

ORDINANCE NO. 018, 2021
OF THE COUNCIL OF THE CITY OF FORT COLLINS
ADOPTING THE 2021 CLASSIFIED EMPLOYEE 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, significant impacts to the City's budget caused by the economic downturn resulting from the COVID-19 pandemic caused City staff to recommend not to budget for or award merit increases for City employees, with the exception of those covered by a collective bargaining agreement that requires consideration of pay increases; 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, 2021, 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 include in the pay plan; and

WHEREAS, the CBA requires the pay adjustments to be implemented by the second pay period of January in the applicable year; and

WHEREAS, the pay plan recommended by the City Manager is consistent with City Council objectives, the Council-approved budget for 2021 and the Council-approved CBA; and

WHEREAS, the City Council believes that the adoption of the recommended pay plan is in the best interests of the City.

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 2021 City of Fort Collins Classified Employee Pay Plan (the "Pay Plan"), a copy of which is attached hereto as Exhibit "A" and incorporated herein by this reference.

Section 3. That the Pay Plan is retroactive to and shall be effective as of January 11, 2021, the first pay period of 2021.

Section 4. That the City Manager shall fix the compensation levels of all classified employees within the pay levels established in the Pay 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.

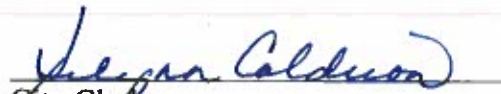
Section 5. That the City Manager shall fix the salary for newly created positions or positions that are modified due to changes in job duties within the approved pay structure based on results of an objective job analysis.

Introduced, considered favorably on first reading, and ordered published this 19th day of January, A.D. 2021, and to be presented for final passage on the 2nd day of February, A.D. 2021.



Mayor

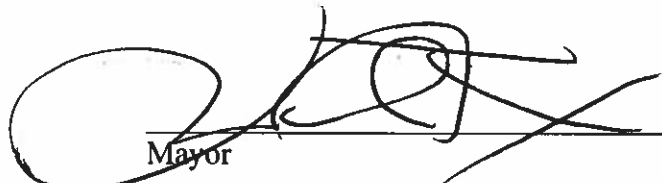
ATTEST:



City Clerk



Passed and adopted on final reading on the 2nd day of February, A.D. 2021.



Mayor

ATTEST:



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, Benefits | P1 | HUMAN RESOURCES | BENEFITS | 4 |
| Analyst I, Budget | P1 | FINANCE & ACCOUNTING | BUDGET | 4 |
| Analyst I, Data | P1 | TECHNOLOGY | DATA SCIENCE | 3 |
| 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 II, Apps Software | P2 | TECHNOLOGY | APPLICATIONS SOFTWARE | 3 |
| Analyst II, Apps Software Dev | P2 | TECHNOLOGY | APPLICATIONS SOFTWARE | 3 |
| Analyst II, Benefits | P2 | HUMAN RESOURCES | BENEFITS | 4 |
| Analyst II, Bus Intelligence | P2 | TECHNOLOGY | DATA SCIENCE | 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 | DATA SCIENCE | 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 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, 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 |
| Court Security Officer | OT4 | PROTECTIVE SERVICES | OPERATIONS | 5 |
| 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 |

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|--------------------------------|-----|-------------------------------|-------------------------------|----|
| 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 |
| Director, Accounting | M3 | FINANCE & ACCOUNTING | ACCOUNTING | 4 |
| Director, Broadband | M3 | OPERATIONS | BROADBAND | 2 |
| 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, Elec Engineering | M3 | SCIENCES & ENGINEERING | ENGINEERING | 3 |
| 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 | PROCESSING SUPPORT | 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, Technology | M3 | TECHNOLOGY | TECHNOLOGY | 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, Communications | A6 | MARKETING & CREATIVE SERVICES | COMMUNICATIONS | 4 |
| Lead Coord, Utility Rate/Fee | A6 | FINANCE & ACCOUNTING | UTILITY | 4 |
| Lead Inspector Code Compliance | OT6 | DEVELOPMENT & COMPLIANCE | COMPLIANCE | 1 |
| 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, Homelessness | P3 | SUSTAINABILITY | SOCIAL 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, 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 |

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| Lead Specialist, Occptrl Hlth | P3 | HUMAN RESOURCES | SAFETY & RISK MANAGEMENT | 4 |
| Lead Specialist, Safety | P3 | HUMAN RESOURCES | SAFETY & RISK MANAGEMENT | 4 |
| Lead Specialist, Sciences | P3 | SCIENCES & ENGINEERING | SCIENCES | 3 |
| Lead Specialist, Security | P3 | ADMINISTRATION | SAFETY & RISK MANAGEMENT | 4 |
| Lead Sr Facilities Project Mgr | M1 | ADMINISTRATION | PROJECT MANAGEMENT | 4 |
| Lead Tech, Graphic Design | A6 | MARKETING & CREATIVE SERVICES | MEDIA | 4 |
| Lead Tech, Transportation Ops | OT6 | OPERATIONS | TRANSPORTATION | 2 |
| 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 | OT3 | OPERATIONS | ELECTRIC UTILITIES | 2 |
| Manager, Active Modes | M1 | PLANNING | TRANSPORTATION PLANNING | 1 |
| Manager, Administration | M1 | ADMINISTRATION | ADMINISTRATION | 4 |
| 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, Client Services | M1 | TECHNOLOGY | CLIENT SERVICES | 3 |
| Manager, Compliance | M1 | DEVELOPMENT & COMPLIANCE | COMPLIANCE | 1 |
| 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 SUSTAINABILITY | 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, 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, Social Sustainability | M1 | SUSTAINABILITY | SOCIAL SUSTAINABILITY | 1 |
| 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, Transportation Ops | M1 | OPERATIONS | TRANSPORTATION | 2 |
| Manager, Transportation Plng | M1 | PLANNING | TRANSPORTATION PLANNING | 1 |
| 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 II | P2 | 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 |

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|---------------------------------|-----|-------------------------------|-------------------------------|----|
| 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 |
| Probation Officer | A5 | LEGAL | JUDICIAL | 4 |
| Project Analyst | P1 | ADMINISTRATION | PROJECT MANAGEMENT | 4 |
| Project Coordinator | A5 | ADMINISTRATION | PROJECT MANAGEMENT | 4 |
| Project Manager | P2 | ADMINISTRATION | PROJECT MANAGEMENT | 4 |
| Reliability Engineer III | P3 | SCIENCES & ENGINEERING | ENGINEERING | 3 |
| Rep I, Customer Support | A2 | CUSTOMER SERVICE | CUSTOMER SERVICE | 4 |
| Rep II, Customer Support | A3 | CUSTOMER SERVICE | CUSTOMER SERVICE | 4 |
| Rep II, Police Records | A3 | PROTECTIVE SERVICES | PROCESSING SUPPORT | 5 |
| Specialist, Active Modes | P1 | PLANNING | TRANSPORTATION PLANNING | 1 |
| Specialist, City Planning | P1 | PLANNING | CITY PLANNING | 1 |
| Specialist, Communications | P1 | MARKETING & CREATIVE SERVICES | COMMUNICATIONS | 4 |
| Specialist, Compliance | P1 | DEVELOPMENT & COMPLIANCE | COMPLIANCE | 1 |
| Specialist, Customer Support | P1 | CUSTOMER SERVICE | CUSTOMER SERVICE | 4 |
| Specialist, Econ Sustainability | P1 | SUSTAINABILITY | ECONOMIC SUSTAINABILITY | 1 |
| Specialist, Env Sustainability | P1 | SUSTAINABILITY | ENVIRONMENTAL SUSTAINABILITY | 1 |
| Specialist, Facilities | P1 | OPERATIONS | FACILITIES & FLEET | 2 |
| Specialist, Outreach | P1 | PROTECTIVE SERVICES | INVESTIGATION | 5 |
| Specialist, Public Engagement | P1 | CUSTOMER SERVICE | OUTREACH | 4 |
| Specialist, Safety | P1 | HUMAN RESOURCES | SAFETY & RISK MANAGEMENT | 4 |
| Specialist, Sales | P1 | MARKETING & CREATIVE SERVICES | SALES | 4 |
| Specialist, Sciences | P1 | SCIENCES & ENGINEERING | SCIENCES | 3 |
| Specialist, Social Sustain | P1 | SUSTAINABILITY | SOCIAL SUSTAINABILITY | 1 |
| Specialist, Talent Acquisition | P1 | HUMAN RESOURCES | TALENT MANAGEMENT | 4 |
| Specialist, Talent Development | P1 | HUMAN RESOURCES | TALENT MANAGEMENT | 4 |
| 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, Administration | P3 | ADMINISTRATION | ADMINISTRATION | 4 |
| 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, Business | P3 | FINANCE & ACCOUNTING | FINANCIAL PLANNING & ANALYSIS | 4 |
| Sr Analyst, Compensation | P3 | HUMAN RESOURCES | COMPENSATION | 4 |
| Sr Analyst, Finance | P3 | FINANCE & ACCOUNTING | FINANCIAL PLANNING & ANALYSIS | 4 |
| Sr Analyst, GIS | P3 | TECHNOLOGY | GIS | 3 |
| 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, Accounting | A5 | FINANCE & ACCOUNTING | ACCOUNTING | 4 |
| Sr Coordinator, Active Modes | A5 | PLANNING | TRANSPORTATION PLANNING | 1 |
| Sr Coordinator, Benefits | A5 | HUMAN RESOURCES | BENEFITS | 4 |
| Sr Coordinator, Communications | A5 | MARKETING & CREATIVE SERVICES | COMMUNICATIONS | 4 |
| Sr Coordinator, Cultural Svcs | A5 | CULTURE, PARKS & RECREATION | CULTURAL SERVICES | 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 |

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| Sr Coordinator, Payroll | A5 | FINANCE & ACCOUNTING | ACCOUNTING | 4 |
| Sr Coordinator, Public Engage | A5 | CUSTOMER SERVICE | OUTREACH | 4 |
| 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 | SAFETY & RISK 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, 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 | OT4 | 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, Econ Sustainability | M2 | SUSTAINABILITY | ECONOMIC SUSTAINABILITY | 1 |
| Sr Manager, Elec Engr | 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, Social Sustainblty | M2 | SUSTAINABILITY | SOCIAL SUSTAINABILITY | 1 |
| 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 Mgr, Safety & Risk Mgmt | M2 | HUMAN RESOURCES | SAFETY & RISK MANAGEMENT | 4 |
| 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, 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, Env Compliance | P2 | SUSTAINABILITY | COMPLIANCE | 1 |
| Sr Specialist, Enviro Sustain | P2 | SUSTAINABILITY | ENVIRONMENTAL SUSTAINABILITY | 1 |
| Sr Specialist, OEM | P2 | ADMINISTRATION | PROJECT MANAGEMENT | 4 |
| 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, Bldg & Dev Rev | S2 | DEVELOPMENT & COMPLIANCE | BUILDING & DEVELOPMENT REVIEW | 1 |
| Sr Supervisor, CSO | S2 | PROTECTIVE SERVICES | COLLECTIVE BARGAINING UNIT | 5B |
| Sr Supervisor, Cultural Svcs | S2 | CULTURE, PARKS & RECREATION | CULTURAL SERVICES | 1 |
| Sr Supervisor, Cust Support | S2 | CUSTOMER SERVICE | CUSTOMER SERVICE | 4 |
| 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, 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 Supervisor, Transportn Ops | 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 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, Police Admin | A5 | PROTECTIVE SERVICES | POLICE ADMINISTRATION | 5 |
| Sr Technician, Traffic Engr | OT5 | SCIENCES & ENGINEERING | ENGINEERING | 3 |
| Sr Technician, Video Prod | A5 | MARKETING & CREATIVE SERVICES | MEDIA | 4 |
| 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, Cultural Services | S1 | CULTURE, PARKS & RECREATION | CULTURAL SERVICES | 1 |
| 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, Network Engr | S1 | TECHNOLOGY | NETWORK | 3 |
| 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, Fiber | OT3 | OPERATIONS | FIBER | 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, 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, 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, Graphic Design | A4 | MARKETING & CREATIVE SERVICES | MEDIA | 4 |
| 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 |
| 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, Cultural Services | OT2 | CULTURE, PARKS & RECREATION | CULTURAL SERVICES | 1 |
| Worker II, Facilities | OT2 | OPERATIONS | FACILITIES & FLEET | 2 |
| Worker II, Fleet | OT2 | OPERATIONS | FACILITIES & FLEET | 2 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

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

| MANAGERIAL | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
|---------------------|-----------------|----------------|-----------------|----------------|
| M3 | <u>BIWEEKLY</u> | \$3,393.08 | \$4,524.08 | \$5,655.12 |
| | <u>MONTHLY</u> | \$7,351.67 | \$9,802.17 | \$12,252.75 |
| | <u>ANNUAL</u> | \$88,220.00 | \$117,626.00 | \$147,033.00 |
| M2 | <u>BIWEEKLY</u> | \$3,098.92 | \$4,131.88 | \$5,164.85 |
| | <u>MONTHLY</u> | \$6,714.33 | \$8,952.42 | \$11,190.50 |
| | <u>ANNUAL</u> | \$80,572.00 | \$107,429.00 | \$134,286.00 |
| M1 | <u>BIWEEKLY</u> | \$2,804.77 | \$3,739.69 | \$4,674.62 |
| | <u>MONTHLY</u> | \$6,077.00 | \$8,102.67 | \$10,128.33 |
| | <u>ANNUAL</u> | \$72,924.00 | \$97,232.00 | \$121,540.00 |
| S2 | <u>BIWEEKLY</u> | \$2,302.65 | \$3,070.19 | \$3,837.73 |
| | <u>MONTHLY</u> | \$4,989.08 | \$6,652.08 | \$8,315.08 |
| | <u>ANNUAL</u> | \$59,869.00 | \$79,825.00 | \$99,781.00 |
| S1 | <u>BIWEEKLY</u> | \$2,026.35 | \$2,701.77 | \$3,377.23 |
| | <u>MONTHLY</u> | \$4,390.42 | \$5,853.83 | \$7,317.33 |
| | <u>ANNUAL</u> | \$52,685.00 | \$70,246.00 | \$87,808.00 |
| PROFESSIONAL | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| P3 | <u>BIWEEKLY</u> | \$2,281.04 | \$3,041.38 | \$3,801.73 |
| | <u>MONTHLY</u> | \$4,942.25 | \$6,589.67 | \$8,237.08 |
| | <u>ANNUAL</u> | \$59,307.00 | \$79,076.00 | \$98,845.00 |
| P2 | <u>BIWEEKLY</u> | \$2,007.31 | \$2,676.42 | \$3,345.54 |
| | <u>MONTHLY</u> | \$4,349.17 | \$5,798.92 | \$7,248.67 |
| | <u>ANNUAL</u> | \$52,190.00 | \$69,587.00 | \$86,984.00 |
| P1 | <u>BIWEEKLY</u> | \$1,766.46 | \$2,355.23 | \$2,944.08 |
| | <u>MONTHLY</u> | \$3,827.33 | \$5,103.00 | \$6,378.83 |
| | <u>ANNUAL</u> | \$45,928.00 | \$61,236.00 | \$76,546.00 |



CITY OF FORT COLLINS 2021 PAY PLAN

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

| ADMINISTRATIVE | | MINIMUM | MIDPOINT | MAXIMUM |
|----------------------------|-----------------|-------------|-------------|-------------|
| A6 | <u>BIWEEKLY</u> | \$2,008.73 | \$2,510.92 | \$3,013.12 |
| | <u>MONTHLY</u> | \$4,352.25 | \$5,440.33 | \$6,528.42 |
| | <u>ANNUAL</u> | \$52,227.00 | \$65,284.00 | \$78,341.00 |
| A5 | <u>BIWEEKLY</u> | \$1,826.15 | \$2,282.65 | \$2,739.19 |
| | <u>MONTHLY</u> | \$3,956.67 | \$4,945.75 | \$5,934.92 |
| | <u>ANNUAL</u> | \$47,480.00 | \$59,349.00 | \$71,219.00 |
| A4 | <u>BIWEEKLY</u> | \$1,660.12 | \$2,075.15 | \$2,490.19 |
| | <u>MONTHLY</u> | \$3,596.92 | \$4,496.17 | \$5,395.42 |
| | <u>ANNUAL</u> | \$43,163.00 | \$53,954.00 | \$64,745.00 |
| A3 | <u>BIWEEKLY</u> | \$1,494.12 | \$1,867.65 | \$2,241.15 |
| | <u>MONTHLY</u> | \$3,237.25 | \$4,046.58 | \$4,855.83 |
| | <u>ANNUAL</u> | \$38,847.00 | \$48,559.00 | \$58,270.00 |
| A2 | <u>BIWEEKLY</u> | \$1,344.69 | \$1,680.88 | \$2,017.08 |
| | <u>MONTHLY</u> | \$2,913.50 | \$3,641.92 | \$4,370.33 |
| | <u>ANNUAL</u> | \$34,962.00 | \$43,703.00 | \$52,444.00 |
| OPERATIONS & SKILLED TRADE | | MINIMUM | MIDPOINT | MAXIMUM |
| OT6 | <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 |
| OT5 | <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 |
| OT4 | <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 |
| OT3 | <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 |
| OT2 | <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 |
| OT1 | <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
2021 PAY PLAN**

TABLE: 2

OPERATIONS

| MANAGERIAL | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
|---------------------|-----------------|----------------|-----------------|----------------|
| M3 | <u>BIWEEKLY</u> | \$4,186.00 | \$5,581.31 | \$6,976.65 |
| | <u>MONTHLY</u> | \$9,069.67 | \$12,092.83 | \$15,116.08 |
| | <u>ANNUAL</u> | \$108,836.00 | \$145,114.00 | \$181,393.00 |
| M2 | <u>BIWEEKLY</u> | \$3,558.08 | \$4,744.12 | \$5,930.12 |
| | <u>MONTHLY</u> | \$7,709.17 | \$10,278.92 | \$12,848.58 |
| | <u>ANNUAL</u> | \$92,510.00 | \$123,347.00 | \$154,183.00 |
| M1 | <u>BIWEEKLY</u> | \$3,024.38 | \$4,032.50 | \$5,040.62 |
| | <u>MONTHLY</u> | \$6,552.83 | \$8,737.08 | \$10,921.33 |
| | <u>ANNUAL</u> | \$78,634.00 | \$104,845.00 | \$131,056.00 |
| S2 | <u>BIWEEKLY</u> | \$2,412.54 | \$3,216.69 | \$4,020.88 |
| | <u>MONTHLY</u> | \$5,227.17 | \$6,969.50 | \$8,711.92 |
| | <u>ANNUAL</u> | \$62,726.00 | \$83,634.00 | \$104,543.00 |
| S1 | <u>BIWEEKLY</u> | \$2,123.00 | \$2,830.69 | \$3,538.35 |
| | <u>MONTHLY</u> | \$4,599.83 | \$6,133.17 | \$7,666.42 |
| | <u>ANNUAL</u> | \$55,198.00 | \$73,598.00 | \$91,997.00 |
| PROFESSIONAL | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| P2 | <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 |
| P1 | <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 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

TABLE: 2

OPERATIONS

| OPERATIONS & SKILLED TRADE | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
|---------------------------------------|-----------------|----------------|-----------------|----------------|
| OT6 | <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 |
| OT5 | <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 |
| OT4 | <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 |
| OT3 | <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 |
| OT2 | <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 |
| OT1 | <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 2021 PAY PLAN

TABLE: 3

SCIENCES & ENGINEERING, TECHNOLOGY

| MANAGERIAL | | | | |
|--------------|-----------------|----------------|-----------------|----------------|
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| M3 | <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 |
| M2 | <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 |
| M1 | <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 |
| S2 | <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 |
| S1 | <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 |
| PROFESSIONAL | | | | |
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| P4 | <u>BIWEEKLY</u> | \$3,336.62 | \$4,448.81 | \$5,561.00 |
| | <u>MONTHLY</u> | \$7,229.33 | \$9,639.08 | \$12,048.83 |
| | <u>ANNUAL</u> | \$86,752.00 | \$115,669.00 | \$144,586.00 |
| P3 | <u>BIWEEKLY</u> | \$2,936.23 | \$3,914.96 | \$4,893.69 |
| | <u>MONTHLY</u> | \$6,361.83 | \$8,482.42 | \$10,603.00 |
| | <u>ANNUAL</u> | \$76,342.00 | \$101,789.00 | \$127,236.00 |
| P2 | <u>BIWEEKLY</u> | \$2,583.88 | \$3,445.15 | \$4,306.42 |
| | <u>MONTHLY</u> | \$5,598.42 | \$7,464.50 | \$9,330.58 |
| | <u>ANNUAL</u> | \$67,181.00 | \$89,574.00 | \$111,967.00 |
| P1 | <u>BIWEEKLY</u> | \$2,273.81 | \$3,031.73 | \$3,789.69 |
| | <u>MONTHLY</u> | \$4,926.58 | \$6,568.75 | \$8,211.00 |
| | <u>ANNUAL</u> | \$59,119.00 | \$78,825.00 | \$98,532.00 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

TABLE: 3

SCIENCES & ENGINEERING, TECHNOLOGY

| ADMINISTRATIVE | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
|---------------------------------------|-----------------|----------------|-----------------|----------------|
| A6 | <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 |
| A5 | <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 |
| A4 | <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 |
| OPERATIONS & SKILLED TRADE | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| OT5 | <u>BIWEEKLY</u> | \$2,129.50 | \$2,661.85 | \$3,194.23 |
| | <u>MONTHLY</u> | \$4,613.92 | \$5,767.33 | \$6,920.83 |
| | <u>ANNUAL</u> | \$55,367.00 | \$69,208.00 | \$83,050.00 |
| OT4 | <u>BIWEEKLY</u> | \$1,953.65 | \$2,442.08 | \$2,930.50 |
| | <u>MONTHLY</u> | \$4,232.92 | \$5,291.17 | \$6,349.42 |
| | <u>ANNUAL</u> | \$50,795.00 | \$63,494.00 | \$76,193.00 |
| OT3 | <u>BIWEEKLY</u> | \$1,758.31 | \$2,197.88 | \$2,637.46 |
| | <u>MONTHLY</u> | \$3,809.67 | \$4,762.08 | \$5,714.50 |
| | <u>ANNUAL</u> | \$45,716.00 | \$57,145.00 | \$68,574.00 |
| OT2 | <u>BIWEEKLY</u> | \$1,582.46 | \$1,978.08 | \$2,373.69 |
| | <u>MONTHLY</u> | \$3,428.67 | \$4,285.83 | \$5,143.00 |
| | <u>ANNUAL</u> | \$41,144.00 | \$51,430.00 | \$61,716.00 |
| OT1 | <u>BIWEEKLY</u> | \$1,424.23 | \$1,780.27 | \$2,136.35 |
| | <u>MONTHLY</u> | \$3,085.83 | \$3,857.25 | \$4,628.75 |
| | <u>ANNUAL</u> | \$37,030.00 | \$46,287.00 | \$55,545.00 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

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

| MANAGERIAL | | | | |
|---------------------|-----------------|----------------|-----------------|----------------|
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| M3 | <u>BIWEEKLY</u> | \$3,842.88 | \$5,123.88 | \$6,404.85 |
| | <u>MONTHLY</u> | \$8,326.25 | \$11,101.75 | \$13,877.17 |
| | <u>ANNUAL</u> | \$99,915.00 | \$133,221.00 | \$166,526.00 |
| M2 | <u>BIWEEKLY</u> | \$3,341.69 | \$4,455.54 | \$5,569.46 |
| | <u>MONTHLY</u> | \$7,240.33 | \$9,653.67 | \$12,067.17 |
| | <u>ANNUAL</u> | \$86,884.00 | \$115,844.00 | \$144,806.00 |
| M1 | <u>BIWEEKLY</u> | \$2,905.81 | \$3,874.38 | \$4,843.00 |
| | <u>MONTHLY</u> | \$6,295.92 | \$8,394.50 | \$10,493.17 |
| | <u>ANNUAL</u> | \$75,551.00 | \$100,734.00 | \$125,918.00 |
| S2 | <u>BIWEEKLY</u> | \$2,223.00 | \$2,999.62 | \$3,705.00 |
| | <u>MONTHLY</u> | \$4,816.50 | \$6,499.17 | \$8,027.50 |
| | <u>ANNUAL</u> | \$57,798.00 | \$77,990.00 | \$96,330.00 |
| S1 | <u>BIWEEKLY</u> | \$1,956.23 | \$2,608.31 | \$3,260.38 |
| | <u>MONTHLY</u> | \$4,238.50 | \$5,651.33 | \$7,064.17 |
| | <u>ANNUAL</u> | \$50,862.00 | \$67,816.00 | \$84,770.00 |
| PROFESSIONAL | | | | |
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| P4 | <u>BIWEEKLY</u> | \$2,715.38 | \$3,620.54 | \$4,525.65 |
| | <u>MONTHLY</u> | \$5,883.33 | \$7,844.50 | \$9,805.58 |
| | <u>ANNUAL</u> | \$70,600.00 | \$94,134.00 | \$117,667.00 |
| P3 | <u>BIWEEKLY</u> | \$2,424.46 | \$3,232.62 | \$4,040.77 |
| | <u>MONTHLY</u> | \$5,253.00 | \$7,004.00 | \$8,755.00 |
| | <u>ANNUAL</u> | \$63,036.00 | \$84,048.00 | \$105,060.00 |
| P2 | <u>BIWEEKLY</u> | \$2,133.54 | \$2,844.69 | \$3,555.88 |
| | <u>MONTHLY</u> | \$4,622.67 | \$6,163.50 | \$7,704.42 |
| | <u>ANNUAL</u> | \$55,472.00 | \$73,962.00 | \$92,453.00 |
| P1 | <u>BIWEEKLY</u> | \$1,877.50 | \$2,503.35 | \$3,129.19 |
| | <u>MONTHLY</u> | \$4,067.92 | \$5,423.92 | \$6,779.92 |
| | <u>ANNUAL</u> | \$48,815.00 | \$65,087.00 | \$81,359.00 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

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

| ADMINISTRATIVE | | | | |
|---------------------------------------|-----------------|----------------|-----------------|----------------|
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| A6 | <u>BIWEEKLY</u> | \$1,925.08 | \$2,406.31 | \$2,887.58 |
| | <u>MONTHLY</u> | \$4,171.00 | \$5,213.67 | \$6,256.42 |
| | <u>ANNUAL</u> | \$50,052.00 | \$62,564.00 | \$75,077.00 |
| A5 | <u>BIWEEKLY</u> | \$1,750.04 | \$2,187.58 | \$2,625.08 |
| | <u>MONTHLY</u> | \$3,791.75 | \$4,739.75 | \$5,687.67 |
| | <u>ANNUAL</u> | \$45,501.00 | \$56,877.00 | \$68,252.00 |
| A4 | <u>BIWEEKLY</u> | \$1,590.96 | \$1,988.69 | \$2,386.42 |
| | <u>MONTHLY</u> | \$3,447.08 | \$4,308.83 | \$5,170.58 |
| | <u>ANNUAL</u> | \$41,365.00 | \$51,706.00 | \$62,047.00 |
| A3 | <u>BIWEEKLY</u> | \$1,431.85 | \$1,789.81 | \$2,147.77 |
| | <u>MONTHLY</u> | \$3,102.33 | \$3,877.92 | \$4,653.50 |
| | <u>ANNUAL</u> | \$37,228.00 | \$46,535.00 | \$55,842.00 |
| A2 | <u>BIWEEKLY</u> | \$1,288.69 | \$1,610.85 | \$1,933.00 |
| | <u>MONTHLY</u> | \$2,792.17 | \$3,490.17 | \$4,188.17 |
| | <u>ANNUAL</u> | \$33,506.00 | \$41,882.00 | \$50,258.00 |
| OPERATIONS & SKILLED TRADE | | | | |
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| OT4 | <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 |
| OT3 | <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
2021 PAY PLAN**

TABLE: 5

PROTECTIVE SERVICES (non-CBU)

| MANAGERIAL | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
|---------------------|-----------------|----------------|-----------------|----------------|
| M3 | <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 |
| M2 | <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 |
| M1 | <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 |
| S2 | <u>BIWEEKLY</u> | \$2,065.69 | \$2,754.23 | \$3,442.81 |
| | <u>MONTHLY</u> | \$4,475.67 | \$5,967.50 | \$7,459.42 |
| | <u>ANNUAL</u> | \$53,708.00 | \$71,610.00 | \$89,513.00 |
| S1 | <u>BIWEEKLY</u> | \$1,817.81 | \$2,423.73 | \$3,029.65 |
| | <u>MONTHLY</u> | \$3,938.58 | \$5,251.42 | \$6,564.25 |
| | <u>ANNUAL</u> | \$47,263.00 | \$63,017.00 | \$78,771.00 |
| PROFESSIONAL | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| P4 | <u>BIWEEKLY</u> | \$2,569.46 | \$3,425.92 | \$4,282.42 |
| | <u>MONTHLY</u> | \$5,567.17 | \$7,422.83 | \$9,278.58 |
| | <u>ANNUAL</u> | \$66,806.00 | \$89,074.00 | \$111,343.00 |
| P3 | <u>BIWEEKLY</u> | \$2,234.31 | \$2,979.08 | \$3,723.85 |
| | <u>MONTHLY</u> | \$4,841.00 | \$6,454.67 | \$8,068.33 |
| | <u>ANNUAL</u> | \$58,092.00 | \$77,456.00 | \$96,820.00 |
| P2 | <u>BIWEEKLY</u> | \$1,966.19 | \$2,621.58 | \$3,277.00 |
| | <u>MONTHLY</u> | \$4,260.08 | \$5,680.08 | \$7,100.17 |
| | <u>ANNUAL</u> | \$51,121.00 | \$68,161.00 | \$85,202.00 |
| P1 | <u>BIWEEKLY</u> | \$1,730.23 | \$2,307.00 | \$2,883.77 |
| | <u>MONTHLY</u> | \$3,748.83 | \$4,998.50 | \$6,248.17 |
| | <u>ANNUAL</u> | \$44,986.00 | \$59,982.00 | \$74,978.00 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

TABLE: 5

PROTECTIVE SERVICES (non-CBU)

| ADMINISTRATIVE | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
|---------------------------------------|-----------------|----------------|-----------------|----------------|
| A6 | <u>BIWEEKLY</u> | \$2,262.85 | \$2,828.54 | \$3,394.23 |
| | <u>MONTHLY</u> | \$4,902.83 | \$6,128.50 | \$7,354.17 |
| | <u>ANNUAL</u> | \$58,834.00 | \$73,542.00 | \$88,250.00 |
| A5 | <u>BIWEEKLY</u> | \$2,057.12 | \$2,571.38 | \$3,085.69 |
| | <u>MONTHLY</u> | \$4,457.08 | \$5,571.33 | \$6,685.67 |
| | <u>ANNUAL</u> | \$53,485.00 | \$66,856.00 | \$80,228.00 |
| A4 | <u>BIWEEKLY</u> | \$1,870.08 | \$2,337.62 | \$2,805.15 |
| | <u>MONTHLY</u> | \$4,051.83 | \$5,064.83 | \$6,077.83 |
| | <u>ANNUAL</u> | \$48,622.00 | \$60,778.00 | \$72,934.00 |
| A3 | <u>BIWEEKLY</u> | \$1,700.08 | \$2,125.12 | \$2,550.12 |
| | <u>MONTHLY</u> | \$3,683.50 | \$4,604.42 | \$5,525.25 |
| | <u>ANNUAL</u> | \$44,202.00 | \$55,253.00 | \$66,303.00 |
| A2 | <u>BIWEEKLY</u> | \$1,530.08 | \$1,912.58 | \$2,295.12 |
| | <u>MONTHLY</u> | \$3,315.17 | \$4,143.92 | \$4,972.75 |
| | <u>ANNUAL</u> | \$39,782.00 | \$49,727.00 | \$59,673.00 |
| OPERATIONS & SKILLED TRADE | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| OT4 | <u>BIWEEKLY</u> | \$1,683.15 | \$2,103.92 | \$2,524.69 |
| | <u>MONTHLY</u> | \$3,646.83 | \$4,558.50 | \$5,470.17 |
| | <u>ANNUAL</u> | \$43,762.00 | \$54,702.00 | \$65,642.00 |
| OT3 | <u>BIWEEKLY</u> | \$1,514.81 | \$1,893.54 | \$2,272.23 |
| | <u>MONTHLY</u> | \$3,282.08 | \$4,102.67 | \$4,923.17 |
| | <u>ANNUAL</u> | \$39,385.00 | \$49,232.00 | \$59,078.00 |
| OT2 | <u>BIWEEKLY</u> | \$1,363.31 | \$1,704.19 | \$2,045.04 |
| | <u>MONTHLY</u> | \$2,953.83 | \$3,692.42 | \$4,430.92 |
| | <u>ANNUAL</u> | \$35,446.00 | \$44,309.00 | \$53,171.00 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

TABLE: 5A

COLLECTIVE BARGAINING UNIT (CBU) - COMMUNICATIONS

| MANAGERIAL | | | | |
|---------------------------------------|-----------------|----------------|-----------------|----------------|
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| M2 | <u>BIWEEKLY</u> | \$4,551.96 | \$4,872.38 | \$5,192.69 |
| | <u>MONTHLY</u> | \$9,862.58 | \$10,556.83 | \$11,250.83 |
| | <u>ANNUAL</u> | \$118,351.00 | \$126,682.00 | \$135,010.00 |
| S2 | <u>BIWEEKLY</u> | \$2,974.12 | \$3,237.35 | \$3,500.58 |
| | <u>MONTHLY</u> | \$6,443.92 | \$7,014.25 | \$7,584.58 |
| | <u>ANNUAL</u> | \$77,327.00 | \$84,171.00 | \$91,015.00 |
| OPERATIONS & SKILLED TRADE | | | | |
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| OT4 | <u>BIWEEKLY</u> | \$1,980.04 | \$2,337.58 | \$2,695.19 |
| | <u>MONTHLY</u> | \$4,290.08 | \$5,064.75 | \$5,839.58 |
| | <u>ANNUAL</u> | \$51,481.00 | \$60,777.00 | \$70,075.00 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

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

| MANAGERIAL | | | | |
|---------------------------------------|-----------------|----------------|-----------------|----------------|
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| S2 | <u>BIWEEKLY</u> | \$3,186.81 | \$3,231.50 | \$3,276.15 |
| | <u>MONTHLY</u> | \$6,904.75 | \$7,001.58 | \$7,098.33 |
| | <u>ANNUAL</u> | \$82,857.00 | \$84,019.00 | \$85,180.00 |
| OPERATIONS & SKILLED TRADE | | | | |
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| OT4 | <u>BIWEEKLY</u> | \$2,188.27 | \$2,583.31 | \$2,978.35 |
| | <u>MONTHLY</u> | \$4,741.25 | \$5,597.17 | \$6,453.08 |
| | <u>ANNUAL</u> | \$56,895.00 | \$67,166.00 | \$77,437.00 |



**CITY OF FORT COLLINS
2021 PAY PLAN**

TABLE: 5C

COLLECTIVE BARGAINING UNIT (CBU) - SWORN OPERATIONS

| MANAGERIAL | | | | |
|---------------------------------------|-----------------|----------------|-----------------|----------------|
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| M2 | <u>BIWEEKLY</u> | \$4,972.77 | \$5,185.15 | \$5,397.54 |
| | <u>MONTHLY</u> | \$10,774.33 | \$11,234.50 | \$11,694.67 |
| | <u>ANNUAL</u> | \$129,292.00 | \$134,814.00 | \$140,336.00 |
| S2 | <u>BIWEEKLY</u> | \$4,011.15 | \$4,286.58 | \$4,562.00 |
| | <u>MONTHLY</u> | \$8,690.83 | \$9,287.58 | \$9,884.33 |
| | <u>ANNUAL</u> | \$104,290.00 | \$111,451.00 | \$118,612.00 |
| S1 | <u>BIWEEKLY</u> | \$3,895.96 | \$3,950.58 | \$4,005.15 |
| | <u>MONTHLY</u> | \$8,441.25 | \$8,559.58 | \$8,677.83 |
| | <u>ANNUAL</u> | \$101,295.00 | \$102,715.00 | \$104,134.00 |
| OPERATIONS & SKILLED TRADE | | | | |
| | | <u>MINIMUM</u> | <u>MIDPOINT</u> | <u>MAXIMUM</u> |
| OT6 | <u>BIWEEKLY</u> | \$2,675.27 | \$3,158.17 | \$3,641.08 |
| | <u>MONTHLY</u> | \$5,796.42 | \$6,842.71 | \$7,889.00 |
| | <u>ANNUAL</u> | \$69,557.00 | \$82,112.50 | \$94,668.00 |



CITY OF FORT COLLINS
2021 PAY PLAN
Step Ladders

| Job Title | Step | | | | | | | | | |
|------------------------------|-----------|-----------|----------|-----------|-----------|----------|----------|----------|----------|----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| LINE GROUNDWORKER | \$49,404 | \$51,775 | \$54,261 | \$56,865 | \$59,596 | \$62,456 | \$65,516 | \$68,783 | | |
| ELECTRIC LINEWORKER | \$68,878 | \$72,768 | \$74,935 | \$77,172 | \$79,513 | \$81,890 | \$84,337 | \$87,377 | \$90,610 | \$96,099 |
| LINE CREW CHIEF | \$100,424 | \$104,808 | | | | | | | | |
| ELECTRIC METER TECH | \$55,515 | \$61,060 | \$65,209 | \$69,326 | \$73,411 | \$77,455 | | | | |
| ELECTRONIC TECHNICIAN II | \$64,979 | \$72,640 | \$78,673 | \$84,641 | \$90,659 | | | | | |
| SUBSTATION SPECIALIST | \$70,558 | \$78,876 | \$85,427 | \$91,908 | \$98,443 | | | | | |
| SUBSTATION ELEC/COMM SPEC | \$80,249 | \$88,478 | \$96,356 | \$103,902 | \$111,963 | | | | | |
| ELECTRIC SYSTEMS OPERATOR | \$68,878 | \$73,415 | \$77,951 | \$82,488 | \$87,025 | \$91,562 | \$96,099 | | | |
| PLANT OPERATOR | \$53,850 | \$58,557 | \$62,057 | \$65,789 | \$69,752 | \$75,132 | | | | |
| LEAD PLANT OPERATOR | \$53,850 | \$58,557 | \$62,057 | \$65,789 | \$69,752 | \$75,132 | \$78,888 | \$82,645 | | |
| WATER UTILITY MAINT OPERATOR | \$43,617 | \$47,420 | \$50,269 | \$53,279 | \$56,484 | \$60,854 | | | | |
| WATER METER SYSTEMS OPERATOR | \$43,617 | \$47,420 | \$50,269 | \$53,279 | \$56,484 | \$60,854 | | | | |
| WATER METER TECHNICIAN | \$43,617 | \$47,420 | \$50,269 | \$53,279 | \$56,484 | \$60,854 | | | | |
| MECHANIC | \$49,419 | \$54,779 | \$56,946 | \$59,246 | \$61,613 | \$64,081 | \$66,647 | \$68,951 | | |
| BUILDING INSPECTOR | \$56,415 | \$61,933 | \$64,424 | \$67,295 | \$69,926 | \$72,727 | \$75,633 | \$78,710 | | |
| LEAD BUILDING INSPECTOR | \$62,056 | \$68,141 | \$70,869 | \$74,039 | \$76,970 | \$80,038 | \$83,208 | \$86,581 | | |