

2025 Non-Represented Salary Pay Plan

Range 514- Hourly (M3)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Payroll & Accounting Specialist	hourly	\$25.65	\$26.29	\$26.95	\$27.61	\$28.31	\$29.02	\$29.74	\$30.49	\$31.25	\$32.03	\$32.83
Public Records Specialist	annual	\$53,342	\$54,682	\$56,047	\$57,436	\$58,875	\$60,364	\$61,852	\$63,415	\$65,003	\$66,616	\$68,278

Range 770- Hourly (M3)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
911 Quality Assurance Specialist	hourly	\$32.18	\$32.98	\$33.81	\$34.65	\$35.53	\$36.41	\$37.32	\$38.25	\$39.21	\$40.19	\$41.20
911 Training Assistant	annual	\$66,936	\$68,606	\$70,327	\$72,073	\$73,895	\$75,743	\$77,615	\$79,564	\$81,563	\$83,588	\$85,688
Program Specialist III												

Range 773- Hourly (M3)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Radio Technician	hourly	\$39.56	\$40.50	\$41.45	\$42.50	\$43.55	\$44.64	\$45.74	\$46.89	\$48.03	\$49.23	\$50.42
CAD IT Technician	annual	\$82,284	\$84,250	\$86,216	\$88,410	\$90,575	\$92,855	\$95,134	\$97,527	\$99,892	\$102,399	\$104,878

Range 816 - Salary (M2)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Program Coordinator	monthly	\$6,059	\$6,211	\$6,367	\$6,524	\$6,687	\$6,854	\$7,026	\$7,201	\$7,380	\$7,565	\$7,754
Financial Analyst	annual	\$72,703	\$74,528	\$76,402	\$78,292	\$80,248	\$82,254	\$84,308	\$86,412	\$88,566	\$90,785	\$93,053
		Step 12	Step 13	Step 14	Step 15							
		\$7,948	\$8,146	\$8,349	\$8,558							
		\$95,371	\$97,754	\$100,187	\$102,702							

Range 823 - Salary (M2)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Program Manager	monthly	\$7,201	\$7,380	\$7,565	\$7,754	\$7,948	\$8,146	\$8,349	\$8,558	\$8,774	\$8,991	\$9,216
	annual	\$86,412	\$88,566	\$90,785	\$93,053	\$95,371	\$97,754	\$100,187	\$102,702	\$105,283	\$107,896	\$110,592
		Step 12	Step 13	Step 14	Step 15							
		\$9,447	\$9,683	\$9,926	\$10,173							
		\$113,370	\$116,197	\$119,107	\$122,082							

Range 826 -Salary (M2)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
CAD Administrator Senior	monthly	\$7,757	\$7,950	\$8,149	\$8,352	\$8,561	\$8,776	\$8,994	\$9,219	\$9,450	\$9,687	\$9,928
Lead Radio Systems Technician	annual	\$93,086	\$95,404	\$97,787	\$100,220	\$102,735	\$105,315	\$107,929	\$110,625	\$113,403	\$116,246	\$119,139
911 Tech Support Lead		Step 12	Step 13	Step 14	Step 15							
		\$10,176	\$10,431	\$10,690	\$10,958							
		\$122,115	\$125,172	\$128,279	\$131,500							

Range 830 -Salary (M2)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
------------------------	--	--------	--------	--------	--------	--------	--------	--------	--------	--------	---------	---------

911 Operations Manager	<i>monthly</i>	\$8,145	\$8,348	\$8,556	\$8,769	\$8,989	\$9,215	\$9,444	\$9,680	\$9,923	\$10,172	\$10,425
Program Manager, Senior	<i>annual</i>	\$97,740	\$100,174	\$102,676	\$105,231	\$107,871	\$110,581	\$113,325	\$116,156	\$119,073	\$122,059	\$125,096
		Step 12	Step 13	Step 14	Step 15							
		\$10,685	\$10,953	\$11,224	\$11,506							
		\$128,220	\$131,431	\$134,693	\$138,075							

Range 831 - Salary (M2)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Emergency Mgmt Div Mgr	<i>monthly</i>	\$8,774	\$8,991	\$9,216	\$9,447	\$9,683	\$9,926	\$10,173	\$10,428	\$10,687	\$10,956	\$11,230
Finance Div Mgr	<i>annual</i>	\$105,283	\$107,896	\$110,592	\$113,370	\$116,197	\$119,107	\$122,082	\$125,139	\$128,246	\$131,468	\$134,755
		Step 12	Step 13	Step 14	Step 15							
		\$11,509	\$11,797	\$12,091	\$12,394							
		\$138,108	\$141,560	\$145,094	\$148,727							

Range 850 - Salary (M2)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Deputy Director	<i>monthly</i>	\$10,155	\$10,407	\$10,668	\$10,935	\$11,208	\$11,489	\$11,776	\$12,071	\$12,370	\$12,681	\$12,998
	<i>annual</i>	\$121,865	\$124,890	\$128,010	\$131,226	\$134,498	\$137,866	\$141,310	\$144,849	\$148,445	\$152,174	\$155,979
		Step 12	Step 13	Step 14	Step 15							
		\$13,322	\$13,655	\$13,996	\$14,346							
		\$159,860	\$163,856	\$167,947	\$172,152							

Range 913 - Salary (M1)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Director	<i>monthly</i>	\$11,509	\$11,797	\$12,091	\$12,394	\$12,703	\$13,020	\$13,346	\$13,680	\$14,021	\$14,373	\$14,732
	<i>annual</i>	\$138,108	\$141,560	\$145,094	\$148,727	\$152,442	\$156,239	\$160,151	\$164,162	\$168,255	\$172,479	\$176,786
		Step 12	Step 13	Step 14	Step 15							
		\$15,101	\$15,477	\$15,865	\$16,261							
		\$181,208	\$185,728	\$190,380	\$195,130							