

ORDINANCE NO. 021, 2018  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
ADOPTING THE 2018 CLASSIFIED EMPLOYEES PAY PLAN

WHEREAS, Section 2-566 of the City Code requires that the pay plan for all classified employees of the City shall be established by ordinance of the City Council; and

WHEREAS, the City is committed to compensating employees in a manner that is fair, competitive and understandable; and

WHEREAS, the annual market analysis conducted by the Human Resources Department includes public and private employer survey information for northern Colorado and the front range, providing clear benchmark information for approximately 143 benchmark positions; and

WHEREAS, the pay plan recommended by the City Manager is consistent with City Council objectives, including the philosophy of establishing pay ranges by using the average actual salaries for benchmark positions to set the mid-point of pay ranges for those positions; and

WHEREAS, the City Council believes that the adoption of the recommended pay plan is in the best interests of the City and further believes that the allocation of individual salaries within the pay plan should be related to employee performance.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. That the City Council hereby makes and adopts the determinations and findings contained in the recitals set forth above.


Section 2. That the City Council hereby adopts the 2018 City of Fort Collins Classified Employees Pay Plan (the "Plan"), a copy of which is attached hereto as Exhibit "A" and incorporated herein by this reference.

Section 3. That the effective date of the Plan is the effective date of this Ordinance.

Section 4. That the City Manager shall fix the compensation levels of all classified employees within the pay levels established in the Plan except to the extent that the City Manager determines, due to performance or other extraordinary circumstances, that the pay level of a particular employee should remain below the minimum or be fixed above the maximum for that employee's job title.

Section 5. That the City Manager shall fix the salary for newly-created positions or positions that are modified due to changes in job duties within the approved pay structure based on results of an objective job analysis.

Introduced, considered favorably on first reading, and ordered published this 6th day of February, A.D. 2018, and to be presented for final passage on the 20th day of February, A.D. 2018.

  
Mayor

ATTEST:

  
City Clerk

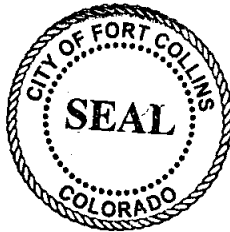


Passed and adopted on final reading on the 20th day of February, A.D. 2018.

  
Mayor

ATTEST:

  
City Clerk





**CITY OF FORT COLLINS**  
 2018 PAY PLAN  
 Pay Ranges

1 Job Function: Sustainability, Planning, Culture, Parks & Recreation, Development & Compliance															
Ranges by Level and Function Grouping	Managerial			Professional			Administrative			Operations & Skilled Trade					
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max			
	M3	\$85,650	\$114,200	\$142,750											
	M2	\$78,225	\$104,300	\$130,375											
	M1	\$70,800	\$94,400	\$118,000											
	S2	\$58,125	\$77,500	\$96,875											
	S1	\$51,150	\$68,200	\$85,250	P4	N/A									
					P3	\$55,950	\$74,600	\$93,250				OT6	\$56,080	\$70,100	\$84,120
					P2	\$49,236	\$65,648	\$82,060	A6	N/A		OT5	\$50,472	\$63,090	\$75,708
					P1	\$43,328	\$57,770	\$72,213	A5	\$44,792	\$55,990	\$67,188	OT4	\$45,425	\$56,781
								A4	\$40,720	\$50,900	\$61,080	OT3	\$40,882	\$51,103	\$61,323
								A3	\$36,648	\$45,810	\$54,972	OT2	N/A		
								A2	\$32,983	\$41,229	\$49,475	OT1	N/A		
								A1	N/A						

Job Function: Operations

Ranges by Level and Function Grouping

<u>Managerial</u>			<u>Professional</u>			<u>Administrative</u>			<u>Operations &amp; Skilled Trade</u>					
<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>			
M3	\$102,675	\$136,900	\$171,125											
M2	\$87,274	\$116,365	\$145,456											
M1	\$74,183	\$98,910	\$123,638											
S2	\$59,175	\$78,900	\$98,625	P4	N/A									
S1	\$52,074	\$69,432	\$86,790	P3	N/A									
				P2	\$49,650	\$66,200	\$82,750				OT6	\$56,690	\$70,862	\$85,035
				P1	\$43,692	\$58,256	\$72,820				OT5	\$51,536	\$64,420	\$77,304
							A6	N/A		OT4	\$46,851	\$58,564	\$70,277	
							A5	\$40,160	\$50,200	\$60,240	OT3	\$42,592	\$53,240	\$63,888
							A4	N/A		OT2	\$38,720	\$48,400	\$58,080	
							A3	N/A		OT1	\$35,200	\$44,000	\$52,800	
							A2	N/A						
							A1	N/A						

Job Function: Sciences & Engineering, Technology

Ranges by Level and Function Grouping

<u>Managerial</u>				<u>Professional</u>			<u>Administrative</u>			<u>Operations &amp; Skilled Trade</u>		
	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
M3	\$106,765	\$142,354	\$177,942									
M2	\$92,840	\$123,786	\$154,733									
M1	\$80,730	\$107,640	\$134,550	P4	\$84,225	\$112,300	\$140,375					
S2	\$70,200	\$93,600	\$117,000	P3	\$74,118	\$98,824	\$123,530					
S1	\$61,776	\$82,368	\$102,960	P2	\$65,224	\$86,965	\$108,706					
				P1	\$57,397	\$76,529	\$95,662					
							A6	\$54,014	\$67,518	\$81,022	OT6	N/A
							A5	\$49,104	\$61,380	\$73,656	OT5	N/A
							A4	\$44,640	\$55,800	\$66,960	OT4	\$47,920 \$59,900 \$71,880
							A3	N/A		OT3	\$43,128 \$53,910 \$64,692	
							A2	N/A		OT2	\$38,815 \$48,519 \$58,223	
							A1	N/A		OT1	\$34,934 \$43,667 \$52,401	

Job Function: Human Resources, Finance & Accounting, Customer Service, Administration, Marketing & Creative Services, Legal (non-attorney)

Ranges by Level and Function Grouping

<u>Managerial</u>			<u>Professional</u>			<u>Administrative</u>			<u>Operations &amp; Skilled Trade</u>							
<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>					
M3	\$97,005	\$129,341	\$161,676													
M2	\$84,353	\$112,470	\$140,588													
M1	\$73,350	\$97,800	\$122,250	P4	\$68,544	\$91,392	\$114,240									
				P3	\$61,200	\$81,600	\$102,000									
S2	\$50,700	\$67,600	\$84,500	P2	\$53,856	\$71,808	\$89,760									
S1	\$44,616	\$59,488	\$74,360	P1	\$47,393	\$63,191	\$78,989									
								A6	\$48,594	\$60,742	\$72,890					
											OT6	N/A				
								A5	\$44,176	\$55,220	\$66,264		OT5	N/A		
								A4	\$40,160	\$50,200	\$60,240		OT4	\$41,840	\$52,300	\$62,760
								A3	\$36,144	\$45,180	\$54,216		OT3	\$37,656	\$47,070	\$56,484
								A2	\$32,530	\$40,662	\$48,794		OT2	N/A		
								A1	N/A				OT1	N/A		

Job Function: Protective Services (non-CBU)

Ranges by Level and Function Grouping

<u>Managerial</u>			<u>Professional</u>			<u>Administrative</u>			<u>Operations &amp; Skilled Trade</u>					
<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>			
M3	\$92,231	\$122,974	\$153,718											
M2	\$78,396	\$104,528	\$130,660											
M1	\$66,637	\$88,849	\$111,061	P4	\$64,860	\$86,480	\$108,100							
				P3	\$56,400	\$75,200	\$94,000							
S2	\$46,200	\$61,600	\$77,000	P2	N/A									
S1	\$40,656	\$54,208	\$67,760	P1	N/A									
						A6	\$57,120	\$71,400	\$85,680	OT6	N/A			
						A5	\$51,927	\$64,909	\$77,891	OT5	N/A			
						A4	\$47,206	\$59,008	\$70,810	OT4	\$42,487	\$53,109	\$63,730	
						A3	\$42,915	\$53,644	\$64,372	OT3	\$38,238	\$47,798	\$57,357	
						A2	\$38,623	\$48,279	\$57,935	OT2	\$34,414	\$43,018	\$51,622	
						A1	N/A					OT1	N/A	

5a Job Function: Collective Bargaining Unit (CBU) - Communications													
Ranges by Level and Function Grouping	Managerial			Professional			Administrative			Operations & Skilled Trade			
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
	M2	\$111,560	\$119,410	\$127,260									
	S2	\$71,300	\$77,610	\$83,921									
										OT4	\$48,388	\$57,126	\$65,865

5b Job Function: Collective Bargaining Unit (CBU) - Community Services Operations													
Ranges by Level and Function Grouping	Managerial			Professional			Administrative			Operations & Skilled Trade			
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
	S2	\$74,690	\$75,736	\$76,784									
											OT4	\$51,287	\$60,545

5c Job Function: Collective Bargaining Unit (CBU) - Sworn Operations													
Ranges by Level and Function Grouping	Managerial			Professional			Administrative			Operations & Skilled Trade			
	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	Min	Mid	Max	
	M2	\$120,707	\$125,863	\$131,018									
	S2	\$95,168	\$101,702	\$108,237									
S1	\$91,306	\$92,585	\$93,865										
										OT6	\$62,698	\$74,015	\$85,332





**CITY OF FORT COLLINS**  
**2018 PAY PLAN**  
**Step Ladders**

<b>Job Title</b>	<b>Step Level 1</b>	<b>Step Level 2</b>	<b>Step Level 3</b>	<b>Step Level 4</b>	<b>Step Level 5</b>	<b>Step Level 6</b>	<b>Step Level 7</b>	<b>Step Level 8</b>	<b>Step Level 9</b>	<b>Step Level 10</b>
Crew Chief, Electric Distribution	\$63,394	\$67,943	\$70,988	\$74,189	\$77,515	\$80,996	\$84,632	\$88,448		
Crew Chief, Electric Distribution - High Voltage	\$71,152	\$76,314	\$79,760	\$83,338	\$87,080	\$91,018	\$95,121	\$99,273		
Lead Natural Areas Ranger	\$66,858	\$69,809								
Lead Plant Operator	\$50,035	\$54,408	\$57,660	\$61,128	\$64,810	\$69,809	\$73,299	\$76,790		
Lead Technician, Building & Development Review	\$58,778	\$65,158	\$67,694	\$70,429	\$73,229	\$76,161	\$79,224	\$82,005		
Lineworker, Electric Distribution - High Voltage	\$63,394	\$66,975	\$68,969	\$71,028	\$73,183	\$75,370	\$77,623	\$80,421	\$83,396	\$88,448
Natural Areas Ranger	\$45,485	\$50,967	\$55,695	\$63,462						
Operator I, Electric Distribution - Low Voltage	\$52,871	\$58,152	\$62,104	\$66,025	\$69,915	\$73,767				
Operator I, Water Field Operations	\$41,540	\$45,162	\$47,875	\$50,742	\$53,794	\$57,956				
Operator II, Electric Distribution - High Voltage	\$57,894	\$62,102	\$64,906	\$67,784	\$70,844	\$74,028	\$77,369	\$80,774		
Plant Operator	\$50,035	\$54,408	\$57,660	\$61,128	\$64,810	\$69,809				
Senior Inspector, Building & Development Review	\$55,039	\$60,422	\$62,853	\$65,654	\$68,220	\$70,953	\$73,788	\$76,790		
Senior Technician, Electrical Engineering	\$77,911	\$85,901	\$93,550	\$100,876	\$108,702					
Supervisor, Code Compliance	\$60,542	\$66,479	\$69,140	\$72,233	\$75,093	\$78,086	\$81,179	\$84,469		
Supervisor, Fleet	\$67,018	\$69,809								
Technician I, Electric Distribution - Field Operations	\$57,894	\$64,193	\$69,315	\$74,872	\$80,774					
Technician II, Electric Distribution - Low Voltage	\$63,394	\$70,868	\$76,754	\$82,577	\$88,448					
Technician II, Electric Engineering	\$63,394	\$70,868	\$76,754	\$82,577	\$88,448					
Technician II, Fleet	\$45,485	\$50,418	\$52,412	\$54,529	\$56,708	\$58,979	\$61,341	\$63,462		
Worker I, Electric Distribution - Low Voltage	\$45,471	\$47,653	\$49,941	\$52,338	\$54,851	\$57,484	\$60,300	\$63,307		



**CITY OF FORT COLLINS**  
**2018 PAY PLAN**  
**Appendix**

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Administration	Administration	Administration	Managerial	S2	Senior Supervisor, Administration
Administration	Administration	Administration	Managerial	S1	Supervisor, Administration
Administration	Administration	Administration	Professional	P1	Executive Assistant to the City Manager
Administration	Administration	Administration	Administrative	A5	Executive Administrative Assistant
Administration	Administration	Administration	Administrative	A4	Business Support III
Administration	Administration	Administration	Administrative	A3	Business Support II
Administration	Administration	Administration	Administrative	A2	Business Support I
Administration	Municipal Administration	City Clerk	Managerial	M3	City Clerk
Administration	Municipal Administration	City Clerk	Professional	P2	Chief Deputy City Clerk
Administration	Municipal Administration	City Clerk	Administrative	A5	Deputy City Clerk
Administration	Municipal Administration	City Clerk	Administrative	A4	City Clerk Administrator
Administration	Project Management	Facilities Project Management	Professional	P3	Senior Facilities Project Manager
Administration	Project Management	Process Improvement	Professional	P2	Senior Specialist, Process Improvement
Administration	Project Management	Project Management	Managerial	S2	Senior Supervisor, Project Management
Administration	Project Management	Project Management	Professional	P3	Senior Project Manager
Administration	Project Management	Project Management	Professional	P2	Project Manager
Administration	Project Management	Project Management	Professional	P1	Project Analyst
Administration	Project Management	Project Management	Administrative	A4	Program Coordinator
Administration	Project Management	Technical Project Management	Professional	P3	Senior Technical Project Manager
Administration	Project Management	Technical Project Management	Professional	P2	Technical Project Manager
Culture, Parks & Recreation	Cultural Services	Cultural Services	Managerial	M3	Director, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Managerial	M2	Senior Manager, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Managerial	S2	Senior Supervisor, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Professional	P3	Lead Specialist, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Professional	P2	Senior Specialist, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Professional	P1	Specialist, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Administrative	A5	Senior Coordinator, Cultural Services

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Culture, Parks & Recreation	Cultural Services	Cultural Services	Administrative	A4	Coordinator, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Administrative	A4	Senior Representative, Cultural Services
Culture, Parks & Recreation	Cultural Services	Cultural Services	Administrative	A3	Representative II, Cultural Services
Culture, Parks & Recreation	Outdoor Services	Forestry	Managerial	M2	Senior Manager, Forestry
Culture, Parks & Recreation	Outdoor Services	Forestry	Managerial	S2	Senior Supervisor, Forestry
Culture, Parks & Recreation	Outdoor Services	Forestry	Managerial	S1	Crew Chief, Forestry
Culture, Parks & Recreation	Outdoor Services	Forestry	Professional	P2	Senior Specialist, Forestry
Culture, Parks & Recreation	Outdoor Services	Forestry	Administrative	A5	Senior Coordinator, Forestry
Culture, Parks & Recreation	Outdoor Services	Forestry	Operations & Skilled Trade	OT4	Technician II, Forestry
Culture, Parks & Recreation	Outdoor Services	Forestry	Operations & Skilled Trade	OT3	Technician I, Forestry
Culture, Parks & Recreation	Outdoor Services	Natural Areas	Managerial	M1	Manager, Natural Areas
Culture, Parks & Recreation	Outdoor Services	Natural Areas	Operations & Skilled Trade	OT4	Technician II, Natural Areas
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Managerial	M3	Director, Parks Maintenance
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Managerial	M2	Senior Manager, Parks Maintenance
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Managerial	S2	Senior Supervisor, Parks Maintenance
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Managerial	S1	Crew Chief, Parks Maintenance
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Professional	P2	Senior Specialist, Parks Maintenance
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Operations & Skilled Trade	OT6	Assistant Superintendent, Parks Maintenance
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Operations & Skilled Trade	OT3	Technician I, Parks Maintenance
Culture, Parks & Recreation	Outdoor Services	Parks Maintenance	Operations & Skilled Trade	OT1	Worker I, Parks Maintenance
Culture, Parks & Recreation	Recreation	Recreation	Managerial	M3	Director, Recreation
Culture, Parks & Recreation	Recreation	Recreation	Managerial	M1	Manager, Recreation
Culture, Parks & Recreation	Recreation	Recreation	Managerial	S2	Senior Supervisor, Recreation
Culture, Parks & Recreation	Recreation	Recreation	Professional	P2	Senior Specialist, Recreation
Culture, Parks & Recreation	Recreation	Recreation	Administrative	A5	Senior Coordinator, Recreation
Culture, Parks & Recreation	Recreation	Recreation	Administrative	A3	Representative II, Recreation
Customer Service	Customer Service	Customer Support	Managerial	M2	Senior Manager, Customer Support
Customer Service	Customer Service	Customer Support	Managerial	M1	Manager, Customer Support
Customer Service	Customer Service	Customer Support	Managerial	S2	Senior Supervisor, Customer Support
Customer Service	Customer Service	Customer Support	Managerial	S1	Supervisor, Customer Support
Customer Service	Customer Service	Customer Support	Professional	P2	Senior Specialist, Customer Support
Customer Service	Customer Service	Customer Support	Administrative	A5	Lead Representative, Customer Support
Customer Service	Customer Service	Customer Support	Administrative	A3	Representative II, Customer Support

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Customer Service	Customer Service	Customer Support	Administrative	A2	Representative I, Customer Support
Customer Service	Customer Service	Customer Support	Operations & Skilled Trade	OT4	Technician II, Customer Support
Customer Service	Customer Service	Customer Support	Operations & Skilled Trade	OT3	Technician I, Customer Support
Customer Service	Outreach	Public Engagement	Managerial	M1	Manager, Public Engagement
Customer Service	Outreach	Public Engagement	Managerial	S2	Senior Supervisor, Public Engagement
Customer Service	Outreach	Public Engagement	Professional	P2	Senior Specialist, Public Engagement
Customer Service	Outreach	Public Engagement	Professional	P1	Specialist, Public Engagement
Customer Service	Outreach	Public Engagement	Administrative	A5	Senior Coordinator, Public Engagement
Customer Service	Outreach	Public Engagement	Administrative	A4	Coordinator, Public Engagement
Development & Compliance	Building & Development Review	Building & Development Review	Managerial	M2	Senior Manager, Building & Development Review
Development & Compliance	Building & Development Review	Building & Development Review	Administrative	A3	Technician I, Building & Development Review
Development & Compliance	Building & Development Review	Building & Development Review	Operations & Skilled Trade - Step	OTS6	Lead Technician, Building & Development Review
Development & Compliance	Building & Development Review	Building & Development Review	Operations & Skilled Trade - Step	OTS5	Senior Inspector, Building & Development Review
Development & Compliance	Compliance	Code Compliance	Managerial	S2	Senior Supervisor, Code Compliance
Development & Compliance	Compliance	Code Compliance	Managerial - Step	SS1	Supervisor, Code Compliance
Development & Compliance	Compliance	Code Compliance	Professional	P3	Lead Specialist, Code Compliance
Development & Compliance	Compliance	Code Compliance	Operations & Skilled Trade	OT5	Senior Inspector, Code Compliance
Development & Compliance	Compliance	Code Compliance	Operations & Skilled Trade	OT3	Inspector, Code Compliance
Development & Compliance	Compliance	Construction Inspection	Managerial	M1	Manager, Construction Inspection
Development & Compliance	Compliance	Construction Inspection	Operations & Skilled Trade	OT6	Lead Inspector, Construction
Development & Compliance	Compliance	Construction Inspection	Operations & Skilled Trade	OT5	Senior Inspector, Construction
Development & Compliance	Compliance	Environmental Compliance	Managerial	S2	Senior Supervisor, Environmental Compliance
Development & Compliance	Compliance	Surveying	Managerial	M1	Manager, Surveying
Development & Compliance	Compliance	Surveying	Managerial	S1	Supervisor, Surveying
Development & Compliance	Compliance	Surveying	Operations & Skilled Trade	OT4	Technician II, Surveying
Development & Compliance	Compliance	Zoning	Operations & Skilled Trade	OT5	Senior Inspector, Zoning
Development & Compliance	Neighborhood Services	Neighborhood Services	Managerial	M2	Senior Manager, Neighborhood Services
Development & Compliance	Neighborhood Services	Neighborhood Services	Professional	P3	Lead Specialist, Neighborhood Services
Development & Compliance	Neighborhood Services	Special Events	Professional	P3	Lead Specialist, Special Events
Finance & Accounting	Accounting	Accounting	Managerial	M3	Director, Accounting
Finance & Accounting	Accounting	Accounting	Managerial	M2	Senior Manager, Accounting
Finance & Accounting	Accounting	Accounting	Professional	P3	Senior Accountant
Finance & Accounting	Accounting	Accounting	Professional	P2	Accountant II

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Finance & Accounting	Accounting	Accounting	Administrative	A4	Coordinator, Accounting
Finance & Accounting	Accounting	Accounts Payable	Administrative	A5	Senior Coordinator, Accounts Payable
Finance & Accounting	Accounting	Accounts Payable	Administrative	A4	Coordinator, Accounts Payable
Finance & Accounting	Accounting	Accounts Receivable / Billing	Managerial	S2	Senior Supervisor, Accounts Receivable / Billing
Finance & Accounting	Accounting	Accounts Receivable / Billing	Administrative	A4	Coordinator, Accounts Receivable / Billing
Finance & Accounting	Accounting	Payroll	Managerial	M1	Manager, Payroll
Finance & Accounting	Accounting	Payroll	Administrative	A5	Senior Coordinator, Payroll
Finance & Accounting	Accounting	Payroll	Administrative	A4	Coordinator, Payroll
Finance & Accounting	Budget	Budget	Managerial	M3	Director, Budget
Finance & Accounting	Budget	Budget	Professional	P3	Senior Analyst, Budget
Finance & Accounting	Budget	Budget	Professional	P1	Analyst I, Budget
Finance & Accounting	Financial Planning & Analysis	Financial Planning & Analysis	Managerial	M3	Director, Financial Planning & Analysis
Finance & Accounting	Financial Planning & Analysis	Financial Planning & Analysis	Managerial	M1	Manager, Financial Planning & Analysis
Finance & Accounting	Financial Planning & Analysis	Financial Planning & Analysis	Professional	P3	Senior Analyst, Finance
Finance & Accounting	Financial Planning & Analysis	Financial Planning & Analysis	Professional	P2	Analyst II, Finance
Finance & Accounting	Financial Planning & Analysis	Financial Planning & Analysis	Professional	P1	Analyst I, Finance
Finance & Accounting	Financial Planning & Analysis	Financial Planning & Analysis	Administrative	A4	Coordinator, Finance
Finance & Accounting	Purchasing	Purchasing	Managerial	M3	Director, Purchasing
Finance & Accounting	Purchasing	Purchasing	Professional	P3	Senior Buyer
Finance & Accounting	Purchasing	Purchasing	Professional	P2	Buyer II
Finance & Accounting	Revenue	Sales Tax Audit & Revenue	Managerial	M2	Senior Manager, Sales Tax Audit & Revenue
Finance & Accounting	Revenue	Sales Tax Audit & Revenue	Professional	P2	Auditor II, Sales Tax
Finance & Accounting	Revenue	Sales Tax Audit & Revenue	Administrative	A5	Senior Coordinator, Sales Tax Audit & Revenue
Finance & Accounting	Revenue	Sales Tax Audit & Revenue	Administrative	A4	Technician II, Sales Tax Audit & Revenue
Finance & Accounting	Risk Management	Risk Management	Administrative	A5	Senior Coordinator, Risk Management
Finance & Accounting	Treasury / Investment	Treasury / Investment	Professional	P3	Senior Analyst, Treasury
Finance & Accounting	Utility	Utility Rate / Fee	Administrative	A6	Lead Coordinator, Utility Rate / Fee
Finance & Accounting	Utility	Utility Rate Analysis	Professional	P4	Lead Analyst, Utility Rate Analysis
Human Resources	Benefits	Benefits	Managerial	M2	Senior Manager, Benefits
Human Resources	Benefits	Benefits	Professional	P1	Analyst I, Benefits
Human Resources	Benefits	Benefits	Administrative	A5	Senior Coordinator, Benefits
Human Resources	Benefits	Wellness	Managerial	M1	Manager, Wellness
Human Resources	Benefits	Wellness	Professional	P1	Specialist, Wellness

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Human Resources	Benefits	Wellness	Administrative	A5	Senior Coordinator, Wellness
Human Resources	Compensation	Compensation	Managerial	M2	Senior Manager, Compensation
Human Resources	Compensation	Compensation	Professional	P3	Senior Analyst, Compensation
Human Resources	Compensation	Compensation	Professional	P2	Analyst II, Compensation
Human Resources	HRIS	HRIS	Managerial	S2	Senior Supervisor, HRIS
Human Resources	HRIS	HRIS	Professional	P3	Senior Analyst, HRIS
Human Resources	HRIS	HRIS	Professional	P1	Analyst I, HRIS
Human Resources	HRIS	HRIS	Administrative	A5	Senior Coordinator, HRIS
Human Resources	HRIS	HRIS	Administrative	A4	Coordinator, HRIS
Human Resources	Talent Management	Employee Relations	Professional	P3	Lead Specialist, Employee Relations
Human Resources	Talent Management	Employee Relations	Professional	P2	Senior Specialist, Employee Relations
Human Resources	Talent Management	Human Capital Management	Managerial	M3	Director, Human Capital Management
Human Resources	Talent Management	Human Capital Management	Professional	P2	Partner, Human Capital Management
Human Resources	Talent Management	Talent Acquisition	Managerial	M1	Manager, Talent Acquisition
Human Resources	Talent Management	Talent Acquisition	Administrative	A5	Senior Coordinator, Talent Acquisition
Human Resources	Talent Management	Talent Development	Managerial	M1	Manager, Talent Development
Human Resources	Talent Management	Talent Development	Professional	P1	Specialist, Talent Development
Human Resources	Workforce Safety & Security	Safety	Managerial	M3	Director, Workforce Safety & Security
Human Resources	Workforce Safety & Security	Safety	Professional	P3	Lead Specialist, Safety
Human Resources	Workforce Safety & Security	Safety	Administrative	A5	Senior Coordinator, Safety
Human Resources	Workforce Safety & Security	Security	Professional	P3	Lead Specialist, Security
Legal	Judicial	Administration	Managerial	S2	Municipal Court Administrator
Legal	Judicial	Customer Service	Managerial	S1	Deputy Court Administrator
Legal	Judicial	Customer Service	Administrative	A5	Municipal Court Case Worker
Legal	Judicial	Customer Service	Administrative	A4	Deputy Court Clerk II
Legal	Judicial	Customer Service	Administrative	A3	Deputy Court Clerk I
Legal	Judicial	Customer Service	Administrative	A2	Bailiff
Legal	Legal	Legal Support	Administrative	A6	Paralegal
Legal	Legal	Legal Support	Administrative	A4	Senior Legal Assistant
Legal	Legal	Legal Support	Administrative	A3	Legal Assistant
Marketing & Creative Services	Communications	Public Relations	Managerial	M3	Director, Public Relations
Marketing & Creative Services	Communications	Public Relations	Professional	P2	Senior Specialist, Public Relations
Marketing & Creative Services	Communications	Public Relations	Professional	P1	Specialist, Public Relations



Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Marketing & Creative Services	Communications	Public Relations	Administrative	A5	Senior Coordinator, Public Relations
Marketing & Creative Services	Communications	Public Relations	Administrative	A4	Coordinator, Public Relations
Marketing & Creative Services	Marketing	Marketing	Managerial	M1	Manager, Marketing
Marketing & Creative Services	Marketing	Marketing	Managerial	S2	Senior Supervisor, Marketing
Marketing & Creative Services	Marketing	Marketing	Administrative	A5	Senior Coordinator, Marketing
Marketing & Creative Services	Media	Graphic Design	Managerial	M1	Manager, Graphic Design
Marketing & Creative Services	Media	Graphic Design	Administrative	A6	Lead Technician, Graphic Design
Marketing & Creative Services	Media	Video Production	Managerial	M1	Manager, Video Production
Marketing & Creative Services	Media	Video Production	Administrative	A6	Lead Technician, Video Production
Marketing & Creative Services	Media	Video Production	Administrative	A4	Technician II, Video Production
Operations	Electric Utilities	Electric Distribution - Field Operations	Managerial	S1	Crew Chief, Electric Distribution
Operations	Electric Utilities	Electric Distribution - Field Operations	Operations & Skilled Trade	OT4	Technician II, Electric Distribution
Operations	Electric Utilities	Electric Distribution - Field Operations	Operations & Skilled Trade	OT2	Senior Locator, Electric Distribution - Field Operations
Operations	Electric Utilities	Electric Distribution - Field Operations	Operations & Skilled Trade	OT1	Locator, Electric Distribution - Field Operations
Operations	Electric Utilities	Electric Distribution - Field Operations	Operations & Skilled Trade - Step	OTS3	Technician I, Electric Distribution - Field Operations
Operations	Electric Utilities	Electric Distribution - High Voltage	Managerial	M3	Director, Electric Distribution
Operations	Electric Utilities	Electric Distribution - High Voltage	Managerial	S2	Senior Supervisor, Electric Distribution
Operations	Electric Utilities	Electric Distribution - High Voltage	Managerial	S1	Crew Chief, Electric Distribution
Operations	Electric Utilities	Electric Distribution - High Voltage	Managerial - Step	SS1	Crew Chief, Electric Distribution
Operations	Electric Utilities	Electric Distribution - High Voltage	Operations & Skilled Trade - Step	OTS4	Lineworker, Electric Distribution - High Voltage
Operations	Electric Utilities	Electric Distribution - High Voltage	Operations & Skilled Trade - Step	OTS3	Operator II, Electric Distribution - High Voltage
Operations	Electric Utilities	Electric Distribution - Low Voltage	Operations & Skilled Trade - Step	OTS4	Technician II, Electric Distribution - Low Voltage
Operations	Electric Utilities	Electric Distribution - Low Voltage	Operations & Skilled Trade - Step	OTS2	Operator I, Electric Distribution - Low Voltage
Operations	Electric Utilities	Electric Distribution - Low Voltage	Operations & Skilled Trade - Step	OTS1	Worker I, Electric Distribution - Low Voltage
Operations	Facilities & Fleet	Energy Services	Operations & Skilled Trade	OT5	Senior Technician, Energy Services
Operations	Facilities & Fleet	Energy Services	Operations & Skilled Trade	OT4	Technician II, Energy Services
Operations	Facilities & Fleet	Facilities	Managerial	S2	Senior Supervisor, Facilities
Operations	Facilities & Fleet	Facilities	Managerial	S1	Crew Chief, Facilities
Operations	Facilities & Fleet	Facilities	Managerial	S1	Supervisor, Facilities
Operations	Facilities & Fleet	Facilities	Professional	P1	Specialist, Facilities
Operations	Facilities & Fleet	Facilities	Operations & Skilled Trade	OT6	Lead Technician, Facilities
Operations	Facilities & Fleet	Facilities	Operations & Skilled Trade	OT5	Senior Technician, Facilities
Operations	Facilities & Fleet	Facilities	Operations & Skilled Trade	OT4	Technician II, Facilities

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Operations	Facilities & Fleet	Facilities	Operations & Skilled Trade	OT3	Technician I, Facilities
Operations	Facilities & Fleet	Facilities	Operations & Skilled Trade	OT2	Worker II, Facilities
Operations	Facilities & Fleet	Facilities	Operations & Skilled Trade	OT1	Worker I, Facilities
Operations	Facilities & Fleet	Facilities & Fleet	Managerial	M3	Director, Facilities & Fleet
Operations	Facilities & Fleet	Facilities & Fleet	Managerial	M2	Senior Manager, Facilities & Fleet
Operations	Facilities & Fleet	Fleet	Managerial	S2	Senior Supervisor, Fleet
Operations	Facilities & Fleet	Fleet	Managerial	SS1	Supervisor, Fleet
Operations	Facilities & Fleet	Fleet	Operations & Skilled Trade	OTS4	Technician II, Fleet
Operations	Facilities & Fleet	Fleet	Operations & Skilled Trade	OT3	Technician I, Fleet
Operations	Facilities & Fleet	Fleet	Operations & Skilled Trade	OT2	Worker II, Fleet
Operations	Facilities & Fleet	Real Estate	Managerial	M1	Manager, Real Estate
Operations	Facilities & Fleet	Real Estate	Professional	P2	Senior Specialist, Real Estate
Operations	Facilities & Fleet	Real Estate	Professional	P1	Specialist, Real Estate
Operations	Facilities & Fleet	Real Estate	Administrative	A5	Senior Coordinator, Real Estate
Operations	Plant Operations	Maintenance	Managerial	S2	Senior Supervisor, Maintenance
Operations	Plant Operations	Maintenance	Operations & Skilled Trade	OT5	Senior Technician, Maintenance
Operations	Plant Operations	Maintenance	Operations & Skilled Trade	OT4	Technician II, Maintenance
Operations	Plant Operations	Plant Operations	Managerial	M3	Director, Plant Operations
Operations	Plant Operations	Plant Operations	Managerial	M1	Manager, Plant Operations
Operations	Plant Operations	Plant Operations	Managerial	S2	Senior Supervisor, Plant Operations
Operations	Plant Operations	Plant Operations	Managerial	S1	Crew Chief, Plant Operations
Operations	Plant Operations	Plant Operations	Operations & Skilled Trade - Step	OTS5	Lead Plant Operator
Operations	Plant Operations	Plant Operations	Operations & Skilled Trade - Step	OT4	Plant Operator
Operations	Transportation	Transit	Managerial	M3	Director, Transit
Operations	Transportation	Transit	Managerial	M2	Senior Manager, Transit
Operations	Transportation	Transit	Managerial	M1	Manager, Transit
Operations	Transportation	Transit	Managerial	S2	Senior Supervisor, Transit
Operations	Transportation	Transit	Managerial	S1	Supervisor, Transit
Operations	Transportation	Transit	Operations & Skilled Trade	OT3	Operator II, Transit
Operations	Transportation	Transit	Operations & Skilled Trade	OT2	Operator I, Transit
Operations	Transportation	Transit	Operations & Skilled Trade	OT1	Worker I, Transit
Operations	Transportation	Transportation Operations	Managerial	M3	Director, Transportation Operations
Operations	Transportation	Transportation Operations	Managerial	M1	Manager, Transportation Operations



Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Operations	Transportation	Transportation Operations	Managerial	S1	Crew Chief, Transportation Operations
Operations	Transportation	Transportation Operations	Operations & Skilled Trade	OT5	Senior Technician, Transportation Operations
Operations	Transportation	Transportation Operations	Operations & Skilled Trade	OT4	Technician II, Transportation Operations
Operations	Transportation	Transportation Operations	Operations & Skilled Trade	OT3	Operator II, Transportation Operations
Operations	Transportation	Transportation Operations	Operations & Skilled Trade	OT2	Operator I, Transportation Operations
Operations	Transportation	Transportation Operations	Operations & Skilled Trade	OT1	Officer I, Transportation Operations
Operations	Water Utilities	Water Field Operations	Managerial	M1	Manager, Water Field Operations
Operations	Water Utilities	Water Field Operations	Managerial	S1	Crew Chief, Water Field Operations
Operations	Water Utilities	Water Field Operations	Operations & Skilled Trade	OT3	Technician I, Water Field Utilities
Operations	Water Utilities	Water Field Operations	Operations & Skilled Trade	OT2	Operator I, Water Utilities
Operations	Water Utilities	Water Field Operations	Operations & Skilled Trade - Step	OTS2	Operator I, Water Field Operations
Planning	City Planning	City Planning	Managerial	M1	Manager, City Planning
Planning	City Planning	City Planning	Professional	P3	Senior Planner, City
Planning	City Planning	City Planning	Professional	P2	Planner, City
Planning	City Planning	Historic Preservation	Managerial	M1	Manager, Historic Preservation
Planning	Environmental Planning	Environmental Planning	Managerial	M1	Manager, Environmental Planning
Planning	Environmental Planning	Environmental Planning	Professional	P3	Senior Planner, Environmental
Planning	Environmental Planning	Environmental Planning	Professional	P2	Planner, Environmental
Planning	Parks Planning	Parks Planning	Managerial	M3	Director, Parks Planning
Planning	Parks Planning	Parks Planning	Professional	P3	Senior Architect, Parks
Planning	Parks Planning	Parks Planning	Professional	P1	Apprentice Architect, Parks
Planning	Transportation Planning	Active Modes	Managerial	M1	Manager, Active Modes
Planning	Transportation Planning	Active Modes	Professional	P1	Specialist, Active Modes
Planning	Transportation Planning	Transit Planning	Managerial	M1	Manager, Transit Planning
Planning	Transportation Planning	Transit Planning	Professional	P2	Planner, Transit
Planning	Transportation Planning	Transit Planning	Professional	P1	Analyst I, Transit Planning
Planning	Transportation Planning	Transportation Planning	Managerial	M2	Senior Manager, Transportation Planning
Planning	Transportation Planning	Transportation Planning	Professional	P3	Senior Planner, Transportation
Protective Services	Collective Bargaining Unit	Communications	Managerial	M2	Senior Manager, Emergency Communications
Protective Services	Collective Bargaining Unit	Communications	Managerial	S2	Senior Supervisor, Emergency Communications
Protective Services	Collective Bargaining Unit	Communications	Operations & Skilled Trade	OT4	Emergency Communications Dispatcher
Protective Services	Collective Bargaining Unit	Non-Sworn Operations	Managerial	S2	Senior Supervisor, Community Service Officer
Protective Services	Collective Bargaining Unit	Non-Sworn Operations	Operations & Skilled Trade	OT4	Community Service Officer

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Protective Services	Collective Bargaining Unit	Sworn Operations	Managerial	M2	Police Lieutenant
Protective Services	Collective Bargaining Unit	Sworn Operations	Managerial	S2	Police Sergeant
Protective Services	Collective Bargaining Unit	Sworn Operations	Managerial	S1	Police Corporal
Protective Services	Collective Bargaining Unit	Sworn Operations	Operations & Skilled Trade	OT6	Police Officer
Protective Services	Investigation	Investigation	Administrative	A6	Criminalist
Protective Services	Investigation	Investigation	Administrative	A5	Investigative Aide
Protective Services	Investigation	Outreach	Managerial	M1	Manager, Outreach
Protective Services	Investigation	Outreach	Managerial	S2	Senior Supervisor, Outreach
Protective Services	Investigation	Outreach	Professional	P4	Police Psychologist
Protective Services	Investigation	Outreach	Administrative	A5	Senior Coordinator, Outreach
Protective Services	Investigation	Outreach	Administrative	A4	Advisor, Crime Prevention
Protective Services	Investigation	Outreach	Administrative	A4	Advocate, Outreach
Protective Services	Operations	Enforcement	Managerial	S1	Supervisor, Enforcement
Protective Services	Operations	Enforcement	Operations & Skilled Trade	OT4	Court Security Officer
Protective Services	Operations	Enforcement	Operations & Skilled Trade	OT3	Officer II, Enforcement
Protective Services	Operations	Enforcement	Operations & Skilled Trade	OT2	Officer I, Enforcement
Protective Services	Operations	Resource Management	Managerial	S1	Lead Park Ranger
Protective Services	Operations	Resource Management	Managerial - Step	SS1	Lead Natural Areas Ranger
Protective Services	Operations	Resource Management	Operations & Skilled Trade	OT3	Park Ranger
Protective Services	Operations	Resource Management	Operations & Skilled Trade - Step	OTS3	Natural Areas Ranger
Protective Services	Police Administration	Police Administration	Managerial	M3	Police Assistant Chief
Protective Services	Police Administration	Police Administration	Administrative	A3	Technician I, Police Administration
Protective Services	Processing Support	Information Services	Managerial	M2	Senior Manager, Information Services
Protective Services	Processing Support	Information Services	Managerial	S2	Senior Supervisor, Information Services
Protective Services	Processing Support	Information Services	Administrative	A5	Crime Analyst
Protective Services	Processing Support	Information Services	Administrative	A4	Technician II, Police Records
Protective Services	Processing Support	Information Services	Administrative	A3	Representative II, Police Records
Protective Services	Processing Support	Technical	Managerial	S2	Senior Supervisor, Technical
Protective Services	Processing Support	Technical	Professional	P3	Senior Technical Project Manager
Protective Services	Processing Support	Technical	Administrative	A5	Senior Technician, Technical Services
Protective Services	Processing Support	Technical	Administrative	A4	Technician II, Evidence
Sciences & Engineering	Engineering	Civil Engineering	Managerial	M3	City Engineer
Sciences & Engineering	Engineering	Civil Engineering	Managerial	M3	Director, Civil Engineering

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Sciences & Engineering	Engineering	Civil Engineering	Managerial	M2	Senior Manager, Civil Engineering
Sciences & Engineering	Engineering	Civil Engineering	Managerial	M1	Manager, Civil Engineering
Sciences & Engineering	Engineering	Civil Engineering	Professional	P3	Civil Engineer III
Sciences & Engineering	Engineering	Civil Engineering	Professional	P2	Civil Engineer II
Sciences & Engineering	Engineering	Civil Engineering	Professional	P1	Civil Engineer I
Sciences & Engineering	Engineering	Civil Engineering	Operations & Skilled Trade	OT3	Technician I, Civil Engineering
Sciences & Engineering	Engineering	Electrical Engineering	Managerial	M2	Senior Manager, Electrical Engineering
Sciences & Engineering	Engineering	Electrical Engineering	Managerial	M1	Manager, Electrical Engineering
Sciences & Engineering	Engineering	Electrical Engineering	Professional	P3	Electrical Engineer III
Sciences & Engineering	Engineering	Electrical Engineering	Professional	P2	Electrical Engineer II
Sciences & Engineering	Engineering	Electrical Engineering	Professional	P1	Electrical Engineer I
Sciences & Engineering	Engineering	Electrical Engineering	Operations & Skilled Trade - Step	OTS5	Senior Technician, Electrical Engineering
Sciences & Engineering	Engineering	Electrical Engineering	Operations & Skilled Trade - Step	OTS4	Technician II, Electric Engineering
Sciences & Engineering	Engineering	Mechanical Engineering	Managerial	M2	Senior Manager, Mechanical Engineering
Sciences & Engineering	Engineering	Mechanical Engineering	Managerial	S2	Senior Supervisor, Mechanical Engineering
Sciences & Engineering	Engineering	Mechanical Engineering	Professional	P3	Mechanical Engineer III
Sciences & Engineering	Engineering	Mechanical Engineering	Professional	P1	Mechanical Engineer I
Sciences & Engineering	Engineering	Traffic Engineering	Managerial	M3	Director, Traffic Engineering
Sciences & Engineering	Engineering	Traffic Engineering	Managerial	M2	Senior Manager, Traffic Engineering
Sciences & Engineering	Engineering	Traffic Engineering	Managerial	M1	Manager, Traffic Engineering
Sciences & Engineering	Engineering	Traffic Engineering	Operations & Skilled Trade	OT4	Technician II, Traffic Engineering
Sciences & Engineering	Engineering	Traffic Engineering	Operations & Skilled Trade	OT3	Operator II, Traffic Engineering
Sciences & Engineering	Engineering	Traffic Engineering	Operations & Skilled Trade	OT3	Technician I, Traffic Engineering
Sciences & Engineering	Engineering	Traffic Engineering	Operations & Skilled Trade	OT2	Operator I, Traffic Engineering
Sciences & Engineering	Engineering	Water Engineering	Managerial	M2	Senior Manager, Water Engineering
Sciences & Engineering	Engineering	Water Engineering	Professional	P2	Water Engineer II
Sciences & Engineering	Engineering	Water Engineering	Operations & Skilled Trade	OT3	Technician I, Water Engineering
Sciences & Engineering	Sciences	Chemistry	Professional	P1	Chemist
Sciences & Engineering	Sciences	Sciences	Managerial	M3	Director, Sciences
Sciences & Engineering	Sciences	Sciences	Managerial	M2	Senior Manager, Sciences
Sciences & Engineering	Sciences	Sciences	Managerial	M1	Manager, Sciences
Sciences & Engineering	Sciences	Sciences	Managerial	S2	Senior Supervisor, Sciences
Sciences & Engineering	Sciences	Sciences	Professional	P3	Lead Specialist, Sciences

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Sciences & Engineering	Sciences	Sciences	Professional	P2	Senior Specialist, Sciences
Sciences & Engineering	Sciences	Sciences	Professional	P1	Specialist, Sciences
Sciences & Engineering	Sciences	Sciences	Administrative	A6	Lead Technician, Sciences
Sciences & Engineering	Sciences	Sciences	Operations & Skilled Trade	OT1	Lab Assistant
Sustainability	Economic Sustainability	Economic Sustainability	Managerial	M3	Director, Economic Sustainability
Sustainability	Economic Sustainability	Economic Sustainability	Managerial	M1	Manager, Economic Sustainability
Sustainability	Economic Sustainability	Economic Sustainability	Professional	P2	Senior Specialist, Economic Sustainability
Sustainability	Environmental Sustainability	Environmental Sustainability	Managerial	M3	Director, Environmental Sustainability
Sustainability	Environmental Sustainability	Environmental Sustainability	Managerial	M1	Manager, Environmental Sustainability
Sustainability	Environmental Sustainability	Environmental Sustainability	Professional	P3	Lead Specialist, Environmental Sustainability
Sustainability	Environmental Sustainability	Environmental Sustainability	Professional	P2	Senior Specialist, Environmental Sustainability
Sustainability	Environmental Sustainability	Environmental Sustainability	Administrative	A5	Senior Coordinator, Environmental Sustainability
Sustainability	Social Sustainability	Social Sustainability	Managerial	M3	Director, Social Sustainability
Sustainability	Social Sustainability	Social Sustainability	Professional	P3	Lead Specialist, Social Sustainability
Sustainability	Social Sustainability	Social Sustainability	Professional	P2	Senior Specialist, Social Sustainability
Sustainability	Social Sustainability	Social Sustainability	Professional	P1	Specialist, Social Sustainability
Technology	Applications Software	Applications Software	Managerial	M2	Senior Manager, Applications Software
Technology	Applications Software	Applications Software	Managerial	M1	Manager, Applications Software
Technology	Applications Software	Applications Software	Professional	P3	Senior Analyst, Applications Software
Technology	Applications Software	Applications Software	Professional	P2	Analyst II, Applications Software
Technology	Applications Software	Applications Software	Professional	P1	Analyst I, Applications Software
Technology	Applications Software	Applications Software Development	Managerial	M1	Manager, Applications Software Development
Technology	Applications Software	Applications Software Development	Professional	P3	Senior Analyst, Applications Software Development
Technology	Applications Software	Applications Software Development	Professional	P1	Analyst I, Applications Software Development
Technology	Client Services	Client Services	Managerial	M1	Manager, Client Services
Technology	Client Services	Client Services	Managerial	S1	Supervisor, Client Services
Technology	Client Services	Client Services	Administrative	A5	Senior Technician, Client Services
Technology	Client Services	Client Services	Administrative	A4	Technician II, Client Services
Technology	Database	Database	Professional	P3	Senior Administrator, Database
Technology	GIS	GIS	Managerial	M1	Manager, GIS
Technology	GIS	GIS	Professional	P2	Analyst II, GIS
Technology	GIS	GIS	Professional	P1	Analyst I, GIS
Technology	GIS	GIS	Administrative	A4	Technician II, GIS

Job Function	Job Family	Job Subfamily	Career Grouping	Career Level	Job Title
Technology	Information Security	Information Security	Professional	P4	Architect, Information Security
Technology	Network	Network Administration	Managerial	M1	Manager, Network Administration
Technology	Network	Network Administration	Professional	P2	Administrator II, Network
Technology	Network	Network Administration	Professional	P1	Administrator I, Network
Technology	Network	Network Engineering	Professional	P3	Senior Engineer, Network
Technology	Systems	Systems	Managerial	M2	Senior Manager, Systems
Technology	Systems	Systems	Managerial	M1	Manager, Systems
Technology	Systems	Systems	Managerial	S1	Supervisor, Systems
Technology	Systems	Systems	Professional	P3	Senior Analyst, Systems
Technology	Systems	Systems	Professional	P2	Administrator II, Systems
Technology	Systems	Systems	Professional	P1	Administrator I, Systems