

# AGENDA ITEM SUMMARY

February 5, 2019

City Council

## STAFF

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Jamie Heckman, Compensation and Technology Manager  
Jenny Lopez Filkins, Legal

## SUBJECT

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Items Relating to the 2019 City Classified Employee Pay Plan as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

## EXECUTIVE SUMMARY

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- A. First Reading of Ordinance No. 017, 2019, Adopting the 2019 Amended City Classified Employee Pay Plan to Update Classified Positions as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.
- B. First Reading of Ordinance No.018, 2019, Appropriating Prior Year Reserves in the General Fund for the Cost of Police Services Salary and Benefit Increases as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

The purpose of this item is to request changes to the 2019 City Classified Employee Pay Plan and a supplemental appropriation of \$585,000 based on an annual market analysis conducted as agreed upon through the 2019-2021 Collective Bargaining Agreement (the "Agreement") with the Northern Colorado Lodge #3 of the Fraternal Order of Police ("FOP"). The Agreement was approved by Council on October 2, 2018. The Agreement specifies a salary data collection method and evaluation process that includes market data as of early January. This data has been collected and analyzed, resulting in the revised 2019 City Classified Employee Pay Plan. The Council Finance Committee is scheduled to discuss the supplemental appropriation on January 28.

## STAFF RECOMMENDATION

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Staff recommends adoption of the Ordinance on First Reading.

## BACKGROUND / DISCUSSION

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The City of Fort Collins utilizes a common compensation methodology to assess jobs, combine them into job functions and establish pay ranges. Pay ranges are categorized and grouped, and become the Classified Employee Pay Plan which sets the minimum, midpoint and maximum of pay ranges for the levels within each career group and function. While the methodology for assessing jobs and developing pay ranges for jobs within the FOP's bargaining unit is outlined in the agreement, Police collective bargaining unit positions are included in the Classified Employee Pay Plan.

Council approved the Agreement by Resolution on October 2, 2018. The Agreement specifies a salary data collection method and evaluation process that includes market data as of early January. This analysis includes collecting actual salary data for law enforcement positions from 14 identified benchmark municipalities. It also includes collecting salary data from dispatch centers and municipalities for dispatch and communication positions.

The analysis resulted in the following recommended Pay Plan Structure adjustments:

- Police Officer, 6.03%
- Police Corporal, 6.03%
- Police Sergeant, 6.08%
- Police Lieutenant, 3.00%
- Community Service Officer, 6.03%
- Senior Supervisor, CSO, 6.03%
- Emergency Communications Dispatcher, 3.29%
- Senior Supervisor, Emergency Communications, 3.65%
- Senior Manager, Emergency Communications, 3.00%

Actual employee salary increases are determined administratively and will be implemented using the Police Services operational budget. That budget in 2019 assumed a potential 3.5% increase for all positions and correlated increases in percentage-based benefits such as retirement and retiree health contributions. Because salary increases came in on average much higher than that assumed 3.5%, additional funds are needed to cover the gap, as shown in the chart below:

	<b>Projected</b>	<b>Budget</b>	<b>Shortfall</b>
Salary	23,237,596	22,842,724	(394,872)
Overtime	2,118,500	2,058,500	(60,000)
Benefits	7,794,591	7,666,841	(127,750)
<b>Total Compensation</b>	<b>31,092,187</b>	<b>30,509,565</b>	<b>(582,622)</b>

**FINANCIAL IMPACT**

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The needed funds to cover the increases over budget in salary, overtime, and benefits total approximately \$583,000. Due to an imprecise way of determining what overtime will be, staff has rounded the appropriation up to \$585,000. If approved, these funds will come from General Fund Reserves.

ORDINANCE NO. 017, 2019  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
ADOPTING THE 2019 AMENDED CLASSIFIED EMPLOYEES PAY PLAN  
TO UPDATE CLASSIFIED POSITIONS AS PROVIDED IN THE COLLECTIVE  
BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE

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, on December 4, 2018, the City Council adopted Ordinance No. 146, 2018, approving a pay plan for its classified employees for pay to go into effect the first pay period of January 2019 (the "Pay Plan"); and

WHEREAS, on October 2, 2018, the City Council adopted Resolution 2018-095 approving a collective bargaining agreement between the City and the Northern Colorado Lodge #3 of the Fraternal Order of Police ("CBA"); and

WHEREAS, the CBA contains a provision giving the City until January 5, 2019, to collect market data from several identified benchmark municipalities for the classified positions in the collective bargaining unit; and

WHEREAS, such market data has been collected and analyzed and the recommended salary ranges for the bargaining unit classified employees are available to amend the Pay Plan; and

WHEREAS, the amendments to the Pay Plan recommended by the City Manager are consistent with City Council objectives and the Council-approved CBA, 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, amended 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 2019 Amended City of Fort Collins Classified Employees Pay Plan (the "Amended 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 Amended Plan shall commence no later than 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 Amended 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 5th day of February, A.D. 2019, and to be presented for final passage on the 19th day of February, A.D. 2019.

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Mayor

ATTEST:

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City Clerk

Passed and adopted on final reading on the 19th day of February, A.D. 2019.

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Mayor

ATTEST:

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City Clerk



## CITY OF FORT COLLINS PAY PLAN INDEX

<u>JOB TITLE</u>	<u>LEVEL</u>	<u>JOB FUNCTION</u>	<u>JOB FAMILY</u>	<u>TABLE</u>
Accountant II	P2	FINANCE & ACCOUNTING	ACCOUNTING	4
Administrator I, Systems	P1	TECHNOLOGY	SYSTEMS	3
Analyst I, Apps Software	P1	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Analyst I, Apps Software Dev	P1	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Analyst I, Benefits	P1	HUMAN RESOURCES	BENEFITS	4
Analyst I, Budget	P1	FINANCE & ACCOUNTING	BUDGET	4
Analyst I, Finance	P1	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Analyst I, GIS	P1	TECHNOLOGY	GIS	3
Analyst I, HRIS	P1	HUMAN RESOURCES	HRIS	4
Analyst I, Transit Planning	P1	PLANNING	TRANSPORTATION PLANNING	1
Analyst II, Apps Software	P2	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Analyst II, Compensation	P2	HUMAN RESOURCES	COMPENSATION	4
Analyst II, Finance	P2	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Analyst II, GIS	P2	TECHNOLOGY	GIS	3
Architect, IT Security	P4	TECHNOLOGY	INFORMATION SECURITY	3
Architect, Landscape	P2	PLANNING	PARK PLANNING	1
Architect, Technology	P4	TECHNOLOGY	TECHNOLOGY	3
Asst Superintendent, Parks	OT6	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Auditor II, Sales Tax	P2	FINANCE & ACCOUNTING	REVENUE	4
Bailiff	A2	LEGAL	JUDICIAL	4
Business Support I	A2	ADMINISTRATION	ADMINISTRATION	4
Business Support II	A3	ADMINISTRATION	ADMINISTRATION	4
Business Support III	A4	ADMINISTRATION	ADMINISTRATION	4
Buyer I	P1	FINANCE & ACCOUNTING	PURCHASING	4
Buyer II	P2	FINANCE & ACCOUNTING	PURCHASING	4
Chemist	P1	SCIENCES & ENGINEERING	SCIENCES	3
Chief Deputy City Clerk	P2	ADMINISTRATION	MUNICIPAL ADMINISTRATION	4
City Clerk	M3	ADMINISTRATION	MUNICIPAL ADMINISTRATION	4
City Clerk Administrator	A4	ADMINISTRATION	MUNICIPAL ADMINISTRATION	4
City Engineer	M3	SCIENCES & ENGINEERING	ENGINEERING	3
City Traffic Engineer	M3	SCIENCES & ENGINEERING	ENGINEERING	3
Civil Engineer I	P1	SCIENCES & ENGINEERING	ENGINEERING	3
Civil Engineer II	P2	SCIENCES & ENGINEERING	ENGINEERING	3
Civil Engineer III	P3	SCIENCES & ENGINEERING	ENGINEERING	3
Community Service Officer	OT4	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5B
Coordinator, AR / Billing	A4	FINANCE & ACCOUNTING	ACCOUNTING	4
Coordinator, Accounting	A4	FINANCE & ACCOUNTING	ACCOUNTING	4
Coordinator, Accounts Payable	A4	FINANCE & ACCOUNTING	ACCOUNTING	4
Coordinator, Bldg & Dev Review	A4	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Coordinator, Communications	A4	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	4
Coordinator, Cultural Services	A4	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Coordinator, Customer Support	A4	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Coordinator, Finance	A4	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Coordinator, HRIS	A4	HUMAN RESOURCES	HRIS	4
Coordinator, Outreach	A4	PROTECTIVE SERVICES	INVESTIGATION	5
Coordinator, Payroll	A4	FINANCE & ACCOUNTING	ACCOUNTING	4
Coordinator, Public Engagement	A4	CUSTOMER SERVICE	OUTREACH	4
Coordinator, Real Estate	A4	OPERATIONS	FACILITIES & FLEET	2
Court Security Officer	OT4	PROTECTIVE SERVICES	OPERATIONS	5
Crew Chief, Electric Dist	S1	OPERATIONS	ELECTRIC UTILITIES	2
Crew Chief, Electric Dist	S1	OPERATIONS	ELECTRIC UTILITIES	2
Crew Chief, Electric Dist	S1	OPERATIONS	ELECTRIC UTILITIES	2
Crew Chief, Facilities	S1	OPERATIONS	FACILITIES & FLEET	2
Crew Chief, Forestry	S1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1

Crew Chief, Natural Areas	S1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Crew Chief, Parks	S1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Crew Chief, Transportation Ops	S1	OPERATIONS	TRANSPORTATION	2
Crew Chief, Water Field Ops	S1	OPERATIONS	WATER UTILITIES	2
Crime Analyst	A5	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Criminalist	A6	PROTECTIVE SERVICES	INVESTIGATION	5
Curator	P1	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Deputy City Clerk	A5	ADMINISTRATION	MUNICIPAL ADMINISTRATION	4
Deputy Court Administrator	S1	LEGAL	JUDICIAL	4
Deputy Court Clerk I	A3	LEGAL	JUDICIAL	4
Deputy Court Clerk II	A4	LEGAL	JUDICIAL	4
Dir, Economic Sustainability	M3	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Dir, Electric Distribution	M3	OPERATIONS	ELECTRIC UTILITIES	2
Dir, Environ Sustainability	M3	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Dir, Social Sustainability	M3	SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Dir, Transportation Operations	M3	OPERATIONS	TRANSPORTATION	2
Dir, Workforce Safety Security	M3	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Director, Accounting	M3	FINANCE & ACCOUNTING	ACCOUNTING	4
Director, Budget	M3	FINANCE & ACCOUNTING	BUDGET	4
Director, Civil Engineering	M3	SCIENCES & ENGINEERING	ENGINEERING	3
Director, Civil Engineering	M3	SCIENCES & ENGINEERING	ENGINEERING	3
Director, Communications	M3	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	4
Director, Cultural Services	M3	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Director, FP&A	M3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Director, Facilities & Fleet	M3	OPERATIONS	FACILITIES & FLEET	2
Director, Human Resources	M3	HUMAN RESOURCES	TALENT MANAGEMENT	4
Director, Information Services	M3	PROTECTIVE SERVICES	TECHNOLOGY	5
Director, Park Planning	M3	PLANNING	PARK PLANNING	1
Director, Parks	M3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Director, Plant Operations	M3	OPERATIONS	PLANT OPERATIONS	2
Director, Purchasing	M3	FINANCE & ACCOUNTING	PURCHASING	4
Director, Recreation	M3	CULTURE, PARKS & RECREATION	RECREATION	1
Director, Sciences	M3	SCIENCES & ENGINEERING	SCIENCES	3
Director, Transit	M3	OPERATIONS	TRANSPORTATION	2
Director, Water Field Ops	M3	OPERATIONS	WATER UTILITIES	2
Electrical Engineer I	P1	SCIENCES & ENGINEERING	ENGINEERING	3
Electrical Engineer II	P2	SCIENCES & ENGINEERING	ENGINEERING	3
Electrical Engineer III	P3	SCIENCES & ENGINEERING	ENGINEERING	3
Electrician	OT4	OPERATIONS	FACILITIES & FLEET	2
Emergency Commun Dispatcher	OT4	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5A
Engineer I, Fiber	P1	TECHNOLOGY	FIBER	3
Engineer I, Network	P1	TECHNOLOGY	NETWORK	3
Engineer II, Network	P2	TECHNOLOGY	NETWORK	3
Engineer II, Systems	P2	TECHNOLOGY	SYSTEMS	3
Exec Assistant To The City Mgr	P1	ADMINISTRATION	ADMINISTRATION	4
Executive Admin Assistant	A5	ADMINISTRATION	ADMINISTRATION	4
Inspector, Code Compliance	OT3	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Investigative Aide	A5	PROTECTIVE SERVICES	INVESTIGATION	5
Lab Assistant	OT1	SCIENCES & ENGINEERING	SCIENCES	3
Lead Analyst, Utility Rate	P4	FINANCE & ACCOUNTING	UTILITY	4
Lead Coord, Utility Rate/Fee	A6	FINANCE & ACCOUNTING	UTILITY	4
Lead Inspector, Construction	OT6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Lead Park Ranger	S1	PROTECTIVE SERVICES	OPERATIONS	5
Lead Rep, Customer Support	A5	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Lead Spc, Cultural Services	P3	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Lead Spc, Employee Relations	P3	HUMAN RESOURCES	TALENT MANAGEMENT	4
Lead Spc, Env Sustainability	P3	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Lead Spc, Process Improvement	P3	ADMINISTRATION	PROJECT MANAGEMENT	4
Lead Spc, Soc Sustainability	P3	SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Lead Spc, Special Events	P3	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	1
Lead Specialist, Compliance	P3	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Lead Specialist, Forestry	P3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Lead Specialist, Marketing	P3	MARKETING & CREATIVE SERVICES	MARKETING	4
Lead Specialist, Natural Areas	P3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1

Lead Specialist, Occpnl Hlth	P3	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Lead Specialist, Safety	P3	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Lead Specialist, Sciences	P3	SCIENCES & ENGINEERING	SCIENCES	3
Lead Specialist, Security	P3	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Lead Tech, Graphic Design	A6	MARKETING & CREATIVE SERVICES	MEDIA	4
Lead Technician, Sciences	A6	SCIENCES & ENGINEERING	SCIENCES	3
Lead Technician, Video Prod	A6	MARKETING & CREATIVE SERVICES	MEDIA	4
Legal Assistant	A3	LEGAL	LEGAL	4
Locator, Elec Dist - Field Ops	OT1	OPERATIONS	ELECTRIC UTILITIES	2
Manager, Active Modes	M1	PLANNING	TRANSPORTATION PLANNING	1
Manager, Applications Software	M1	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Manager, Apps Software Dev	M1	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Manager, Broadband	M1	OPERATIONS	BROADBAND	2
Manager, City Planning	M1	PLANNING	CITY PLANNING	1
Manager, Civil Engineering	M1	SCIENCES & ENGINEERING	ENGINEERING	3
Manager, Civil Engineering	M1	SCIENCES & ENGINEERING	ENGINEERING	3
Manager, Client Services	M1	TECHNOLOGY	CLIENT SERVICES	3
Manager, Construction Inspect	M1	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Manager, Cultural Services	M1	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Manager, Customer Support	M1	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Manager, Econ Sustainability	M1	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Manager, Elec Distr Hi Voltage	M1	OPERATIONS	ELECTRIC UTILITIES	2
Manager, Env Sustainability	M1	SUSTAINABILITY	ENVIRONMENTAL PLANNING	1
Manager, Environ Planning	M1	PLANNING	ENVIRONMENTAL PLANNING	1
Manager, FP&A	M1	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Manager, GIS	M1	TECHNOLOGY	GIS	3
Manager, Graphic Design	M1	MARKETING & CREATIVE SERVICES	MEDIA	4
Manager, Historic Preservation	M1	PLANNING	CITY PLANNING	1
Manager, Marketing	M1	MARKETING & CREATIVE SERVICES	MARKETING	4
Manager, Network Engineering	M1	TECHNOLOGY	NETWORK	3
Manager, Payroll	M1	FINANCE & ACCOUNTING	ACCOUNTING	4
Manager, Plant Operations	M1	OPERATIONS	PLANT OPERATIONS	2
Manager, Public Engagement	M1	CUSTOMER SERVICE	OUTREACH	4
Manager, Real Estate	M1	OPERATIONS	FACILITIES & FLEET	2
Manager, Recreation	M1	CULTURE, PARKS & RECREATION	RECREATION	1
Manager, Sciences	M1	SCIENCES & ENGINEERING	SCIENCES	3
Manager, Systems Admin	M1	TECHNOLOGY	SYSTEMS	3
Manager, Systems Engineering	M1	TECHNOLOGY	SYSTEMS	3
Manager, Talent Acquisition	M1	HUMAN RESOURCES	TALENT MANAGEMENT	4
Manager, Talent Development	M1	HUMAN RESOURCES	TALENT MANAGEMENT	4
Manager, Technical Proj Mgmt	M1	ADMINISTRATION	PROJECT MANAGEMENT	4
Manager, Traffic Engineering	M1	SCIENCES & ENGINEERING	ENGINEERING	3
Manager, Transit	M1	OPERATIONS	TRANSPORTATION	2
Manager, Transit Planning	M1	PLANNING	TRANSPORTATION PLANNING	1
Manager, Transportation Ops	M1	OPERATIONS	TRANSPORTATION	2
Manager, Video Production	M1	MARKETING & CREATIVE SERVICES	MEDIA	4
Manager, Water Field Ops	M1	OPERATIONS	WATER UTILITIES	2
Manager, Wellness	M1	HUMAN RESOURCES	BENEFITS	4
Master Electrician	OT6	OPERATIONS	FACILITIES & FLEET	2
Mechanical Engineer I	P1	SCIENCES & ENGINEERING	ENGINEERING	3
Mechanical Engineer III	P3	SCIENCES & ENGINEERING	ENGINEERING	3
Municipal Court Administrator	S2	LEGAL	JUDICIAL	4
Municipal Court Case Worker	A5	LEGAL	JUDICIAL	4
Natural Areas Trail Ranger	OT4	PROTECTIVE SERVICES	OPERATIONS	5
Officer I, Enforcement	OT2	PROTECTIVE SERVICES	OPERATIONS	5
Officer I, Transportation Ops	OT2	OPERATIONS	TRANSPORTATION	2
Officer II, Enforcement	OT3	PROTECTIVE SERVICES	OPERATIONS	5
Operator I, Transit	OT2	OPERATIONS	TRANSPORTATION	2
Operator I, Transportation Ops	OT2	OPERATIONS	TRANSPORTATION	2
Operator II, Transit	OT3	OPERATIONS	TRANSPORTATION	2
Operator II, Transportation Op	OT3	OPERATIONS	TRANSPORTATION	2
Paralegal	A6	LEGAL	LEGAL	4
Park Ranger	OT4	PROTECTIVE SERVICES	OPERATIONS	5
Partner, Human Resources	P2	HUMAN RESOURCES	TALENT MANAGEMENT	4

Planner, City	P2	PLANNING	CITY PLANNING	1
Planner, Environmental	P2	PLANNING	ENVIRONMENTAL PLANNING	1
Planner, Transit	P2	PLANNING	TRANSPORTATION PLANNING	1
Planner, Transportation	P2	PLANNING	TRANSPORTATION PLANNING	1
Plans Examiner	A6	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Police Assistant Chief	M3	PROTECTIVE SERVICES	POLICE ADMINISTRATION	5
Police Corporal	S1	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C
Police Lieutenant	M2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C
Police Officer	OT6	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C
Police Psychologist	P4	PROTECTIVE SERVICES	INVESTIGATION	5
Police Sergeant	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C
Project Analyst	P1	ADMINISTRATION	PROJECT MANAGEMENT	4
Project Manager	P2	ADMINISTRATION	PROJECT MANAGEMENT	4
Rep I, Customer Support	A2	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Rep I, Police Records	A2	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Rep II, Cultural Services	A3	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Rep II, Customer Support	A3	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Rep II, Police Records	A3	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Representative II, Recreation	A3	CULTURE, PARKS & RECREATION	RECREATION	1
Specialist, Active Modes	P1	PLANNING	TRANSPORTATION PLANNING	1
Specialist, Communications	P1	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	4
Specialist, Customer Support	P1	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Specialist, Facilities	P1	OPERATIONS	FACILITIES & FLEET	2
Specialist, Outreach	P1	PROTECTIVE SERVICES	INVESTIGATION	5
Specialist, Public Engagement	P1	CUSTOMER SERVICE	OUTREACH	4
Specialist, Real Estate	P1	OPERATIONS	FACILITIES & FLEET	2
Specialist, Safety	P1	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Specialist, Sciences	P1	SCIENCES & ENGINEERING	SCIENCES	3
Specialist, Social Sustain	P1	SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Specialist, Wellness	P1	HUMAN RESOURCES	BENEFITS	4
Sr Accountant	P3	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Administrator, Database	P3	TECHNOLOGY	DATABASE	3
Sr Administrator, Systems	P3	TECHNOLOGY	SYSTEMS	3
Sr Analyst, Apps Software	P3	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Sr Analyst, Apps Software Dev	P3	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Sr Analyst, Budget	P3	FINANCE & ACCOUNTING	BUDGET	4
Sr Analyst, Compensation	P3	HUMAN RESOURCES	COMPENSATION	4
Sr Analyst, Finance	P3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Sr Analyst, HRIS	P3	HUMAN RESOURCES	HRIS	4
Sr Analyst, IT Security	P3	TECHNOLOGY	INFORMATION SECURITY	3
Sr Analyst, Systems	P3	TECHNOLOGY	SYSTEMS	3
Sr Analyst, Treasury	P3	FINANCE & ACCOUNTING	TREASURY / INVESTMENT	4
Sr Architect, Landscape	P3	PLANNING	PARK PLANNING	1
Sr Buyer	P3	FINANCE & ACCOUNTING	PURCHASING	4
Sr Coord, Sales Tax Audit Rev	A5	FINANCE & ACCOUNTING	REVENUE	4
Sr Coordinator, AP	A5	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Coordinator, Active Modes	A5	PLANNING	TRANSPORTATION PLANNING	1
Sr Coordinator, Benefits	A5	HUMAN RESOURCES	BENEFITS	4
Sr Coordinator, City Planning	A5	PLANNING	CITY PLANNING	1
Sr Coordinator, Communications	A5	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	4
Sr Coordinator, Cultural Svcs	A5	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Sr Coordinator, Env Sustain	A5	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Sr Coordinator, Forestry	A5	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Coordinator, HRIS	A5	HUMAN RESOURCES	HRIS	4
Sr Coordinator, Marketing	A5	MARKETING & CREATIVE SERVICES	MARKETING	4
Sr Coordinator, Payroll	A5	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Coordinator, Public Engage	A5	CUSTOMER SERVICE	OUTREACH	4
Sr Coordinator, Real Estate	A5	OPERATIONS	FACILITIES & FLEET	2
Sr Coordinator, Recreation	A5	CULTURE, PARKS & RECREATION	RECREATION	1
Sr Coordinator, Risk Mgmt	A5	FINANCE & ACCOUNTING	RISK MANAGEMENT	4
Sr Coordinator, Safety	A5	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Sr Coordinator, Talent Acq	A5	HUMAN RESOURCES	TALENT MANAGEMENT	4
Sr Coordinator, Talent Dev	A5	HUMAN RESOURCES	TALENT MANAGEMENT	4
Sr Coordinator, Wellness	A5	HUMAN RESOURCES	BENEFITS	4



Sr Engineer, Network	P3	TECHNOLOGY	NETWORK	3
Sr Engineer, Systems	P3	TECHNOLOGY	SYSTEMS	3
Sr Facilities Project Manager	P3	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Inspector, Code Compliance	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Inspector, Compliance	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Inspector, Construction	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Inspector, Zoning	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Legal Assistant	A4	LEGAL	LEGAL	4
Sr Locator, Elec Dist Field Op	OT2	OPERATIONS	ELECTRIC UTILITIES	2
Sr Manager, Accounting	M2	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Manager, Apps Software	M2	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Sr Manager, Benefits	M2	HUMAN RESOURCES	BENEFITS	4
Sr Manager, Bldg & Dev Review	M2	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Sr Manager, Civil Engineering	M2	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Manager, Compensation	M2	HUMAN RESOURCES	COMPENSATION	4
Sr Manager, Cultural Services	M2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Sr Manager, Cultural Services	M2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Sr Manager, Customer Support	M2	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Sr Manager, Elec Engineering	M2	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Manager, Elec Engineering	M2	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Manager, Emergency Comms	M2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5A
Sr Manager, Env Sustain	M2	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Sr Manager, Facilities & Fleet	M2	OPERATIONS	FACILITIES & FLEET	2
Sr Manager, Forestry	M2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Manager, Information Svcs	M2	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Sr Manager, Mechanical Engr	M2	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Manager, Natural Areas	M2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Manager, Neighborhood Svcs	M2	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	1
Sr Manager, Network Engineerng	M2	TECHNOLOGY	NETWORK	3
Sr Manager, OEM	M2	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Manager, Parks	M2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Manager, Sales Tax/Revenue	M2	FINANCE & ACCOUNTING	REVENUE	4
Sr Manager, Sciences	M2	SCIENCES & ENGINEERING	SCIENCES	3
Sr Manager, Technology	M2	TECHNOLOGY	TECHNOLOGY	3
Sr Manager, Traffic Engr	M2	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Manager, Transit	M2	OPERATIONS	TRANSPORTATION	2
Sr Manager, Transportation Pln	M2	PLANNING	TRANSPORTATION PLANNING	1
Sr Manager, Water Engineering	M2	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Planner, City	P3	PLANNING	CITY PLANNING	1
Sr Planner, Environmental	P3	PLANNING	ENVIRONMENTAL PLANNING	1
Sr Planner, Transportation	P3	PLANNING	TRANSPORTATION PLANNING	1
Sr Project Manager	P3	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Rep, Cultural Svcs	A4	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Sr Spc, Employee Relations	P2	HUMAN RESOURCES	TALENT MANAGEMENT	4
Sr Spc, Neighborhood Svcs	P2	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	1
Sr Spc, Process Improvement	P2	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Specialist, Communications	P2	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	4
Sr Specialist, Cust Support	P2	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Sr Specialist, Econ Sustain	P2	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Sr Specialist, Enviro Sustain	P2	SUSTAINABILITY	ENVIRONMENTAL PLANNING	1
Sr Specialist, Outreach	P2	PROTECTIVE SERVICES	INVESTIGATION	5
Sr Specialist, Parks	P2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Specialist, Public Engage	P2	CUSTOMER SERVICE	OUTREACH	4
Sr Specialist, Real Estate	P2	OPERATIONS	FACILITIES & FLEET	2
Sr Specialist, Recreation	P2	CULTURE, PARKS & RECREATION	RECREATION	1
Sr Specialist, Sciences	P2	SCIENCES & ENGINEERING	SCIENCES	3
Sr Specialist, Social Sustain	P2	SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Sr Supervisor, AR / Billing	S2	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Supervisor, Administration	S2	ADMINISTRATION	ADMINISTRATION	4
Sr Supervisor, Bldg & Dev Rev	S2	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Sr Supervisor, CSO	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5B
Sr Supervisor, Code Compliance	S2	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Supervisor, Cultural Svcs	S2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Sr Supervisor, Cust Support	S2	CUSTOMER SERVICE	CUSTOMER SERVICE	4

Sr Supervisor, Elec Dis Hi Vlt	S2	OPERATIONS	ELECTRIC UTILITIES	2
Sr Supervisor, Elec Dis Hi Vlt	S2	OPERATIONS	ELECTRIC UTILITIES	2
Sr Supervisor, Electric Dist	S2	OPERATIONS	ELECTRIC UTILITIES	2
Sr Supervisor, Emergency Comms	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5A
Sr Supervisor, Facilities	S2	OPERATIONS	FACILITIES & FLEET	2
Sr Supervisor, Fleet	S2	OPERATIONS	FACILITIES & FLEET	2
Sr Supervisor, Forestry	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Supervisor, HRIS	S2	HUMAN RESOURCES	HRIS	4
Sr Supervisor, Information Svc	S2	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Sr Supervisor, Maintenance	S2	OPERATIONS	PLANT OPERATIONS	2
Sr Supervisor, Marketing	S2	MARKETING & CREATIVE SERVICES	MARKETING	4
Sr Supervisor, Mechanical Engr	S2	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Supervisor, Natural Areas	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Supervisor, Neighborhood Svc	S2	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	1
Sr Supervisor, Parks	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Supervisor, Parks	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Supervisor, Plant Ops	S2	OPERATIONS	PLANT OPERATIONS	2
Sr Supervisor, Plant Ops	S2	OPERATIONS	PLANT OPERATIONS	2
Sr Supervisor, Process Support	S2	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Sr Supervisor, Project Mgmt	S2	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Supervisor, Public Engage	S2	CUSTOMER SERVICE	OUTREACH	4
Sr Supervisor, Recreation	S2	CULTURE, PARKS & RECREATION	RECREATION	1
Sr Supervisor, Sciences	S2	SCIENCES & ENGINEERING	SCIENCES	3
Sr Supervisor, Transit	S2	OPERATIONS	TRANSPORTATION	2
Sr Tech, Processing Support	A5	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Sr Tech, Transportation Ops	OT5	OPERATIONS	TRANSPORTATION	2
Sr Technical Project Manager	P3	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Technical Project Manager	P3	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Sr Technician, Client Services	A5	TECHNOLOGY	CLIENT SERVICES	3
Sr Technician, Facilities	OT5	OPERATIONS	FACILITIES & FLEET	2
Sr Technician, Fiber	OT5	TECHNOLOGY	FIBER	3
Sr Technician, Maintenance	OT5	OPERATIONS	PLANT OPERATIONS	2
Sr Technician, Network Engr	A5	TECHNOLOGY	NETWORK	3
Sr Technician, Traffic Engr	OT5	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Technician, Water Field Ops	OT5	OPERATIONS	WATER UTILITIES	2
Supervisor, Administration	S1	ADMINISTRATION	ADMINISTRATION	4
Supervisor, Bldg & Dev Rev	S1	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Supervisor, Civil Engineering	S1	SCIENCES & ENGINEERING	ENGINEERING	3
Supervisor, Client Services	S1	TECHNOLOGY	CLIENT SERVICES	3
Supervisor, Customer Support	S1	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Supervisor, Energy Services	S1	OPERATIONS	FACILITIES & FLEET	2
Supervisor, Enforcement	S1	PROTECTIVE SERVICES	OPERATIONS	5
Supervisor, Facilities	S1	OPERATIONS	FACILITIES & FLEET	2
Supervisor, Fleet	S1	OPERATIONS	FACILITIES & FLEET	2
Supervisor, Plant Operations	S1	OPERATIONS	PLANT OPERATIONS	2
Supervisor, Plant Operations	S1	OPERATIONS	PLANT OPERATIONS	2
Supervisor, Transit	S1	OPERATIONS	TRANSPORTATION	2
Tech II, Processing Support	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Tech II, Sales Tax Audit & Rev	A4	FINANCE & ACCOUNTING	REVENUE	4
Tech II, Transportation Ops	OT4	OPERATIONS	TRANSPORTATION	2
Technical Project Manager	P2	ADMINISTRATION	PROJECT MANAGEMENT	4
Technician I, Bldg Dev Review	A3	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Technician I, Civil Engr	OT3	SCIENCES & ENGINEERING	ENGINEERING	3
Technician I, Customer Support	OT3	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Technician I, Facilities	OT3	OPERATIONS	FACILITIES & FLEET	2
Technician I, Fleet	OT3	OPERATIONS	FACILITIES & FLEET	2
Technician I, Forestry	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician I, Natural Areas	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician I, Parks	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician I, Police Admin	A3	PROTECTIVE SERVICES	POLICE ADMINISTRATION	5
Technician I, Traffic Engr	OT3	SCIENCES & ENGINEERING	ENGINEERING	3
Technician I, Water Field Util	OT3	OPERATIONS	WATER UTILITIES	2
Technician II, Apps Software	A4	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Technician II, Civil Engr	OT4	SCIENCES & ENGINEERING	ENGINEERING	3

Technician II, Client Services	A4	TECHNOLOGY	CLIENT SERVICES	3
Technician II, Electric Dist	OT4	OPERATIONS	ELECTRIC UTILITIES	2
Technician II, Energy Services	OT4	OPERATIONS	FACILITIES & FLEET	2
Technician II, Facilities	OT4	OPERATIONS	FACILITIES & FLEET	2
Technician II, Fiber	OT4	TECHNOLOGY	FIBER	3
Technician II, Fleet	OT4	OPERATIONS	FACILITIES & FLEET	2
Technician II, Forestry	OT4	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician II, GIS	A4	TECHNOLOGY	GIS	3
Technician II, Maintenance	OT4	OPERATIONS	PLANT OPERATIONS	2
Technician II, Natural Areas	OT4	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician II, Network Engr	A4	TECHNOLOGY	NETWORK	3
Technician II, Police Records	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Technician II, Sciences	A4	SCIENCES & ENGINEERING	SCIENCES	3
Technician II, Traffic Engr	OT4	SCIENCES & ENGINEERING	ENGINEERING	3
Technician II, Video Prod	A4	MARKETING & CREATIVE SERVICES	MEDIA	4
Technician II, Water Engr	OT4	SCIENCES & ENGINEERING	ENGINEERING	3
Technician II, Wtr Field Util	OT4	OPERATIONS	WATER UTILITIES	2
Victim Advocate	A4	PROTECTIVE SERVICES	INVESTIGATION	5
Water Engineer II	P2	SCIENCES & ENGINEERING	ENGINEERING	3
Water Engineer III	P3	SCIENCES & ENGINEERING	ENGINEERING	3
Worker I, Facilities	OT1	OPERATIONS	FACILITIES & FLEET	2
Worker I, Parks	OT1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Worker I, Recreation	OT1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Worker I, Transit	OT1	OPERATIONS	TRANSPORTATION	2
Worker I, Transportation Ops	OT1	OPERATIONS	TRANSPORTATION	2
Worker II, Facilities	OT2	OPERATIONS	FACILITIES & FLEET	2
Worker II, Fleet	OT2	OPERATIONS	FACILITIES & FLEET	2



**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 1 SUSTAINABILITY, PLANNING, CULTURE, PARKS & RECREATION, DEVELOPMENT & COMPLIANCE**

<b>MANAGERIAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$3,294.23	\$4,392.31	\$5,490.38
	<u>MONTHLY</u>	\$7,137.50	\$9,516.67	\$11,895.83
	<u>ANNUAL</u>	\$85,650.00	\$114,200.00	\$142,750.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,008.65	\$4,011.54	\$5,014.42
	<u>MONTHLY</u>	\$6,518.75	\$8,691.67	\$10,864.58
	<u>ANNUAL</u>	\$78,225.00	\$104,300.00	\$130,375.00
<b>M1</b>	<u>BIWEEKLY</u>	\$2,723.08	\$3,630.77	\$4,538.46
	<u>MONTHLY</u>	\$5,900.00	\$7,866.67	\$9,833.33
	<u>ANNUAL</u>	\$70,800.00	\$94,400.00	\$118,000.00
<b>S2</b>	<u>BIWEEKLY</u>	\$2,235.58	\$2,980.77	\$3,725.96
	<u>MONTHLY</u>	\$4,843.75	\$6,458.33	\$8,072.92
	<u>ANNUAL</u>	\$58,125.00	\$77,500.00	\$96,875.00
<b>S1</b>	<u>BIWEEKLY</u>	\$1,967.31	\$2,623.08	\$3,278.85
	<u>MONTHLY</u>	\$4,262.50	\$5,683.33	\$7,104.17
	<u>ANNUAL</u>	\$51,150.00	\$68,200.00	\$85,250.00
<b>PROFESSIONAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P3</b>	<u>BIWEEKLY</u>	\$2,151.92	\$2,869.23	\$3,586.54
	<u>MONTHLY</u>	\$4,662.50	\$6,216.67	\$7,770.83
	<u>ANNUAL</u>	\$55,950.00	\$74,600.00	\$93,250.00
<b>P2</b>	<u>BIWEEKLY</u>	\$1,893.69	\$2,524.92	\$3,156.15
	<u>MONTHLY</u>	\$4,103.00	\$5,470.67	\$6,838.33
	<u>ANNUAL</u>	\$49,236.00	\$65,648.00	\$82,060.00
<b>P1</b>	<u>BIWEEKLY</u>	\$1,666.46	\$2,221.92	\$2,777.42
	<u>MONTHLY</u>	\$3,610.67	\$4,814.17	\$6,017.75
	<u>ANNUAL</u>	\$43,328.00	\$57,770.00	\$72,213.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 1 SUSTAINABILITY, PLANNING, CULTURE, PARKS & RECREATION, DEVELOPMENT & COMPLIANCE**

<b>ADMINISTRATIVE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A6</b>	<u>BIWEEKLY</u>	\$1,895.04	\$2,368.81	\$2,842.58
	<u>MONTHLY</u>	\$4,105.92	\$5,132.42	\$6,158.92
	<u>ANNUAL</u>	\$49,271.00	\$61,589.00	\$73,907.00
<b>A5</b>	<u>BIWEEKLY</u>	\$1,722.77	\$2,153.46	\$2,584.15
	<u>MONTHLY</u>	\$3,732.67	\$4,665.83	\$5,599.00
	<u>ANNUAL</u>	\$44,792.00	\$55,990.00	\$67,188.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,566.15	\$1,957.69	\$2,349.23
	<u>MONTHLY</u>	\$3,393.33	\$4,241.67	\$5,090.00
	<u>ANNUAL</u>	\$40,720.00	\$50,900.00	\$61,080.00
<b>A3</b>	<u>BIWEEKLY</u>	\$1,409.54	\$1,761.92	\$2,114.31
	<u>MONTHLY</u>	\$3,054.00	\$3,817.50	\$4,581.00
	<u>ANNUAL</u>	\$36,648.00	\$45,810.00	\$54,972.00
<b>A2</b>	<u>BIWEEKLY</u>	\$1,268.58	\$1,585.73	\$1,902.88
	<u>MONTHLY</u>	\$2,748.58	\$3,435.75	\$4,122.92
	<u>ANNUAL</u>	\$32,983.00	\$41,229.00	\$49,475.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT6</b>	<u>BIWEEKLY</u>	\$2,156.92	\$2,696.15	\$3,235.38
	<u>MONTHLY</u>	\$4,673.33	\$5,841.67	\$7,010.00
	<u>ANNUAL</u>	\$56,080.00	\$70,100.00	\$84,120.00
<b>OT5</b>	<u>BIWEEKLY</u>	\$1,941.23	\$2,426.54	\$2,911.85
	<u>MONTHLY</u>	\$4,206.00	\$5,257.50	\$6,309.00
	<u>ANNUAL</u>	\$50,472.00	\$63,090.00	\$75,708.00
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,747.12	\$2,183.88	\$2,620.65
	<u>MONTHLY</u>	\$3,785.42	\$4,731.75	\$5,678.08
	<u>ANNUAL</u>	\$45,425.00	\$56,781.00	\$68,137.00
<b>OT3</b>	<u>BIWEEKLY</u>	\$1,572.38	\$1,965.50	\$2,358.58
	<u>MONTHLY</u>	\$3,406.83	\$4,258.58	\$5,110.25
	<u>ANNUAL</u>	\$40,882.00	\$51,103.00	\$61,323.00
<b>OT2</b>	<u>BIWEEKLY</u>	\$1,415.15	\$1,768.96	\$2,122.73
	<u>MONTHLY</u>	\$3,066.17	\$3,832.75	\$4,599.25
	<u>ANNUAL</u>	\$36,794.00	\$45,993.00	\$55,191.00
<b>OT1</b>	<u>BIWEEKLY</u>	\$1,273.65	\$1,592.04	\$1,910.46
	<u>MONTHLY</u>	\$2,759.58	\$3,449.42	\$4,139.33
	<u>ANNUAL</u>	\$33,115.00	\$41,393.00	\$49,672.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

TABLE: 2

**OPERATIONS**

<b>MANAGERIAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$3,949.04	\$5,265.38	\$6,581.73
	<u>MONTHLY</u>	\$8,556.25	\$11,408.33	\$14,260.42
	<u>ANNUAL</u>	\$102,675.00	\$136,900.00	\$171,125.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,356.69	\$4,475.58	\$5,594.46
	<u>MONTHLY</u>	\$7,272.83	\$9,697.08	\$12,121.33
	<u>ANNUAL</u>	\$87,274.00	\$116,365.00	\$145,456.00
<b>M1</b>	<u>BIWEEKLY</u>	\$2,853.19	\$3,804.23	\$4,755.31
	<u>MONTHLY</u>	\$6,181.92	\$8,242.50	\$10,303.17
	<u>ANNUAL</u>	\$74,183.00	\$98,910.00	\$123,638.00
<b>S2</b>	<u>BIWEEKLY</u>	\$2,275.96	\$3,034.62	\$3,793.27
	<u>MONTHLY</u>	\$4,931.25	\$6,575.00	\$8,218.75
	<u>ANNUAL</u>	\$59,175.00	\$78,900.00	\$98,625.00
<b>S1</b>	<u>BIWEEKLY</u>	\$2,002.85	\$2,670.46	\$3,338.08
	<u>MONTHLY</u>	\$4,339.50	\$5,786.00	\$7,232.50
	<u>ANNUAL</u>	\$52,074.00	\$69,432.00	\$86,790.00
<b>PROFESSIONAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P2</b>	<u>BIWEEKLY</u>	\$1,909.62	\$2,546.15	\$3,182.69
	<u>MONTHLY</u>	\$4,137.50	\$5,516.67	\$6,895.83
	<u>ANNUAL</u>	\$49,650.00	\$66,200.00	\$82,750.00
<b>P1</b>	<u>BIWEEKLY</u>	\$1,680.46	\$2,240.62	\$2,800.77
	<u>MONTHLY</u>	\$3,641.00	\$4,854.67	\$6,068.33
	<u>ANNUAL</u>	\$43,692.00	\$58,256.00	\$72,820.00
<b>ADMINISTRATIVE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A5</b>	<u>BIWEEKLY</u>	\$1,544.62	\$1,930.77	\$2,316.92
	<u>MONTHLY</u>	\$3,346.67	\$4,183.33	\$5,020.00
	<u>ANNUAL</u>	\$40,160.00	\$50,200.00	\$60,240.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,390.15	\$1,737.69	\$2,085.23
	<u>MONTHLY</u>	\$3,012.00	\$3,765.00	\$4,518.00
	<u>ANNUAL</u>	\$36,144.00	\$45,180.00	\$54,216.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 2**

**OPERATIONS**

<b>OPERATIONS &amp; SKILLED TRADE</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT6</b>	<u>BIWEEKLY</u>	\$2,180.38	\$2,725.46	\$3,270.58
	<u>MONTHLY</u>	\$4,724.17	\$5,905.17	\$7,086.25
	<u>ANNUAL</u>	\$56,690.00	\$70,862.00	\$85,035.00
<b>OT5</b>	<u>BIWEEKLY</u>	\$1,982.15	\$2,477.69	\$2,973.23
	<u>MONTHLY</u>	\$4,294.67	\$5,368.33	\$6,442.00
	<u>ANNUAL</u>	\$51,536.00	\$64,420.00	\$77,304.00
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,801.96	\$2,252.46	\$2,702.96
	<u>MONTHLY</u>	\$3,904.25	\$4,880.33	\$5,856.42
	<u>ANNUAL</u>	\$46,851.00	\$58,564.00	\$70,277.00
<b>OT3</b>	<u>BIWEEKLY</u>	\$1,638.15	\$2,047.69	\$2,457.23
	<u>MONTHLY</u>	\$3,549.33	\$4,436.67	\$5,324.00
	<u>ANNUAL</u>	\$42,592.00	\$53,240.00	\$63,888.00
<b>OT2</b>	<u>BIWEEKLY</u>	\$1,489.23	\$1,861.54	\$2,233.85
	<u>MONTHLY</u>	\$3,226.67	\$4,033.33	\$4,840.00
	<u>ANNUAL</u>	\$38,720.00	\$48,400.00	\$58,080.00
<b>OT1</b>	<u>BIWEEKLY</u>	\$1,353.85	\$1,692.31	\$2,030.77
	<u>MONTHLY</u>	\$2,933.33	\$3,666.67	\$4,400.00
	<u>ANNUAL</u>	\$35,200.00	\$44,000.00	\$52,800.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

TABLE: 3

**SCIENCES & ENGINEERING, TECHNOLOGY**

<b>MANAGERIAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$4,106.35	\$5,475.15	\$6,843.92
	<u>MONTHLY</u>	\$8,897.08	\$11,862.83	\$14,828.50
	<u>ANNUAL</u>	\$106,765.00	\$142,354.00	\$177,942.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,570.77	\$4,761.00	\$5,951.27
	<u>MONTHLY</u>	\$7,736.67	\$10,315.50	\$12,894.42
	<u>ANNUAL</u>	\$92,840.00	\$123,786.00	\$154,733.00
<b>M1</b>	<u>BIWEEKLY</u>	\$3,105.00	\$4,140.00	\$5,175.00
	<u>MONTHLY</u>	\$6,727.50	\$8,970.00	\$11,212.50
	<u>ANNUAL</u>	\$80,730.00	\$107,640.00	\$134,550.00
<b>S2</b>	<u>BIWEEKLY</u>	\$2,700.00	\$3,600.00	\$4,500.00
	<u>MONTHLY</u>	\$5,850.00	\$7,800.00	\$9,750.00
	<u>ANNUAL</u>	\$70,200.00	\$93,600.00	\$117,000.00
<b>S1</b>	<u>BIWEEKLY</u>	\$2,376.00	\$3,168.00	\$3,960.00
	<u>MONTHLY</u>	\$5,148.00	\$6,864.00	\$8,580.00
	<u>ANNUAL</u>	\$61,776.00	\$82,368.00	\$102,960.00
<b>PROFESSIONAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P4</b>	<u>BIWEEKLY</u>	\$3,239.42	\$4,319.23	\$5,399.04
	<u>MONTHLY</u>	\$7,018.75	\$9,358.33	\$11,697.92
	<u>ANNUAL</u>	\$84,225.00	\$112,300.00	\$140,375.00
<b>P3</b>	<u>BIWEEKLY</u>	\$2,850.69	\$3,800.92	\$4,751.15
	<u>MONTHLY</u>	\$6,176.50	\$8,235.33	\$10,294.17
	<u>ANNUAL</u>	\$74,118.00	\$98,824.00	\$123,530.00
<b>P2</b>	<u>BIWEEKLY</u>	\$2,508.62	\$3,344.81	\$4,181.00
	<u>MONTHLY</u>	\$5,435.33	\$7,247.08	\$9,058.83
	<u>ANNUAL</u>	\$65,224.00	\$86,965.00	\$108,706.00
<b>P1</b>	<u>BIWEEKLY</u>	\$2,207.58	\$2,943.42	\$3,679.31
	<u>MONTHLY</u>	\$4,783.08	\$6,377.42	\$7,971.83
	<u>ANNUAL</u>	\$57,397.00	\$76,529.00	\$95,662.00





**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 3**

**SCIENCES & ENGINEERING, TECHNOLOGY**

<b>ADMINISTRATIVE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A6</b>	<u>BIWEEKLY</u>	\$2,077.46	\$2,596.85	\$3,116.23
	<u>MONTHLY</u>	\$4,501.17	\$5,626.50	\$6,751.83
	<u>ANNUAL</u>	\$54,014.00	\$67,518.00	\$81,022.00
<b>A5</b>	<u>BIWEEKLY</u>	\$1,888.62	\$2,360.77	\$2,832.92
	<u>MONTHLY</u>	\$4,092.00	\$5,115.00	\$6,138.00
	<u>ANNUAL</u>	\$49,104.00	\$61,380.00	\$73,656.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,716.92	\$2,146.15	\$2,575.38
	<u>MONTHLY</u>	\$3,720.00	\$4,650.00	\$5,580.00
	<u>ANNUAL</u>	\$44,640.00	\$55,800.00	\$66,960.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT5</b>	<u>BIWEEKLY</u>	\$2,008.96	\$2,511.19	\$3,013.42
	<u>MONTHLY</u>	\$4,352.75	\$5,440.92	\$6,529.08
	<u>ANNUAL</u>	\$52,233.00	\$65,291.00	\$78,349.00
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,843.08	\$2,303.85	\$2,764.62
	<u>MONTHLY</u>	\$3,993.33	\$4,991.67	\$5,990.00
	<u>ANNUAL</u>	\$47,920.00	\$59,900.00	\$71,880.00
<b>OT3</b>	<u>BIWEEKLY</u>	\$1,658.77	\$2,073.46	\$2,488.15
	<u>MONTHLY</u>	\$3,594.00	\$4,492.50	\$5,391.00
	<u>ANNUAL</u>	\$43,128.00	\$53,910.00	\$64,692.00
<b>OT2</b>	<u>BIWEEKLY</u>	\$1,492.88	\$1,866.12	\$2,239.35
	<u>MONTHLY</u>	\$3,234.58	\$4,043.25	\$4,851.92
	<u>ANNUAL</u>	\$38,815.00	\$48,519.00	\$58,223.00
<b>OT1</b>	<u>BIWEEKLY</u>	\$1,343.62	\$1,679.50	\$2,015.42
	<u>MONTHLY</u>	\$2,911.17	\$3,638.92	\$4,366.75
	<u>ANNUAL</u>	\$34,934.00	\$43,667.00	\$52,401.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 4 HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MARKETING, LEGAL**

<b>MANAGERIAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$3,730.96	\$4,974.65	\$6,218.31
	<u>MONTHLY</u>	\$8,083.75	\$10,778.42	\$13,473.00
	<u>ANNUAL</u>	\$97,005.00	\$129,341.00	\$161,676.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,244.35	\$4,325.77	\$5,407.23
	<u>MONTHLY</u>	\$7,029.42	\$9,372.50	\$11,715.67
	<u>ANNUAL</u>	\$84,353.00	\$112,470.00	\$140,588.00
<b>M1</b>	<u>BIWEEKLY</u>	\$2,821.15	\$3,761.54	\$4,701.92
	<u>MONTHLY</u>	\$6,112.50	\$8,150.00	\$10,187.50
	<u>ANNUAL</u>	\$73,350.00	\$97,800.00	\$122,250.00
<b>S2</b>	<u>BIWEEKLY</u>	\$1,950.00	\$2,600.00	\$3,250.00
	<u>MONTHLY</u>	\$4,225.00	\$5,633.33	\$7,041.67
	<u>ANNUAL</u>	\$50,700.00	\$67,600.00	\$84,500.00
<b>S1</b>	<u>BIWEEKLY</u>	\$1,716.00	\$2,288.00	\$2,860.00
	<u>MONTHLY</u>	\$3,718.00	\$4,957.33	\$6,196.67
	<u>ANNUAL</u>	\$44,616.00	\$59,488.00	\$74,360.00
<b>PROFESSIONAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P4</b>	<u>BIWEEKLY</u>	\$2,636.31	\$3,515.08	\$4,393.85
	<u>MONTHLY</u>	\$5,712.00	\$7,616.00	\$9,520.00
	<u>ANNUAL</u>	\$68,544.00	\$91,392.00	\$114,240.00
<b>P3</b>	<u>BIWEEKLY</u>	\$2,353.85	\$3,138.46	\$3,923.08
	<u>MONTHLY</u>	\$5,100.00	\$6,800.00	\$8,500.00
	<u>ANNUAL</u>	\$61,200.00	\$81,600.00	\$102,000.00
<b>P2</b>	<u>BIWEEKLY</u>	\$2,071.38	\$2,761.85	\$3,452.31
	<u>MONTHLY</u>	\$4,488.00	\$5,984.00	\$7,480.00
	<u>ANNUAL</u>	\$53,856.00	\$71,808.00	\$89,760.00
<b>P1</b>	<u>BIWEEKLY</u>	\$1,822.81	\$2,430.42	\$3,038.04
	<u>MONTHLY</u>	\$3,949.42	\$5,265.92	\$6,582.42
	<u>ANNUAL</u>	\$47,393.00	\$63,191.00	\$78,989.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 4 HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MARKETING, LEGAL**

<b>ADMINISTRATIVE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A6</b>	<u>BIWEEKLY</u>	\$1,869.00	\$2,336.23	\$2,803.46
	<u>MONTHLY</u>	\$4,049.50	\$5,061.83	\$6,074.17
	<u>ANNUAL</u>	\$48,594.00	\$60,742.00	\$72,890.00
<b>A5</b>	<u>BIWEEKLY</u>	\$1,699.08	\$2,123.85	\$2,548.62
	<u>MONTHLY</u>	\$3,681.33	\$4,601.67	\$5,522.00
	<u>ANNUAL</u>	\$44,176.00	\$55,220.00	\$66,264.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,544.62	\$1,930.77	\$2,316.92
	<u>MONTHLY</u>	\$3,346.67	\$4,183.33	\$5,020.00
	<u>ANNUAL</u>	\$40,160.00	\$50,200.00	\$60,240.00
<b>A3</b>	<u>BIWEEKLY</u>	\$1,390.15	\$1,737.69	\$2,085.23
	<u>MONTHLY</u>	\$3,012.00	\$3,765.00	\$4,518.00
	<u>ANNUAL</u>	\$36,144.00	\$45,180.00	\$54,216.00
<b>A2</b>	<u>BIWEEKLY</u>	\$1,251.15	\$1,563.92	\$1,876.69
	<u>MONTHLY</u>	\$2,710.83	\$3,388.50	\$4,066.17
	<u>ANNUAL</u>	\$32,530.00	\$40,662.00	\$48,794.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,609.23	\$2,011.54	\$2,413.85
	<u>MONTHLY</u>	\$3,486.67	\$4,358.33	\$5,230.00
	<u>ANNUAL</u>	\$41,840.00	\$52,300.00	\$62,760.00
<b>OT3</b>	<u>BIWEEKLY</u>	\$1,448.31	\$1,810.38	\$2,172.46
	<u>MONTHLY</u>	\$3,138.00	\$3,922.50	\$4,707.00
	<u>ANNUAL</u>	\$37,656.00	\$47,070.00	\$56,484.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

TABLE: 5

**PROTECTIVE SERVICES (non-CBU)**

<b>MANAGERIAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$3,547.35	\$4,729.77	\$5,912.23
	<u>MONTHLY</u>	\$7,685.92	\$10,247.83	\$12,809.83
	<u>ANNUAL</u>	\$92,231.00	\$122,974.00	\$153,718.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,015.23	\$4,020.31	\$5,025.38
	<u>MONTHLY</u>	\$6,533.00	\$8,710.67	\$10,888.33
	<u>ANNUAL</u>	\$78,396.00	\$104,528.00	\$130,660.00
<b>M1</b>	<u>BIWEEKLY</u>	\$2,562.96	\$3,417.27	\$4,271.58
	<u>MONTHLY</u>	\$5,553.08	\$7,404.08	\$9,255.08
	<u>ANNUAL</u>	\$66,637.00	\$88,849.00	\$111,061.00
<b>S2</b>	<u>BIWEEKLY</u>	\$1,776.92	\$2,369.23	\$2,961.54
	<u>MONTHLY</u>	\$3,850.00	\$5,133.33	\$6,416.67
	<u>ANNUAL</u>	\$46,200.00	\$61,600.00	\$77,000.00
<b>S1</b>	<u>BIWEEKLY</u>	\$1,563.69	\$2,084.92	\$2,606.15
	<u>MONTHLY</u>	\$3,388.00	\$4,517.33	\$5,646.67
	<u>ANNUAL</u>	\$40,656.00	\$54,208.00	\$67,760.00
<b>PROFESSIONAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P4</b>	<u>BIWEEKLY</u>	\$2,494.62	\$3,326.15	\$4,157.69
	<u>MONTHLY</u>	\$5,405.00	\$7,206.67	\$9,008.33
	<u>ANNUAL</u>	\$64,860.00	\$86,480.00	\$108,100.00
<b>P3</b>	<u>BIWEEKLY</u>	\$2,169.23	\$2,892.31	\$3,615.38
	<u>MONTHLY</u>	\$4,700.00	\$6,266.67	\$7,833.33
	<u>ANNUAL</u>	\$56,400.00	\$75,200.00	\$94,000.00
<b>P2</b>	<u>BIWEEKLY</u>	\$1,908.92	\$2,545.23	\$3,181.54
	<u>MONTHLY</u>	\$4,136.00	\$5,514.67	\$6,893.33
	<u>ANNUAL</u>	\$49,632.00	\$66,176.00	\$82,720.00
<b>P1</b>	<u>BIWEEKLY</u>	\$1,679.85	\$2,239.81	\$2,799.77
	<u>MONTHLY</u>	\$3,639.67	\$4,852.92	\$6,066.17
	<u>ANNUAL</u>	\$43,676.00	\$58,235.00	\$72,794.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 5**

**PROTECTIVE SERVICES (non-CBU)**

<b>ADMINISTRATIVE</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A6</b>	<u>BIWEEKLY</u>	\$2,196.92	\$2,746.15	\$3,295.38
	<u>MONTHLY</u>	\$4,760.00	\$5,950.00	\$7,140.00
	<u>ANNUAL</u>	\$57,120.00	\$71,400.00	\$85,680.00
<b>A5</b>	<u>BIWEEKLY</u>	\$1,997.19	\$2,496.50	\$2,995.81
	<u>MONTHLY</u>	\$4,327.25	\$5,409.08	\$6,490.92
	<u>ANNUAL</u>	\$51,927.00	\$64,909.00	\$77,891.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,815.62	\$2,269.54	\$2,723.46
	<u>MONTHLY</u>	\$3,933.83	\$4,917.33	\$5,900.83
	<u>ANNUAL</u>	\$47,206.00	\$59,008.00	\$70,810.00
<b>A3</b>	<u>BIWEEKLY</u>	\$1,650.58	\$2,063.23	\$2,475.85
	<u>MONTHLY</u>	\$3,576.25	\$4,470.33	\$5,364.33
	<u>ANNUAL</u>	\$42,915.00	\$53,644.00	\$64,372.00
<b>A2</b>	<u>BIWEEKLY</u>	\$1,485.50	\$1,856.88	\$2,228.27
	<u>MONTHLY</u>	\$3,218.58	\$4,023.25	\$4,827.92
	<u>ANNUAL</u>	\$38,623.00	\$48,279.00	\$57,935.00
<b>OPERATIONS &amp; SKILLED TRADE</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,634.12	\$2,042.65	\$2,451.15
	<u>MONTHLY</u>	\$3,540.58	\$4,425.75	\$5,310.83
	<u>ANNUAL</u>	\$42,487.00	\$53,109.00	\$63,730.00
<b>OT3</b>	<u>BIWEEKLY</u>	\$1,470.69	\$1,838.38	\$2,206.04
	<u>MONTHLY</u>	\$3,186.50	\$3,983.17	\$4,779.75
	<u>ANNUAL</u>	\$38,238.00	\$47,798.00	\$57,357.00
<b>OT2</b>	<u>BIWEEKLY</u>	\$1,323.62	\$1,654.54	\$1,985.46
	<u>MONTHLY</u>	\$2,867.83	\$3,584.83	\$4,301.83
	<u>ANNUAL</u>	\$34,414.00	\$43,018.00	\$51,622.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

TABLE: 5A

**COLLECTIVE BARGAINING UNIT (CBU) - COMMUNICATIONS**

<b>MANAGERIAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M2</b>	<u>BIWEEKLY</u>	\$4,419.38	\$4,730.46	\$5,041.46
	<u>MONTHLY</u>	\$9,575.33	\$10,249.33	\$10,923.17
	<u>ANNUAL</u>	\$114,904.00	\$122,992.00	\$131,078.00
<b>S2</b>	<u>BIWEEKLY</u>	\$2,842.46	\$3,094.00	\$3,345.62
	<u>MONTHLY</u>	\$6,158.67	\$6,703.67	\$7,248.83
	<u>ANNUAL</u>	\$73,904.00	\$80,444.00	\$86,986.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,922.35	\$2,269.50	\$2,616.69
	<u>MONTHLY</u>	\$4,165.08	\$4,917.25	\$5,669.50
	<u>ANNUAL</u>	\$49,981.00	\$59,007.00	\$68,034.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

**TABLE: 5B COLLECTIVE BARGAINING UNIT (CBU) - COMMUNITY SERVICES OPERATIONS**

<b>MANAGERIAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>S2</b>	<u>BIWEEKLY</u>	\$3,046.00	\$3,088.65	\$3,131.38
	<u>MONTHLY</u>	\$6,599.67	\$6,692.08	\$6,784.67
	<u>ANNUAL</u>	\$79,196.00	\$80,305.00	\$81,416.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT4</b>	<u>BIWEEKLY</u>	\$2,091.58	\$2,469.15	\$2,846.73
	<u>MONTHLY</u>	\$4,531.75	\$5,349.83	\$6,167.92
	<u>ANNUAL</u>	\$54,381.00	\$64,198.00	\$74,015.00



**CITY OF FORT COLLINS  
2019 PAY PLAN**

TABLE: 5C

**COLLECTIVE BARGAINING UNIT (CBU) - SWORN OPERATIONS**

<b>MANAGERIAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M2</b>	<u>BIWEEKLY</u>	\$4,781.88	\$4,986.12	\$5,190.35
	<u>MONTHLY</u>	\$10,360.75	\$10,803.25	\$11,245.75
	<u>ANNUAL</u>	\$124,329.00	\$129,639.00	\$134,949.00
<b>S2</b>	<u>BIWEEKLY</u>	\$3,882.88	\$4,149.46	\$4,416.08
	<u>MONTHLY</u>	\$8,412.92	\$8,990.50	\$9,568.17
	<u>ANNUAL</u>	\$100,955.00	\$107,886.00	\$114,818.00
<b>S1</b>	<u>BIWEEKLY</u>	\$3,723.62	\$3,775.81	\$3,827.96
	<u>MONTHLY</u>	\$8,067.83	\$8,180.92	\$8,293.92
	<u>ANNUAL</u>	\$96,814.00	\$98,171.00	\$99,527.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT6</b>	<u>BIWEEKLY</u>	\$2,556.92	\$3,018.46	\$3,480.00
	<u>MONTHLY</u>	\$5,540.00	\$6,540.00	\$7,540.00
	<u>ANNUAL</u>	\$66,480.00	\$78,480.00	\$90,480.00





**CITY OF FORT COLLINS**  
 2019 PAY PLAN  
 Step Ladders

Job Title	Step									
	1	2	3	4	5	6	7	8	9	10
LINE GROUNDWORKER	\$46,608	\$48,845	\$51,190	\$53,647	\$56,222	\$58,921	\$61,808	\$64,889		
ELECTRIC LINeworker	\$64,979	\$68,649	\$70,693	\$72,803	\$75,013	\$77,255	\$79,563	\$82,432	\$85,481	\$90,659
ELECTRICAL SERVICES SUPERVISOR	\$64,979	\$69,641	\$72,763	\$76,044	\$79,453	\$83,021	\$86,748	\$90,659		
LINEWORKER EQUIPMENT SPEC	\$59,342	\$63,655	\$66,528	\$69,478	\$72,615	\$75,879	\$79,303	\$82,793		
LINE CREW CHIEF	\$72,931	\$78,222	\$81,754	\$85,421	\$89,257	\$93,293	\$97,499	\$101,755		
LINE EQUIPMENT CREW CHIEF	\$72,931	\$78,222	\$81,754	\$85,421	\$89,257	\$93,293	\$97,499	\$101,755		
SPECIAL SERVICES SUPERVISOR	\$72,931	\$78,222	\$81,754	\$85,421	\$89,257	\$93,293	\$97,499	\$101,755		
ELECTRIC METER TECH	\$55,515	\$61,060	\$65,209	\$69,326	\$73,410	\$77,456				
ELECTRONIC TECHNICIAN II	\$64,979	\$72,639	\$78,673	\$84,641	\$90,659					
SUBSTATION SPECIALIST	\$66,564	\$74,411	\$80,592	\$86,705	\$92,871					
SUBSTATION ELEC/COMM SPEC	\$77,911	\$85,901	\$93,550	\$100,876	\$108,702					
ELECTRIC SYSTEMS OPERATOR	\$59,342	\$65,798	\$71,047	\$76,743	\$82,793					
PLANT OPERATOR	\$51,286	\$55,768	\$59,101	\$62,656	\$66,430	\$71,554				
LEAD PLANT OPERATOR	\$51,286	\$55,768	\$59,101	\$62,656	\$66,430	\$71,554	\$75,132	\$78,710		
WATER UTILITY MAINT OPERATOR	\$43,617	\$47,420	\$50,269	\$53,279	\$56,483	\$60,854				
WATER METER SYSTEMS OPERATOR	\$43,617	\$47,420	\$50,269	\$53,279	\$56,483	\$60,854				
WATER METER TECHNICIAN	\$43,617	\$47,420	\$50,269	\$53,279	\$56,483	\$60,854				
LEAD RANGER	\$73,545	\$76,790								
MECHANIC	\$46,622	\$51,678	\$53,722	\$55,892	\$58,126	\$60,453	\$62,874	\$65,049		
BUILDING INSPECTOR	\$56,415	\$61,933	\$64,424	\$67,295	\$69,926	\$72,727	\$75,633	\$78,710		
LEAD BUILDING INSPECTOR	\$62,055	\$68,141	\$70,869	\$74,039	\$76,970	\$80,038	\$83,208	\$86,581		

ORDINANCE NO. 018, 2019  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
APPROPRIATING PRIOR YEAR RESERVES IN THE GENERAL FUND  
FOR THE COST OF POLICE SERVICES SALARY AND BENEFIT  
INCREASES AS PROVIDED IN THE COLLECTIVE BARGAINING  
AGREEMENT WITH THE FRATERNAL ORDER OF POLICE

WHEREAS, on October 2, 2018, the City Council adopted Resolution 2018-095 approving a collective bargaining agreement between the City and the Northern Colorado Lodge #3 of the Fraternal Order of Police (“CBA”); and

WHEREAS, the CBA contains a provision giving the City until January 5, 2019, to collect market data from several identified benchmark municipalities for the classified positions in the collective bargaining unit; and

WHEREAS, the Fort Collins Police Services (“FCPS”) operational budget includes actual employee salary expenses; and

WHEREAS, the 2019 budget for FCPS operations assumed a salary increase for FCPS employees of 3.5%; and

WHEREAS, the terms of the CBA call for salary increases greater than 3.5% for members of the collective bargaining contract; and

WHEREAS, the budget shortfall is \$582,622; and

WHEREAS, this appropriation benefits public health, safety and welfare of the citizens of Fort Collins and serves the public purpose of the City to include enforcement of the provisions of the City Code and state law and such other functions and duties necessary to preserve the public peace, prevent crime, apprehend criminals and protect rights of persons and property through the enforcement of penal laws of the state; and

WHEREAS, Article V, Section 9, of the City Charter permits the City Council to make supplemental appropriations by ordinance at any time during the fiscal year, provided that the total amount of such supplemental appropriations, in combination with all previous appropriations for that fiscal year, does not exceed the current estimate of actual and anticipated revenues to be received during the fiscal year; and

WHEREAS, the City Manager has recommended the appropriation described herein and determined that this appropriation is available and previously unappropriated from the General Fund and will not cause the total amount appropriated in the General Fund to exceed the current estimate of actual and anticipated revenues to be received in that fund during any fiscal year.

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 there is hereby appropriated from prior year reserves in the General Fund the sum of FIVE HUNDRED EIGHTY-FIVE THOUSAND DOLLARS (\$585,000) for expenditure in the General Fund for the salary and benefit increases for Fort Collins Police Services.

Introduced, considered favorably on first reading, and ordered published this 5th day of February, A.D. 2019, and to be presented for final passage on the 19th day of February, A.D. 2019.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk

Passed and adopted on final reading on the 19th day of February, A.D. 2019.

\_\_\_\_\_  
Mayor

ATTEST:

\_\_\_\_\_  
City Clerk