

City of Kent
 Job Classification Pay Rates
 Pay Effective 01/01/2019

Job Type	Description	Pay Grade	OT Exempt	Union Code	Pay Grade Eff Date	Minimum Salary	Maximum Salary	Step A	Step B	Step C	Step D	Step E	Step F
NCTRC	Comm Trip Reduction Coord	36	Y	NRMC	01/01/2019	\$ 71,088.00	\$ 86,832.00	\$ 71,088.00	\$ 74,712.00	\$ 78,480.00	\$ 82,488.00	\$ 86,832.00	
NEAMA	Exec. Asst/Management Analyst	36	Y	NRMC	01/01/2019	\$ 71,088.00	\$ 86,832.00	\$ 71,088.00	\$ 74,712.00	\$ 78,480.00	\$ 82,488.00	\$ 86,832.00	
NHRAN	Human Resources Analyst	37	Y	NRMC	01/01/2019	\$ 72,936.00	\$ 88,932.00	\$ 72,936.00	\$ 76,656.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	
NHSC	Human Services Coordinator	37	Y	NRMC	01/01/2019	\$ 72,936.00	\$ 88,932.00	\$ 72,936.00	\$ 76,656.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	
NLAN	Legal Analyst	37	Y	NRMC	01/01/2019	\$ 72,936.00	\$ 88,932.00	\$ 72,936.00	\$ 76,656.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	
NPLR	Planner	37	Y	NRMC	01/01/2019	\$ 72,936.00	\$ 88,932.00	\$ 72,936.00	\$ 76,656.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	
NPGC	Planner/GIS Coordinator	37	Y	NRMC	01/01/2019	\$ 72,936.00	\$ 88,932.00	\$ 72,936.00	\$ 76,656.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	
NPFPCD	Parks/Fac Planning & Dev Coord	38	Y	NRMC	01/01/2019	\$ 74,712.00	\$ 91,224.00	\$ 74,712.00	\$ 78,480.00	\$ 82,488.00	\$ 86,832.00	\$ 91,224.00	
NCSRVC	Conservation Coordinator	39	Y	NRMC	01/01/2019	\$ 76,656.00	\$ 93,360.00	\$ 76,656.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	
NNPC	Neighborhood Programs Coord	39	Y	NRMC	01/01/2019	\$ 76,656.00	\$ 93,360.00	\$ 76,656.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	
NCENG1	Civil Engineering Designer 1	40	Y	NRMC	01/01/2019	\$ 78,480.00	\$ 95,760.00	\$ 78,480.00	\$ 82,488.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	
NENG1	Engineer 1	40	Y	NRMC	01/01/2019	\$ 78,480.00	\$ 95,760.00	\$ 78,480.00	\$ 82,488.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	
NENGPC	Engineer Project Coordinator	40	Y	NRMC	01/01/2019	\$ 78,480.00	\$ 95,760.00	\$ 78,480.00	\$ 82,488.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	
NSHSC	Sr. Human Services Coordinator	40	Y	NRMC	01/01/2019	\$ 78,480.00	\$ 95,760.00	\$ 78,480.00	\$ 82,488.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	
NCTSU	Court Supervisor	41	Y	NRMC	01/01/2019	\$ 80,496.00	\$ 98,076.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	
NGISC	GIS Coordinator	41	Y	NRMC	01/01/2019	\$ 80,496.00	\$ 98,076.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	
NPHRAN	Human Resources Perf. Analyst	41	Y	NRMC	01/01/2019	\$ 80,496.00	\$ 98,076.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	
NSHRAN	Human Resources Sr Analyst	41	Y	NRMC	01/01/2019	\$ 80,496.00	\$ 98,076.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	
NPLRSR	Planner, Senior	41	Y	NRMC	01/01/2019	\$ 80,496.00	\$ 98,076.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	
NPRSU	Probation Supervisor	41	Y	NRMC	01/01/2019	\$ 80,496.00	\$ 98,076.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	
NSA	Systems Analyst	41	Y	NRMC	01/01/2019	\$ 80,496.00	\$ 98,076.00	\$ 80,496.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	
NNETG	Network Engineer	42	N	NRMC	01/01/2019	\$ 82,488.00	\$ 100,572.00	\$ 82,488.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	
NPJAN	Project Analyst	42	Y	NRMC	01/01/2019	\$ 82,488.00	\$ 100,572.00	\$ 82,488.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	
NCSRAN	Conservation Analyst	43	Y	NRMC	01/01/2019	\$ 84,480.00	\$ 102,960.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	
NSHRER	HR Sr. ERP Business Analyst	43	Y	NRMC	01/01/2019	\$ 84,480.00	\$ 102,960.00	\$ 84,480.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	
NACLS	Assistant City Land Surveyor	44	Y	NRMC	01/01/2019	\$ 86,832.00	\$ 105,672.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	\$ 105,672.00	
NCENG2	Civil Engineering Designer II	44	Y	NRMC	01/01/2019	\$ 86,832.00	\$ 105,672.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	\$ 105,672.00	
NCNSU	Construction Supervisor	44	Y	NRMC	01/01/2019	\$ 86,832.00	\$ 105,672.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	\$ 105,672.00	
NENG2	Engineer 2	44	Y	NRMC	01/01/2019	\$ 86,832.00	\$ 105,672.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	\$ 105,672.00	
NGISS	GIS Supervisor	44	Y	NRMC	01/01/2019	\$ 86,832.00	\$ 105,672.00	\$ 86,832.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	\$ 105,672.00	
NPMIT	Project Manager	45	Y	NRMC	01/01/2019	\$ 88,932.00	\$ 108,312.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	
NSNEG	Senior Network Engineer	45	Y	NRMC	01/01/2019	\$ 88,932.00	\$ 108,312.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	
NSSA	Senior Systems Analyst	45	Y	NRMC	01/01/2019	\$ 88,932.00	\$ 108,312.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	
NSTP	Senior Transportation Planner	45	Y	NRMC	01/01/2019	\$ 88,932.00	\$ 108,312.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	
NTSA	Technical Systems Analyst	45	Y	NRMC	01/01/2019	\$ 88,932.00	\$ 108,312.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	
NTSSS	Traffic Signal Systems Spvsr	45	Y	NRMC	01/01/2019	\$ 88,932.00	\$ 108,312.00	\$ 88,932.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	
NRABSM	Assist Building Services MGR	46	Y	NRMC	01/01/2019	\$ 91,224.00	\$ 110,988.00	\$ 91,224.00	\$ 95,760.00	\$ 100,572.00	\$ 105,672.00	\$ 110,988.00	
NSBA	Business Systems Analyst	47	Y	NRMC	01/01/2019	\$ 93,360.00	\$ 113,736.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	\$ 113,736.00	
NENVSU	Environmental Supervisor	47	Y	NRMC	01/01/2019	\$ 93,360.00	\$ 113,736.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	\$ 113,736.00	
NSAD	Senior Applications Developer	47	Y	NRMC	01/01/2019	\$ 93,360.00	\$ 113,736.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	\$ 113,736.00	
NNSE	Senior Systems Engineer	47	Y	NRMC	01/01/2019	\$ 93,360.00	\$ 113,736.00	\$ 93,360.00	\$ 98,076.00	\$ 102,960.00	\$ 108,312.00	\$ 113,736.00	
NENG3	Engineer 3	48	Y	NRMC	01/01/2019	\$ 95,760.00	\$ 116,544.00	\$ 95,760.00	\$ 100,572.00	\$ 105,672.00	\$ 110,988.00	\$ 116,544.00	
NENG4	Engineer 4/Supervisor	53	Y	NRMC	01/01/2019	\$ 108,312.00	\$ 131,868.00	\$ 108,312.00	\$ 113,736.00	\$ 119,436.00	\$ 125,580.00	\$ 131,868.00	
PASCF	Police Assistant Chief	AC	Y	PA	01/01/2019	\$ 156,180.00	\$ 156,180.00	\$ 156,180.00					
PCOM	Police Commander	CM	Y	PA	01/01/2019	\$ 132,348.00	\$ 132,348.00	\$ 132,348.00					
PPAOFR	Police Patrol Officer	PT	N	PD	01/01/2019	\$ 68,520.00	\$ 89,208.00	\$ 68,520.00	\$ 70,884.00	\$ 74,412.00	\$ 78,696.00	\$ 83,676.00	\$ 89,208.00
PSGT	Police Sergeant	SG	N	PD	01/01/2019	\$ 107,136.00	\$ 107,136.00	\$ 107,136.00					
TMW1	Maintenance Worker 1	17	N	TM	01/01/2019	\$ 45,744.00	\$ 55,704.00	\$ 45,744.00	\$ 48,048.00	\$ 50,460.00	\$ 53,100.00	\$ 55,704.00	
TMR1	Meter Reader 1	17	N	TM	01/01/2019	\$ 45,744.00	\$ 55,704.00	\$ 45,744.00	\$ 48,048.00	\$ 50,460.00	\$ 53,100.00	\$ 55,704.00	
TMCAS	Mechanic Assistant	20	N	TM	01/01/2019	\$ 49,212.00	\$ 60,120.00	\$ 49,212.00	\$ 51,696.00	\$ 54,444.00	\$ 57,072.00	\$ 60,120.00	
TMW2	Maintenance Worker 2	21	N	TM	01/01/2019	\$ 50,460.00	\$ 61,296.00	\$ 50,460.00	\$ 53,100.00	\$ 55,704.00	\$ 58,488.00	\$ 61,296.00	
TMR2	Meter Reader 2	21	N	TM	01/01/2019	\$ 50,460.00	\$ 61,296.00	\$ 50,460.00	\$ 53,100.00	\$ 55,704.00	\$ 58,488.00	\$ 61,296.00	
TMC1	Mechanic 1	24	N	TM	01/01/2019	\$ 54,444.00	\$ 66,156.00	\$ 54,444.00	\$ 57,072.00	\$ 60,120.00	\$ 63,024.00	\$ 66,156.00	
TMW3	Maintenance Worker 3	25	N	TM	01/01/2019	\$ 55,704.00	\$ 67,728.00	\$ 55,704.00	\$ 58,488.00	\$ 61,296.00	\$ 64,512.00	\$ 67,728.00	
TMR3	Meter Reader 3	25	N	TM	01/01/2019	\$ 55,704.00	\$ 67,728.00	\$ 55,704.00	\$ 58,488.00	\$ 61,296.00	\$ 64,512.00	\$ 67,728.00	
TMC2	Mechanic 2	28	N	TM	01/01/2019	\$ 60,120.00	\$ 72,900.00	\$ 60,120.00	\$ 63,024.00	\$ 66,156.00	\$ 69,504.00	\$ 72,900.00	
TMR4	Meter Reader 4	28	N	TM	01/01/2019	\$ 60,120.00	\$ 72,900.00	\$ 60,120.00	\$ 63,024.00	\$ 66,156.00	\$ 69,504.00	\$ 72,900.00	
TMW4	Maintenance Worker 4	29	N	TM	01/01/2019	\$ 61,296.00	\$ 74,808.00	\$ 61,296.00	\$ 64,512.00	\$ 67,728.00	\$ 71,256.00	\$ 74,808.00	
TMW5	Maintenance Worker 5	30	N	TM	01/01/2019	\$ 63,024.00	\$ 76,500.00	\$ 63,024.00	\$ 66,156.00	\$ 69,504.00	\$ 72,900.00	\$ 76,500.00	
TMNTC	Maintenance Technician	31	N	TM	01/01/2019	\$ 64,512.00	\$ 78,516.00	\$ 64,512.00	\$ 67,728.00	\$ 71,256.00	\$ 74,808.00	\$ 78,516.00	
TSMC	Senior Mechanic	32	N	TM	01/01/2019	\$ 66,156.00	\$ 80,340.00	\$ 66,156.00	\$ 69,504.00	\$ 72,900.00	\$ 76,500.00	\$ 80,340.00	
TFLDSU	Field Supervisor	34	N	TM	01/01/2019	\$ 69,504.00	\$ 84,576.00	\$ 69,504.00	\$ 72,900.00	\$ 76,500.00	\$ 80,340.00	\$ 84,576.00	
TSCDTN	SCADA Technician	34	N	TM	01/01/2019	\$ 69,504.00	\$ 84,576.00	\$ 69,504.00	\$ 72,900.00	\$ 76,500.00	\$ 80,340.00	\$ 84,576.00	