,588.56
	11	\$46.05	95,782.70

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<b>GRADE/POSITION</b>	<b>STEP</b>	<b>HRLY</b>	<b>ANNUAL</b>
<b>N36</b>			
Emergency Management Coordinator*	1	\$35.17	73,162.44
Executive Assistant to City Manager*	2	\$36.60	76,126.44
Field Operations Supervisor	3	\$38.08	79,209.00
GIS Utilities Analyst*	4	\$39.62	82,417.14
Parks Supervisor	5	\$41.23	85,754.50
Planner II*	6	\$42.90	89,228.36
Plans Examiner*	7	\$44.64	92,842.10
Police Database Manager	8	\$46.44	96,601.70
Safety Manager	9	\$48.32	100,514.44
Subdivision Development Coordinator*	10	\$49.46	102,876.28
Talent Acquisition and Development Manager	11	\$50.62	105,288.30
Transit Planner & Grants Specialist			
<b>N37</b>			
Business Systems Analyst	1	\$38.35	79,768.52
Environmental Compliance Supervisor*	2	\$39.90	82,999.54
Fleet Support Supervisor	3	\$41.52	86,361.08
Public Works Supervisor	4	\$43.20	89,857.82
Retail Marketing Coordinator	5	\$44.95	93,497.82
Treasury Support Supervisor	6	\$46.77	97,284.72
Utility Billing Supervisor	7	\$48.67	101,223.98
Web & App Developer	8	\$50.64	105,324.18
	9	\$52.69	109,588.96
	10	\$53.93	112,165.30
	11	\$55.19	114,795.46
<b>N38</b>			
Animal Welfare Center Manager	1	\$41.53	86,374.60
Assistant City Attorney I	2	\$43.21	89,872.38
Chief Communications Officer	3	\$44.96	93,513.16
Construction Manager	4	\$46.78	97,299.80
Culture & Social Responsibility Strategist	5	\$48.67	101,239.84
I.T. Network & Infrastructure Engineer	6	\$50.64	105,340.04
Municipal Accountant III	7	\$52.70	109,606.12
Systems Administrator	8	\$54.83	114,045.36
Utilities Supervisor	9	\$57.05	118,664.52
	10	\$58.39	121,452.76
	11	\$59.76	124,300.80

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<b>GRADE/POSITION</b>	<b>STEP</b>	<b>HRLY</b>	<b>ANNUAL</b>
<b>N39</b>			
CDBG/Grants Manager	1	\$44.71	93,003.56
Communications Systems Manager	2	\$46.52	96,770.18
Construction & Facilities Program Manager	3	\$48.41	100,690.20
Development Services Manager	4	\$50.37	104,768.04
Environmental Sustainability Coordinator	5	\$52.41	109,011.24
Parks & Recreation Superintendent	6	\$54.53	113,425.26
Shelter Veterinarian	7	\$56.74	118,019.20
	8	\$59.04	122,799.04
	9	\$61.43	127,772.58
	10	\$62.87	130,775.06
	11	64.38	133,842.02
<b>N40</b>			
Assistant City Attorney II	1	\$47.89	99,609.90
Budget Manager*	2	\$49.83	103,643.28
GIS Services Manager	3	\$51.85	107,841.50
I.T. Manager	4	\$53.95	112,208.98
Recreation Manager	5	\$56.13	116,753.26
Subdivision Development Manager	6	\$58.40	121,481.36
Planning Services Manager	7	\$60.77	126,401.08
	8	\$63.23	131,521.26
	9	\$65.79	136,847.88
	10	\$67.34	140,063.56
	11	\$68.92	143,347.88
<b>N41</b>	1	\$51.06	106,214.68
Capital Projects Engineer	2	\$53.13	110,516.64
Chief Accountant	3	\$55.28	114,992.28
Development Engineer	4	\$57.52	119,649.66
Fleet Program Manager	5	\$59.85	124,495.80
I.T. Manager NIS	6	\$62.28	129,537.98
Line Maintenance Division Manager	7	\$64.80	134,784.52
Solid Waste Division Manager	8	\$67.42	140,242.44
Stormwater Program Manager	9	\$70.16	145,922.92
Streets Program Manager	10	\$71.80	149,351.80
Traffic Engineer	11	\$73.49	152,854.26
Traffic Management Center Engineer			
Transit & Parking Manager			
Water Treatment Plant Manager			
Water Reclamation Plant Manager			

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<b>GRADE/POSITION</b>	<b>STEP</b>	<b>HRLY</b>	<b>ANNUAL</b>
<b>N42</b>			
Assistant City Attorney III Capital Projects Manager Internal Auditor	1	\$54.25	112,844.94
	2	\$56.45	117,414.70
	3	\$58.74	122,170.62
	4	\$61.11	127,117.64
	5	\$63.59	132,266.68
	6	\$66.16	137,622.94
	7	\$68.84	143,196.30
	8	\$71.63	148,996.12
	9	\$74.53	155,030.20
	10	\$76.29	158,674.11
	11	\$78.07	162,394.44
<b>N43</b>			
Transportation Engineer Utilities Engineer	1	\$57.43	119,449.98
	2	\$59.75	124,288.06
	3	\$62.17	129,321.40
	4	\$64.69	134,559.88
	5	\$67.31	140,009.22
	6	\$70.04	145,679.56
	7	\$72.87	151,579.48
	8	\$75.83	157,717.56
	9	\$78.90	164,106.28
	10	\$80.75	167,961.56
	11	\$82.64	171,901.08
<b>N44</b>			
City Engineer Deputy Fire Chief Deputy Police Chief	1	\$60.60	126,056.06
	2	\$63.06	131,161.42
	3	\$65.61	136,473.22
	4	\$68.27	142,000.82
	5	\$71.03	147,751.24
	6	\$73.91	153,734.62
	7	\$76.90	159,961.62
	8	\$80.02	166,440.30
	9	\$83.26	173,180.54
	10	\$85.22	177,250.84
	11	\$87.21	181,406.68

\*Non-Exempt Employees

**FYE 25 Non-Union  
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GRADE/POSITION	STEP	HRLY	ANNUAL
<b>DIRECTORS</b>			
<b>D41</b>			
Court Administrator/Clerk	1	\$50.70	105,452.36
	2	\$52.75	109,723.38
	3	\$54.89	114,167.04
	4	\$57.11	118,790.88
	5	\$59.42	123,601.40
	6	\$61.83	128,606.92
	7	\$64.33	133,815.24
	8	\$66.94	139,234.94
	9	\$69.65	144,874.60
	10	\$71.29	148,278.52
	11	\$72.96	151,755.76
<b>D43</b>			
City Clerk	1	\$55.58	115,610.30
	2	\$57.83	120,292.64
	3	\$60.18	125,165.04
	4	\$62.61	130,233.74
	5	\$65.15	135,508.62
	6	\$67.79	140,997.22
	7	\$70.53	146,706.82
	8	\$72.29	150,356.18
	9	\$76.36	158,830.88
	10	\$78.16	162,563.96
	11	\$79.99	166,376.34
<b>D44</b>			
Director of Human Resources	1	\$58.02	120,690.44
	2	\$60.37	125,578.18
	3	\$62.82	130,663.78
	4	\$65.36	135,956.08
	5	\$68.01	141,462.62
	6	\$70.77	147,191.72
	7	\$73.63	153,152.48
	8	\$76.61	159,355.04
	9	\$79.72	165,809.90
	10	\$81.59	169,705.12
	11	\$83.50	173,684.94

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<b>GRADE/POSITION</b>	<b>STEP</b>	<b>HRLY</b>	<b>ANNUAL</b>
<b>D45</b>			
Director of Finance	1	\$61.68	128,297.52
Director of Information Technology	2	\$64.18	133,493.10
Director of Parks & Recreation	3	\$66.78	138,900.32
	4	\$69.48	144,524.90
	5	\$72.30	150,379.06
	6	\$75.23	156,469.30
	7	\$78.27	162,806.02
	8	\$81.44	169,399.36
	9	\$84.74	176,259.98
	10	\$86.73	180,402.04
	11	\$88.77	184,633.02
<b>D46</b>			
Director of Planning/Community Development	1	\$66.55	138,432.58
Director of Public Works	2	\$69.25	144,038.96
Director of Utilities	3	\$72.05	149,872.06
Fire Chief	4	\$74.97	155,943.32
	5	\$78.01	162,257.94
	6	\$81.17	168,829.44
	7	\$84.46	175,666.92
	8	\$87.88	182,781.04
	9	\$91.43	190,184.28
	10	\$93.58	194,653.16
	11	\$95.78	199,218.76
<b>D47</b>			
Police Chief	1	\$71.44	148,591.56
Assistant City Manager	2	\$74.00	154,609.52
	3	\$77.34	160,870.58
	4	\$80.47	167,386.18
	5	\$83.73	174,165.16
	6	\$87.12	181,218.44
	7	\$90.65	188,558.76
	8	\$94.32	196,195.22
	9	\$98.14	204,140.30
	10	\$100.45	208,938.60
	11	\$102.81	213,837.52

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