Non-Represented Salary Schedule
Effective 7/1/2025

Updated as of 7/7/2025

Pay Grade	JOB TITLE	Steps occur every 12 months	1	2	3	4	5	6	7	8
300		**Hourly**	**$24.50**	**$25.23**	**$25.99**	**$26.77**	**$27.58**	**$28.41**	**$29.26**	**$30.14**
		Annual	$50,960.00	$52,478.40	$54,059.20	$55,681.60	$57,366.40	$59,092.80	$60,860.80	$62,691.20
300 Parks	Park Technician I									
305		**Hourly**	**$26.46**	**$27.25**	**$28.07**	**$28.92**	**$29.78**	**$30.67**	**$31.59**	**$32.54**
		Annual	$55,036.80	$56,680.00	$58,385.60	$60,153.60	$61,942.40	$63,793.60	$65,707.20	$67,683.20
305 NU	Administrative Assistant									
305 Parks	Administrative Assistant									
305 Parks	Park Technician II									
310		**Hourly**	**$29.11**	**$29.98**	**$30.88**	**$31.81**	**$32.76**	**$33.74**	**$34.75**	**$35.79**
		Annual	$60,548.80	$62,358.40	$64,230.40	$66,164.80	$68,140.80	$70,179.20	$72,280.00	$74,443.20
310 NU	Executive Assistant									
310 Parks	Park Technician III									
310 Parks	Program Coordinator									
320		**Hourly**	**$33.95**	**$34.97**	**$36.02**	**$37.10**	**$38.21**	**$39.36**	**$40.54**	**$41.76**
		Annual	$70,616.00	$72,737.60	$74,921.60	$77,168.00	$79,476.80	$81,868.80	$84,323.20	$86,860.80
320 NU	Accounting Specialist									
320 NU	Procurement Specialist									
320 NU	Senior Executive Assistant									
325		**Hourly**	**$36.67**	**$37.77**	**$38.90**	**$40.07**	**$41.27**	**$42.51**	**$43.79**	**$45.10**
		Annual	$76,273.60	$78,561.60	$80,912.00	$83,345.60	$85,841.60	$88,420.80	$91,083.20	$93,808.00
325 NU	Fire Community Coordinator									
325 NU	Fire & Life Safety Specialist									
325 NU	IS Analyst/Programmer									
325 NU	Parks Supervisor - Recreation									
325 NU	Accounting Analyst									

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Pay Grade	JOB TITLE	Steps occur every 12 months	1	2	3	4	5	6	7	8
330		**Hourly**	**$39.60**	**$40.79**	**$42.01**	**$43.27**	**$44.57**	**$45.91**	**$47.29**	**$48.71**
		Annual	$82,368.00	$84,843.20	$87,380.80	$90,001.60	$92,705.60	$95,492.80	$98,363.20	$101,316.80
330 NU	Administrative Coordinator									
330 NU	Customer Service Supervisor									
330 NU	Facilities Supervisor									
330 NU	Human Resources Coordinator									
330 NU	Junior Network Administrator									
330 NU	Maintenance Supervisor									
330 NU	Parks Supervisor - Parks Operations									
330 NU	Senior Information Analyst									
335		**Hourly**	**$42.77**	**$44.05**	**$45.37**	**$46.73**	**$48.14**	**$49.58**	**$51.07**	**$52.60**
		Annual	$88,961.60	$91,624.00	$94,369.60	$97,198.40	$100,131.20	$103,126.40	$106,225.60	$109,408.00
335 NU	Administrative Supervisor									
335 NU	Asset Management Technician									
335 NU	Communications Coordinator									
335 NU	Development Services Supervisor									
335 NU	Division Manager - Recreation									
335 NU	Housing Program Administrator									
335 NU	Senior Planner									
335 NU	Sr Human Resources Coordinator									
335 NU	Street Supervisor									
335 NU	WW/W Reuse Supervisor									
335 NU	Water Plant Supervisor									
335 NU	Water Quality Supervisor									
335 NU	WW Collections Supervisor									
340		**Hourly**	**$46.18**	**$47.57**	**$49.00**	**$50.47**	**$51.99**	**$53.55**	**$55.16**	**$56.81**
		Annual	$96,054.40	$98,945.60	$101,920.00	$104,977.60	$108,139.20	$111,384.00	$114,732.80	$118,164.80
340 NU	Accounting Manager									
340 NU	Division Manager - Parks Operations									
340 NU	Finance Manager									
340 NU	Network Administrator									

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Pay Grade	JOB TITLE	Steps occur every 12 months	1	2	3	4	5	6	7	8
345		**Hourly**	**$49.88**	**$51.38**	**$52.92**	**$54.51**	**$56.15**	**$57.83**	**$59.56**	**$61.35**
		Annual	$103,750.40	$106,870.40	$110,073.60	$113,380.80	$116,792.00	$120,286.40	$123,884.80	$127,608.00
345 NU	City Recorder									
345 NU	Emergency Operations Coordinator									
345 NU	Forestry Officer									
350		**Hourly**	**$53.88**	**$55.50**	**$57.16**	**$58.87**	**$60.64**	**$62.46**	**$64.33**	**$66.26**
		Annual	$112,070.40	$115,440.00	$118,892.80	$122,449.60	$126,131.20	$129,916.80	$133,806.40	$137,820.80
350 NU	Assistant to the City Manager									
350 NU	Building Official									
350 NU	GIS Manager									
350 NU	IT Manager									
350 NU	IT/AFN Manager									
350 NU	Planning Supervisor									
350 NU	Senior Engineer									
355		**Hourly**	**$58.18**	**$59.93**	**$61.73**	**$63.58**	**$65.49**	**$67.45**	**$69.47**	**$71.55**
		Annual	$121,014.40	$124,654.40	$128,398.40	$132,246.40	$136,219.20	$140,296.00	$144,497.60	$148,824.00
355 NU	Deputy Finance Director									
355 NU	Deputy Parks Director									
355 NU	Deputy Public Works Director									
355 NU	Deputy Technology Director									
355 NU	Fire Division Chief									
355 NU	Fire Marshal									
360		**Hourly**	**$62.84**	**$64.73**	**$66.67**	**$68.67**	**$70.73**	**$72.85**	**$75.04**	**$77.29**
		Annual	$130,707.20	$134,638.40	$138,673.60	$142,833.60	$147,118.40	$151,528.00	$156,083.20	$160,763.20
360 NU	Assistant Attorney									
360 NU	Deputy Fire Chief									
360 NU	Deputy Police Chief									

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Pay Grade	JOB TITLE	Steps occur every 12 months	1	2	3	4	5	6	7	8
365		**Hourly**	**$67.86**	**$69.90**	**$72.00**	**$74.16**	**$76.39**	**$78.68**	**$81.04**	**$83.47**
		Annual	$141,148.80	$145,392.00	$149,760.00	$154,252.80	$158,891.20	$163,654.40	$168,563.20	$173,617.60
365 NU	Director of Community Development									
365 NU	Director of Finance									
365 NU	Director of Human Resources									
365 NU	Director of Innovation & Technology									
365 NU	Director of Parks & Recreation									
370		**Hourly**	**$73.30**	**$75.50**	**$77.76**	**$80.09**	**$82.50**	**$84.98**	**$87.53**	**$90.16**
		Annual	$152,464.00	$157,040.00	$161,740.80	$166,587.20	$171,600.00	$176,758.40	$182,062.40	$187,532.80
370 NU	Director of Electric									
370 NU	Director of Public Works									
370 NU	Fire Chief									
370 NU	Police Chief									
375		**Hourly**	**$79.16**	**$81.53**	**$83.98**	**$86.50**	**$89.10**	**$91.77**	**$94.52**	**$97.36**
		Annual	$164,652.80	$169,582.40	$174,678.40	$179,920.00	$185,328.00	$190,881.60	$196,601.60	$202,508.80
375 NU	Deputy City Manager									
380		**Hourly**	**$83.12**	**$85.61**	**$88.18**	**$90.83**	**$93.55**	**$96.36**	**$99.25**	**$102.23**
		Annual	$172,889.60	$178,068.80	$183,414.40	$188,926.40	$194,584.00	$200,428.80	$206,440.00	$212,638.40
380 NU	City Attorney									
385		**Hourly**	**$88.66**	**$91.32**	**$94.06**	**$96.88**	**$99.79**	**$102.78**	**$105.86**	**$109.04**
		Annual	$184,412.80	$189,945.60	$195,644.80	$201,510.40	$207,563.20	$213,782.40	$220,188.80	$226,803.20
385 NU	City Manager									