

**AGENDA ITEM SUMMARY**  
**FORT COLLINS CITY COUNCIL**

**ITEM NUMBER: 23**

**DATE: January 20, 2009**

**STAFF: Janet Miller**  
**Amy Sharkey**

**SUBJECT**

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Second Reading of Ordinance No. 004, 2009, Adopting the 2009 Classified Employees' Pay Plan.

**RECOMMENDATION**

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Staff recommends adoption of this Ordinance on Second Reading.

**EXECUTIVE SUMMARY**

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Ordinance No. 004, 2009, adopted on First Reading on January 13, 2009 by a vote of 4-2 (Nays: Poppaw, Troxell), adopts the 2009 classified employees' pay plan. The 2009 Pay Plan establishes a structure for employee compensation. It is the framework that sets the minimum and maximum pay for City positions. Funding for the 2009 Classified Employees' Pay Plan is included in the 2009 Adopted City Budget, as amended.

**ATTACHMENTS**

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1. Copy of First Reading Agenda Item Summary - January 13, 2009.  
(w/o original attachments)

**AGENDA ITEM SUMMARY**  
**FORT COLLINS CITY COUNCIL**

ITEM NUMBER: 3

DATE: January 13, 2009

STAFF: Janet Miller  
 Amy Sharkey

**COPY**

**SUBJECT**

First Reading of Ordinance No. 004, 2009, Adopting the 2009 Classified Employees' Pay Plan.

**RECOMMENDATION**

Staff recommends adoption of the Ordinance on First Reading.

**FINANCIAL IMPACT**

Funding for the 2009 Classified Employees' Pay Plan is included in the 2009 Adopted City Budget, as amended.

**COPY**

**EXECUTIVE SUMMARY**

The City of Fort Collins 2009 Pay Plan establishes a structure for employee compensation. It is the framework that sets the minimum and maximum pay for City positions. The methodology used by the City has evolved based on compensation best practices. The 2009 Pay Plan uses average actual salary data collected from a redefined market for benchmark positions to determine pay range midpoints within occupational groups.

**BACKGROUND**

Prior to 2007, the philosophy used to develop the City's annual pay plan was based on setting pay range maximums, within occupational groups, at the 70th percentile of the market. Accordingly, the City benchmarked approximately 79 jobs against 18 peer organizations, including Front Range municipalities, counties, and the State of Colorado. Pay ranges were developed using pay range maximum data collected from the 18 peer organizations and limited private sector data.

The philosophy of setting pay range maximums at the 70th percentile is no longer considered a best practice. Therefore, the City redefined its philosophy for establishing the City's Pay Plan. In addition, pay data was gathered for the newly defined market, which more accurately reflects the market we compete in for talent.

The 2008 Pay Plan represented a transition toward the new compensation philosophy. Rather than using pay range maximums to develop the pay structure, average actual pay data was collected from the same 18 benchmark organizations.

The 2008 budget included creation of a compensation analyst position to help further implement the new pay philosophy. In 2008, staff attended a course, "Market Pricing - Conducting a Competitive Pay Analysis," to learn about best practices in compensation, benefits and total rewards. Staff used the recommended methodology to design the 2009 Pay Plan.

## 2009 PAY PLAN DEVELOPMENT

### Step 1 – Market Identification

Twenty-two meetings were held with Service Area/Unit Directors, Department Heads, and Division Managers to identify the appropriate market for the City's benchmark jobs. This market identification process addressed Council's direction to ensure that the City's Pay Plan more closely aligned with the actual markets the in which the City competes (both the public and private sectors). During this process, the City identified 157 benchmark jobs for which market pay data could be gathered. Benchmark jobs now represent approximately 40% of all City jobs. The Colorado Front Range, extending from Fort Collins south to Colorado Springs, was identified as the market for professional and technical jobs. Northern Colorado, including Larimer and Weld Counties was the market identified for administrative support and some labor trade jobs. Salary data for these two markets includes Cities and Counties with populations ranging from approximately 50,000 to 550,000, and private sector data, where available.

### Step 2 – Market Data Collection and Analysis

Once the market was defined, average actual salary data was collected for the benchmark jobs using surveys from Mountain States Employer's Council (MSEC) and the Colorado Municipal League (CML). Average actual salary (also referred to as the mean) is the sum of all reported pay for every employee in a benchmark job divided by the number of incumbents in a given job. Because the salary data was collected in March 2008, staff "aged" the data by multiplying survey salaries by an Employment Cost Index (for government jobs) to arrive at effective pay rate to be implemented in March 2009.

## PRIMARY DATA SOURCES

### Mountain States Employer's Council (MSEC) Colorado Compensation Survey

MSEC Colorado Compensation Survey represents Colorado employers of all sizes. Data was collected from 436 respondents situated all across the State of Colorado, including the four geographic areas of Denver/Boulder, Northern Colorado, Southern Colorado, and the Western Slope and representing 49,404 employees. Although government employers are included in this survey, they represent only 16.5% of the employers. MSEC surveys 343 benchmark jobs.

Mountain States Employer's Council (MSEC) Information Technology Compensation Survey

Data is collected from 341 respondents. There are 5,634 employees and 76 benchmark jobs. Information is not broken down by geographic region or type of industry.

Mountain State Employer's Council (MSEC) Public Employees Compensation Survey

Data is collected from 130 respondents. There 34,414 employees and 317 benchmark jobs.

Colorado Municipal League (CML)

CML reports compensation from many jurisdictions in the State of Colorado, including municipalities, counties, and special districts.

**Step 3 – Establish Pay Ranges**

Average actual salaries were used to set the City's market or midpoint for each pay grade within the eight occupational groups that make up the Classified Employees' Pay Plan. In order to determine pay grade midpoints (the pay structure), staff used regression analysis to establish the best line of fit for the average actual salaries and pay grades. Midpoints were then used to establish the minimum and maximum of the pay range (40% spread). Each pay grade was analyzed.

The result of this effort is the recommended 2009 Classified Employee Pay Plan.

**ATTACHMENTS**

1. Council Finance Committee minutes - December 15, 2008.

COPY

ORDINANCE NO. 004, 2009  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
ADOPTING THE 2009 CLASSIFIED EMPLOYEES  
PAY PLAN

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

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

WHEREAS, the annual market analysis conducted by the Human Resources Department includes public and private employer survey information for Northern Colorado and the Front Range, providing clear benchmark information for approximately 158 benchmark positions; and

WHEREAS, the pay plan recommended by the City Manager is consistent with City Council objectives, including the philosophy of establishing pay ranges by using the average actual salaries for benchmark positions to set the mid-point of pay ranges for those positions and is consistent with the amount previously budgeted by the City Council for 2009 employee compensation increases at an average level of 4%; and

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

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

Section 1. That the City Council hereby adopts the 2009 City of Fort Collins Classified Employees Pay Plan (the "Plan"), a copy of which is attached hereto as Exhibit A and incorporated herein by this reference.

Section 2. That the effective date of the Plan shall commence with the February 9, 2009 pay period.

Section 3. That the City Manager ~~may modify the Plan by making pay equity adjustments~~ shall determine the compensation levels of individual employees within the established pay levels of the Pay Plan, providing that the total cost of employee compensation does not exceed the budget as adopted by City Council.

Introduced, considered favorably on first reading, and ordered published this 13th day of January, A.D. 2009, and to be presented for final passage on the 20th day of January, A.D. 2009.

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Mayor

ATTEST:

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City Clerk

Passed and adopted on final reading on the 20th day of January, A.D. 2009.

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Mayor

ATTEST:

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City Clerk

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**ADMINISTRATIVE PROFESSIONAL**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY	MIDPOINT	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY
				MINIMUM		MAXIMUM
8010	N	ASSISTANT TECHNICAL COORD.	AP01	1,415.62	1,695.35	1,975.08
8012	N	PLANNING TECHNICIAN		3,067.17	3,673.25	4,279.33
8014	N	PARK PLANNING TECHNICIAN		36,806.00	44,079.00	51,352.00
8016	N	PUBLICITY/MARKETING TECHNICIAN				
8052	N	URBAN DESIGN SPECIALIST	AP02	1,585.50	1,898.77	2,212.08
8054	N	GRAPHICS SPECIALIST		3,435.25	4,114.00	4,792.83
8058	N	ASSOCIATE PLANNER		41,223.00	49,368.00	57,514.00
8060	N	RECREATION COORDINATOR				
8061	N	PLANNING SPECIALIST I				
8062	N	PUBLICITY/MARKETING SPECIALIST				
8064	N	REVENUE/LICENSING AGENT				
8068	Y	UTILITY FEE/RATE SPECIALIST				
8070	Y	CURATOR				
8074	N	WELLNESS PROGRAM SPECIALIST				
8076	N	MEDIA INTEGRATION TECHNICIAN				
8078	N	CASH SYSTEMS COORDINATOR				

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**ADMINISTRATIVE PROFESSIONAL**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM	MIDPOINT	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM
8100	Y	PLANNING SPECIALIST II	AP03	1,775.73	2,126.65	2,477.54
8102	Y	ACCOUNTANT		3,847.42	4,607.75	5,368.00
8104	Y	CONTINUOUS IMPROVEMENT PROG ADMIN		46,169.00	55,293.00	64,416.00
8106	Y	RECRUITMENT SPECIALIST				
8110	Y	WATER CONSERVATION SPECIALIST				
8112	Y	HORTICULTURE PROGRAM COORDINATOR				
8114	Y	BUYER				
8115	Y	HRIS/BENEFITS ANALYST				
8116	Y	HUMAN RESOURCES REP				
8117	Y	BENEFITS ANALYST				
8120	Y	WELLNESS PROGRAM COORDINATOR				
8122	Y	HISTORIC PRESERVATION PLANNER				
8124	Y	CDBG/HOME PROGRAM ADMINISTRATOR				
8126	Y	NEIGHBORHOOD ADMINISTRATOR				
8128	Y	MARKETING ANALYST				
8130	Y	ENVIRO ED/PUBLIC INVOLV COORD				
8134	Y	FINANCIAL COORDINATOR				
8136	Y	TECHNICAL PRODUCTION DIRECTOR				
8137	Y	OUTREACH MARKETING SPECIALIST				
8140	Y	SALES TAX AUDITOR				
8142	Y	VISUAL ARTS ADMINISTRATOR				
8146	Y	PUBLIC RELATIONS COORDINATOR				
8150	Y	BUDGET ANALYST				
8156	Y	REAL ESTATE SPECIALIST II				
8160	N	DEPUTY CITY CLERK				
8162	Y	COMMUNITY MEDIATION PROG COORD				



**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**ADMINISTRATIVE PROFESSIONAL**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM	MIDPOINT	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM
8202	Y	SENIOR BUYER	AP04	1,988.85	2,381.85	2,774.85
8204	Y	THERAPEUTIC RECREATION SPEC		4,309.17	5,160.67	6,012.17
8206	Y	SENIOR HUMAN RESOURCES REP		51,710.00	61,928.00	72,146.00
8210	Y	WORKERS SAFETY & WORK COMP ADMIN				
8212	Y	INDUSTRIAL HYGENIST				
8214	Y	SENIOR ACCOUNTANT				
8216	Y	ENVIRONMENTAL PLANNER				
8218	Y	SENIOR BUDGET ANALYST				
8222	Y	TECHNICAL ANALYST				
8224	Y	RECREATION SUPERVISOR				
8226	Y	CHIEF DEPUTY CITY CLERK				
8228	Y	TRANSPORTATION PLANNER				
8230	Y	CITY PLANNER				
8232	Y	FINANCIAL ANALYST				
8234	Y	LANDSCAPE ARCHITECT				
8236	Y	SENIOR KEY ACCOUNTS REP				
8238	Y	SENIOR COMM AND MKTG SPEC				
8240	Y	REAL ESTATE SPECIALIST III				
8244	Y	ASSISTANT MUSEUM DIRECTOR				
8248	Y	HRIS/BENEFITS ANALYST				
8250	Y	BUSINESS SYSTEMS ANALYST				
8252	Y	FINANCIAL/SWEEPING OPERS COORDINATOR				
8254	Y	RECREATION FINANCE/BUSINESS ANALYST				
8258	Y	HORTICULTURE FACIL/SERVICES ADMIN				
8260	Y	COMPENSATION ANALYST				
8900	Y	LEGISLATIVE AFFAIRS COORD				
8308	Y	SENIOR ENVIRONMENTAL PLNR	AP05	2,227.50	2,667.65	3,107.81
8310	Y	PERFORMING ARTS CENTER MANAGER		4,826.25	5,779.92	6,733.58
8312	Y	SENIOR TRANSPORTATION PLNR		57,915.00	69,359.00	80,803.00
8318	Y	SENIOR CITY PLANNER				
8320	Y	MUSEUM DIRECTOR				
8328	Y	MEDIA INTEGRATION SPECIALIST				
8334	Y	INVESTMENT ADMINISTRATOR				
8336	Y	COMMUNITY RELATIONS MANAGER				
8338	Y	CUSTOMER AND ADMINISTRATIVE SERVICES MGR				
8340	Y	GREEN BUILDING PROGRAM MANAGER				
8342	Y	UTILITIES CUSTOMER SUPPORT MANAGER				
8344	Y	PDT BUDGET, POLICY, AND PROJECT MGR				
8904	Y	POLICY & PROJECT MANAGER				

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**ADMINISTRATIVE PROFESSIONAL**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL	MIDPOINT	BI-WEEKLY/ MONTHLY/ ANNUAL
				SALARY MINIMUM		SALARY MAXIMUM
8400	Y	RISK MANAGER	AP06	2,494.77	2,987.77	3,480.77
8404	Y	CHIEF PLANNER		5,405.33	6,473.50	7,541.67
8408	Y	UTILITY RATE ANALYST		64,864.00	77,682.00	90,500.00
8410	Y	RECREATION AREA MANAGER				
8416	Y	PROJECT/PUBLIC INFO MANAGER				
8418	Y	REAL ESTATE SERVICES MANAGER				
8420	Y	NEIGHBORHOOD SERVICES MANAGER				
8422	Y	HR STRATEGIC PARTNER MANAGER				
8424	Y	LEARNING AND ORGAN DEVELOP MANAGER				
8426	Y	IT FINANCIAL AND POLICY MANAGER				
8428	Y	MANAGER OF PARKS				
8430	Y	REVENUE MANAGER				
8914	Y	UTILITIES FINANCIAL OPERATIONS MGR				
8446	Y	ACCT AND FINANCIAL RPTG MGR	AP07	2,744.27	3,286.54	3,828.81
8448	Y	ASSISTANT TRANSFORT/DAR GENERAL MGR		5,945.92	7,120.83	8,295.75
8452	Y	NATURAL AREAS PROGRAM MANAGER		71,351.00	85,450.00	99,549.00
8472	Y	COMP, BENEFITS, AND HRIS MANAGER	AP08	3,018.69	3,615.23	4,211.69
8906	Y	DIRECTOR OF PURCHASING & RISK MGMT		6,540.50	7,833.00	9,125.33
				78,486.00	93,996.00	109,504.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**ADMINISTRATIVE SUPPORT**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
4012	N	PARKING ATTENDANT	AS02	936.58 2,029.25 24,351.00	1,121.65 2,430.25 29,163.00	1,306.73 2,831.25 33,975.00
4100	N	ADMINISTRATIVE CLERK I	AS03	1,046.88	1,256.27	1,463.54
4102	N	ADMINISTRATIVE SECRETARY I		2,268.25 27,219.00	2,721.92 32,663.00	3,171.00 38,052.00
4150	N	FACILITIES SCHEDULER	AS04	1,172.50	1,407.00	1,639.15
4152	N	DEPUTY COURT CLERK I		2,540.42	3,048.50	3,551.50
4155	N	RECORDS MANAGEMENT TECH		30,485.00	36,582.00	42,618.00
4156	N	ADMINISTRATIVE SECRETARY II				
4158	N	ADMINISTRATIVE CLERK II				
4160	N	CUSTOMER SERVICE REP I				
4200	N	SERVICE SCHEDULE COORD	AS05	1,289.77	1,547.69	1,803.08
4202	N	ADMINISTRATIVE AIDE		2,794.50	3,353.33	3,906.67
4206	N	LEGAL SECRETARY		33,534.00	40,240.00	46,880.00
4208	N	DEPUTY COURT CLERK II				
4210	N	DISPATCHER/SCHEDULER				
4212	N	ACCOUNTS PAYABLE REP				
4214	N	CUSTOMER SERVICE REP II				
4216	N	RECREATION SERVICES REP				
4218	N	ASSIST FINANCIAL COORDINATOR				
4220	N	UTILITY LOCATING DISPATCHER/SCHEDULER				
4226	N	PERSONNEL/PAYROLL TECH II				

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**ADMINISTRATIVE SUPPORT**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
4248	N	DOT COMPLIANCE COORDINATOR	AS06	1,418.73	1,702.46	1,983.38
4250	N	PAYROLL SPECIALIST		3,073.92	3,688.67	4,297.33
4252	N	REAL ESTATE SPECIALIST I		36,887.00	44,264.00	51,568.00
4254	N	RESIDENTIAL ACCOUNTS COORD				
4256	N	LEGAL ASSISTANT				
4258	N	RISK MANAGEMENT TECHNICIAN				
4260	N	ADMIN TECH SUPPORT SPECIALIST				
4262	N	ASST CIRCULATION SUPERVISOR				
4266	N	ADMINISTRATIVE ASSISTANT				
4268	N	ENERGY SERVICES PROGRAM COORDINATOR				
4272	N	EXECUTIVE ADMINISTRATIVE ASST				
4274	N	CREDIT/COLLECTIONS REP				
4276	N	FINANCIAL TECHNICIAN				
4280	N	LEAD CUSTOMER SERVICE REP				
4286	N	BLDG AND DEVELOPMENT REVIEW TECH				
4288	N	LEAD DISPATCHER/SCHEDULER				
4352	N	MUNICIPAL COURT SUPERVISOR	AS07	1,563.73	1,872.73	2,181.73
4354	N	ACCOUNTS PAYABLE SUPERVISOR		3,388.08	4,057.58	4,727.08
4360	N	ADMINISTRATIVE SUPPORT SPVSR		40,657.00	48,691.00	56,725.00
4362	N	SCHEDULING SUPERVISOR				
4364	N	BOX OFFICE COORDINATOR				
4366	N	BENEFITS SPECIALIST				
4368	N	SENIOR LEGAL ASSISTANT				
4410	Y	UTILITY SERVICES COORDINATOR	AS08	1,720.08	2,060.00	2,399.88
4414	N	EXEC ASSIST TO THE CITY MANAGER		3,726.83	4,463.33	5,199.75
				44,722.00	53,560.00	62,397.00
4452	Y	PAYROLL/ACCTS PAYABLE SPVSR	AS09	1,892.12	2,266.00	2,639.88
				4,099.58	4,909.67	5,719.75
				49,195.00	58,916.00	68,637.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**INFORMATION TECHNOLOGY**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
5505	N	COMPUTER SUPPORT TECHNICIAN	IT03	1,436.15 3,111.67 37,340.00	1,719.96 3,726.58 44,719.00	2,003.73 4,341.42 52,097.00
5511	N	PC HARDWR/SOFTWR SPECIALIST	IT04	1,608.50	1,926.35	2,244.19
5519	N	TELECOM SYSTEMS SPECIALIST		3,485.08	4,173.75	4,862.42
5507	N	GIS MAPPING SPECIALIST		41,821.00	50,085.00	58,349.00
5522	Y	ELECTRONIC DOC MGMT ADMINIST.	IT05	1,801.54 3,903.33 46,840.00	2,157.54 4,674.67 56,096.00	2,513.50 5,445.92 65,351.00
5520	Y	PROGRAMMER/ANALYST	IT06	2,017.73	2,416.42	2,815.12
5525	Y	GIS PROGRAMMER/ANALYST		4,371.75	5,235.58	6,099.42
5526	Y	CONTROL & DATA SYSTEMS SPECIAL		52,461.00	62,827.00	73,193.00
5527	Y	NETWORK SPECIALIST				
5528	Y	DTS PROGRAMMER/ANALYST				
5530	Y	WEB PROGRAMMER/ANALYST				
5533	Y	CIS DEVELOPER/ANALYST	IT07	2,259.85	2,706.38	3,152.96
5536	Y	TELECOM TECHNICAL SPECIALIST		4,896.33	5,863.83	6,831.42
5537	Y	SYSTEMS SPECIALIST		58,756.00	70,366.00	81,977.00
5538	Y	ENTERPRISE RESOURCE PLANNING ANALYST				
5539	Y	SENIOR NETWORK SPECIALIST	IT08	2,485.81	2,977.04	3,468.23
5540	Y	DATABASE ANALYST		5,385.92	6,450.25	7,514.50
5543	Y	TELECOM SYSTEMS ADMINISTRATOR		64,631.00	77,403.00	90,174.00
5544	Y	GIS SYSTEM ADMINISTRATOR				
5546	Y	LAN AND SYSTEMS ADMINISTRATOR				
5548	Y	NETWORK/APPLICATIONS SPEC				
5550	Y	SYSTEMS ANALYST				
5551	Y	POLICE SYSTEMS ANALYST				
5552	Y	SYS INTEGRATOR/NETWK ADMINIST				

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS**

Effective 1/30/2009

**INFORMATION TECHNOLOGY**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
5555	Y	WEB DEVELOPER/ARCHITECT	IT09	2,734.42	3,274.73	3,815.08
5557	Y	LAN AND SYSTEMS ADMINISTRATION SUPV		5,924.58	7,095.25	8,266.00
5558	Y	CONTROL AND DATA SYSTEM ENGR		71,095.00	85,143.00	99,192.00
5562	Y	SENIOR DATABASE ANALYST				
5563	Y	SENIOR DATABASE ADMINISTRATOR				
5564	Y	SENIOR SYSTEMS ADMINISTRATOR				
5566	Y	SYSTEMS ADMINISTRATION MANAGER				
5565	Y	SENIOR NETWORK ENGINEER	IT10	3,007.85	3,602.19	4,196.58
5567	Y	UTILITY INFORMATION SYS MGR		6,517.00	7,804.75	9,092.58
5570	Y	APPLICATION SERVICES MANAGER		78,204.00	93,657.00	109,111.00
			IT11	3,158.23	3,782.31	4,406.38
				6,842.83	8,195.00	9,547.17
				82,114.00	98,340.00	114,566.00
5574	Y	INFO TECH DIR - INFRASTRUCTURE SERV	IT12	3,316.15	3,971.42	4,626.69
5576	Y	INFO TECH DIR - APPLICATION SERV		7,185.00	8,604.75	10,024.50
				86,220.00	103,257.00	120,294.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Non-Skill Based Pay Positions**

Effective 1/30/2009

**TECH/ENGINEERING**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/		BI-WEEKLY/ MONTHLY/
				ANNUAL SALARY MINIMUM	MIDPOINT	ANNUAL SALARY MAXIMUM
6100	N	LAND SURVEY TECHNICIAN	TE03	1,509.46 3,270.50 39,246.00	1,807.73 3,916.75 47,001.00	2,106.00 4,563.00 54,756.00
6150	N	TRAFFIC ENGINEERING TECH I	TE04	1,690.58	2,024.65	2,358.73
6152	N	ENGINEERING TECHNICIAN		3,662.92	4,386.75	5,110.58
6152	N	PARK PLANNING TECHNICIAN		43,955.00	52,641.00	61,327.00
6158	N	CROSS-CONNECTION CONTROL TECH				
6202	N	CONSTRUCTION INSPECTOR	TE05	1,893.46	2,267.62	2,641.77
6204	N	SURVEY PARTY CHIEF		4,102.50	4,913.17	5,723.83
6206	N	TRAFFIC ENGINEERING TECH II		49,230.00	58,958.00	68,686.00
6250	N	SENIOR CONSTRUCTION INSPECTOR	TE06	2,120.69	2,539.73	2,958.77
6252	Y	APPRENTICE LANDSCAPE ARCHITECT		4,594.83	5,502.75	6,410.67
6256	Y	CROSS-CONNECTION CONTROL SPEC		55,138.00	66,033.00	76,928.00
6274	N	PARKS PROJECT MANAGER				
6276	N	TRAFFIC ENGINEERING TECH III				
6307	Y	ELECTRIC UTILITY PROJECT MGR	TE07	2,332.73	2,793.69	3,254.65
6310	Y	CIVIL ENGINEER I		5,054.25	6,053.00	7,051.75
6312	Y	FACILITIES PLAN/ARCHITECT		60,651.00	72,636.00	84,621.00
6314	Y	WATERSHED SPECIALIST				
6316	Y	LANDSCAPE ARCHITECT				
6319	Y	LABORATORY QUAL ASSURANCE COORDIN				
6401	Y	LABORATORY SUPERVISOR	TE08	2,566.00	3,073.08	3,580.12
6402	Y	POLLUTION CONTROL SERVICE SUPV		5,559.67	6,658.33	7,756.92
6404	Y	PROJECT ENGINEERING SUPERVISOR		66,716.00	79,900.00	93,083.00
6406	Y	TRAFFIC SYSTEMS ENGINEER				
6408	Y	WATER UTILITY FIELD OPER SUPERINTENDENT				
6410	Y	CIVIL ENGINEER II				
6412	Y	CHIEF SURVEYOR				
6414	Y	ENVIRONMENTAL REGULATORY SPECIALIST				
6416	Y	DEPUTY BUILDING OFFICIAL				
6418	Y	FACILITIES PROJECT MANAGER				
6420	Y	WATER RESOURCES ENGINEER				
6426	Y	CHIEF CONSTRUCTION INSPECTOR				
6430	Y	SENIOR LANDSCAPE ARCHITECT				

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Non-Skill Based Pay Positions**

Effective 1/30/2009

**TECH/ENGINEERING**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
6502	Y	KEY ACCOUNTS MANAGER	TE09	2,822.62	3,380.38	3,938.15
6504	Y	CIVIL ENGINEER III		6,115.67	7,324.17	8,532.67
6508	Y	ENERGY SERVICES ENGINEER		73,388.00	87,890.00	102,392.00
6514	Y	SPECIAL PROJECTS ENGINEER				
6516	Y	SPECIAL PROJECTS MANAGER				
6520	Y	SENIOR PROCESS ENGINEER				
6522	Y	ASSET MANAGER				
6532	Y	SENIOR ELECTRICAL ENGINEER	TE10	3,104.88	3,718.42	4,331.96
6534	Y	PROCESS/SYSTEMS SUPERVISOR		6,727.25	8,056.58	9,385.92
6538	Y	DEVELOPMENT REVIEW MANAGER		80,727.00	96,679.00	112,631.00
6540	Y	PAVEMENT MGMT PROGRAM MGR				
6542	Y	STREET OVERSIZING PROGRAM MGR				
6544	Y	ENGINEERING & DESIGN MANAGER				
6546	Y	ASST OPERATIONS SERVICES DIRECTOR				
6548	Y	ENERGY SERVICES MANAGER				
8944	Y	WATER FIELD OPERATIONS MGR				
8948	Y	WATER UTILITY DEVELOPMENT REVIEW MGR				
8950	Y	WATER PLANNING AND DEV MGR				
6554	Y	WATER PRODUCTION MANAGER	TE11	3,260.12	3,904.35	4,548.58
6556	Y	REGULATORY & GOV'T AFFAIRS MGR		7,063.58	8,459.42	9,855.25
6558	Y	MGR CAPITAL PROJ & STREET OVERSNG PROJ		84,763.00	101,513.00	118,263.00
8942	Y	WATER RESOURCES MANAGER				
8958	Y	CHIEF ENGINEER				
8960	Y	ELEC SYSTEM ENG MGR				
8961	Y	ENVIRONMENTAL SERVICES MANAGER				
8964	Y	WATER RECLAM & BIOSOLIDS MANAGER				
8968	Y	ELEC SYS DESIGN AND IT MGR	TE12	3,423.12	4,099.54	4,775.96
8970	Y	STANDARDS ENGINEERING MGR		7,416.75	8,882.33	10,347.92
				89,001.00	106,588.00	124,175.00



**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Skills-Based Pay Positions**

Effective 1/30/2009

**TECH/ENGINEERING**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY		BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM
				MINIMUM	MIDPOINT	
6010	N	LABORATORY ASSISTANT	STE01	1,203.35	1,441.12	1,678.88
				2,607.25	3,122.42	3,637.58
				31,287.00	37,469.00	43,651.00
			STE02	1,347.73	1,614.04	1,880.35
				2,920.08	3,497.08	4,074.08
				35,041.00	41,965.00	48,889.00
			STE03	1,509.46	1,807.73	2,106.00
				3,270.50	3,916.75	4,563.00
				39,246.00	47,001.00	54,756.00
			STE04	1,690.58	2,024.65	2,358.73
				3,662.92	4,386.75	5,110.58
				43,955.00	52,641.00	61,327.00
			STE05	1,893.46	2,267.62	2,641.77
				4,102.50	4,913.17	5,723.83
				49,230.00	58,958.00	68,686.00
6254	N	PLANS ANALYST	STE06	2,120.69	2,539.73	2,958.77
6262	N	INDUSTRIAL PRETREATMENT SPEC		4,594.83	5,502.75	6,410.67
6305	N	CHEMIST		55,138.00	66,033.00	76,928.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Non-Skill Based Pay Positions**

Effective 1/30/2009

**OPERATIONS AND SKILL TRADES TABLE I**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
7074	N	PARTS RUNNER	OSA02	952.46	1,140.69	1,328.92
7076	N	BUS CLEANER		2,063.67	2,471.50	2,879.33
				24,764.00	29,658.00	34,552.00
7084	N	MATERIALS HANDLER	OSA03	1,066.77	1,277.58	1,488.38
7086	N	TRANSP MAINTENANCE WORKER		2,311.33	2,768.08	3,224.83
				27,736.00	33,217.00	38,698.00
7110	N	METER READER	OSA04	1,194.81	1,430.88	1,667.00
7112	N	WAREHOUSE WORKER		2,588.75	3,100.25	3,611.83
7118	N	EQUIPMENT MAINTENANCE WORKER		31,065.00	37,203.00	43,342.00
7120	N	FACILITY ASSISTANT				
7122	N	PARTS ASSISTANT				
7152	N	LEAD PARKING ATTENDANT	OSA05	1,338.19	1,602.62	1,867.04
7154	N	UTILITY FIELD SERVICE REP		2,899.42	3,472.33	4,045.25
7156	N	STREETS EQUIPMENT OPERATOR I		34,793.00	41,668.00	48,543.00
7158	N	TRAFFIC EQUIPMENT OPERATOR I				
7160	N	LEAD WAREHOUSE WORKER				
7162	N	PARKING ENFORCEMENT OFFICER				
7250	N	FARM TECHNICIAN	OSA06	1,498.77	1,794.92	2,091.08
7252	N	FACILITY MAINTENANCE TECH		3,247.33	3,889.00	4,530.67
7256	N	TRAFFIC EQUIPMENT OPERATOR II		38,968.00	46,668.00	54,368.00
7257	N	STREETS EQUIPMENT OPERATOR II				
7258	N	MAINTENANCE TECH-LANDSCAPE				
7260	N	TRAFFIC SIGNAL TECH I				
7262	N	TECHNICAL SUPPORT COORDINATOR				
7264	N	STREET SIGN TECHNICIAN				
7266	N	FORESTRY TECHNICIAN				
7270	N	COMPLIANCE INSPECTOR				
7272	N	UTILITY FACILITY LOCATOR				
7274	N	TRANSPORTATION FIELD COORD				
7276	N	PARKS/GROUNDS TECH				
7284	N	HORTICULTURE TECHNICIAN				

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Non-Skill Based Pay Positions**

Effective 1/30/2009

**OPERATIONS AND SKILL TRADES TABLE I**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM	MIDPOINT	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM
7330	N	TRAFFIC SIGNAL TECH II	OSA07	1,641.12	1,965.42	2,289.73
7332	N	NATURAL AREA TECHNICIAN		3,555.75	4,258.42	4,961.08
7334	N	EXHIBITS TECHNICIAN		42,669.00	51,101.00	59,533.00
7336	N	MAINTENANCE PLANNER/SCHEDULER				
7342	N	TRANSFORT SAFETY & TRAINING SUPERVISOR				
7350	N	ASST SUPERINTENDENT-GOLF				
7358	N	CUSTODIAL CONTRACT ADMIN				
7364	N	WATER UTILITY LEAK DETECT SPC				
7402	N	ZONING INSPECTOR	OSA08	1,805.27	2,162.00	2,518.73
7414	N	OPERATIONS SUPERVISOR		3,911.42	4,684.33	5,457.25
7422	N	METER READER SUPERVISOR		46,937.00	56,212.00	65,487.00
7424	N	CUSTOMER SERVICES SUPERVISOR				
7426	N	MATERIAL CONTROL SUPERVISOR				
7432	N	PARKING ENFORCEMENT SUPERVISOR				
7436	N	UTIL BLDG/HVAC MAINTENANCE COORDIN				
7438	N	FORESTRY CREW LEADER - SM & MED TREES				
7440	N	FORESTRY CREW LEADER - LARGE TREES				
7461	N	COMPLIANCE SUPERVISOR	OSA09	1,985.81	2,378.19	2,770.62
7463	N	CREW CHIEF		4,302.58	5,152.75	6,003.00
7466	Y	BUILDING MAINTENANCE SPVSR		51,631.00	61,833.00	72,036.00
7468	Y	ASSISTANT CITY FORESTER				
7474	Y	FORESTRY SUPERVISOR				
7478	Y	SUPERINTENDENT OF GOLF				
7480	Y	FACILITIES LOCATE SUPERVISOR				
7482	Y	SHOP SUPERVISOR				
7484	Y	PARTS SUPERVISOR				
7490	N	RESOURCE RECOVERY CHIEF				
7492	N	EQUIPMENT OPERATOR SPECIALIST				

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Non-Skill Based Pay Positions**

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**OPERATIONS AND SKILL TRADES TABLE I**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
7518	Y	CEMETERY SUPERVISOR	OSA10	2,184.35	2,616.00	3,047.65
7524	Y	TECHNICAL SERVICES SUPERVISOR		4,732.75	5,668.00	6,603.25
7526	Y	WATER SUPPLY SUPERVISOR		56,793.00	68,016.00	79,239.00
7528	Y	WATER UTIL CONSTRUCT/PURCHASING COOR				
7531	Y	ZONING SUPERVISOR				
7532	Y	PROCESS CONTROL SUPERVISOR				
7540	Y	INSTRUMENT/ELECTRICAL SPVSR				
7544	Y	PLANT MAINTENANCE SUPERVISOR				
7548	Y	MAINTENANCE SUPERINTENDENT				
7550	Y	PARKS MAINTENANCE SUPERVISOR				
7560	Y	WATER TREATMENT PLANT SUPT	OSA11	2,391.88	2,864.54	3,337.19
7565	Y	STREETS SUPERVISOR		5,182.42	6,206.50	7,230.58
				62,189.00	74,478.00	86,767.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Skills-Based Pay Positions**

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**OPERATIONS AND SKILL TRADES TABLE 1**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL		BI-WEEKLY/ MONTHLY/ ANNUAL
				SALARY MINIMUM	MIDPOINT	SALARY MAXIMUM
7166	N	BUS OPERATOR	SOSA05	1,338.19 2,899.42 34,793.00	1,602.62 3,472.33 41,668.00	1,867.04 4,045.25 48,543.00
7268	N	WATER UTILITY MAINT OPERATOR	SOSA06	1,498.77	1,794.92	2,091.08
7280	N	MAINTENANCE TECH-BUILDING		3,247.33	3,889.00	4,530.67
7286	N	WATER METER TECHNICIAN		38,968.00	46,668.00	54,368.00
7290	N	WATER METER SYSTEMS OPERATOR				
7345	N	MECHANIC	SOSA07	1,641.12	1,965.42	2,289.73
7346	N	RESOURCE RECOVERY SPECIALIST		3,555.75	4,258.42	4,961.08
7356	N	MAINTENANCE TECH-HVAC		42,669.00	51,101.00	59,533.00
7362	N	BUILDING MAINTENANCE LEAD				
9208	N	NATURAL AREA/TRAILS RANGER				
7400	N	INSTRUMENT/ELECTRICAL TECH	SOSA08	1,805.27	2,162.00	2,518.73
7405	N	WATER SUPPLY CONTROLLER		3,911.42	4,684.33	5,457.25
7406	N	LEAD MECHANIC		46,937.00	56,212.00	65,487.00
7410	N	BUILDING INSPECTOR				
7412	N	MASTER ELECTRICIAN				
7416	N	PLANT OPERATOR				
7418	N	MAINTENANCE SPECIALIST				
7428	N	BLDG CONTROL SYS MAINT SPEC				
7430	N	HVAC LEAD				
9212	N	LEAD RANGER				
7465	N	LEAD BUILDING INSPECTOR	SOSA09	1,985.81 4,302.58 51,631.00	2,378.19 5,152.75 61,833.00	2,770.62 6,003.00 72,036.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Non-Skill Based Pay Positions**

Effective 1/30/2009

**OPERATIONS AND SKILL TRADES TABLE II**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY		BI-WEEKLY/ MONTHLY/ ANNUAL SALARY
				MINIMUM	MIDPOINT	MAXIMUM
7800	N	SPECIAL SERVICES TECH	OSB06	1,955.00	2,341.31	2,727.62
				4,235.83	5,072.83	5,909.83
				50,830.00	60,874.00	70,918.00
7852	N	SR. ELECTRIC SYSTEMS OPERATOR	OSB07	2,140.73	2,563.73	2,986.73
				4,638.25	5,554.75	6,471.25
				55,659.00	66,657.00	77,655.00
7900	N	SERVICES CREW CHIEF	OSB08	2,344.12	2,807.31	3,270.50
				5,078.92	6,082.50	7,086.08
				60,947.00	72,990.00	85,033.00
7902	N	ELECTRIC DIST. SAFETY SPVSR				
7904	N	SUPERVISORY ELECT SYS OPERATOR				
7906	N	METER SYSTEMS SUPERVISOR				
7950	N	SUPERVISORY CREW CHIEF	OSB09	2,566.81	3,074.00	3,581.19
				5,561.42	6,660.33	7,759.25
				66,737.00	79,924.00	93,111.00

**CITY OF FORT COLLINS  
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CLASSIFIED POSITIONS  
Skills-Based Pay Positions**

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**OPERATIONS AND SKILL TRADES TABLE II**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY		BI-WEEKLY/ MONTHLY/ ANNUAL SALARY
				MINIMUM	MIDPOINT	MAXIMUM
7760	N	ELECTRIC METER TECH	SOSB05	1,785.38	2,138.19	2,491.00
				3,868.33	4,632.75	5,397.17
				46,420.00	55,593.00	64,766.00
7804	N	ELECTRIC SYSTEMS OPERATOR	SOSB06	1,955.00	2,341.31	2,727.62
7806	N	ELECTRONIC TECHNICIAN I		4,235.83	5,072.83	5,909.83
7808	N	LINEWORKER EQUIPMENT SPEC		50,830.00	60,874.00	70,918.00
7850	N	ELECTRICAL SERVICES SUPERVISOR	SOSB07	2,140.73	2,563.73	2,986.73
7860	N	ELECTRONIC TECHNICIAN II		4,638.25	5,554.75	6,471.25
7862	N	SUBSTATION SPECIALIST		55,659.00	66,657.00	77,655.00
7864	N	ELECTRIC LINEWORKER				
7908	N	LINE CREW CHIEF	SOSB08	2,344.12	2,807.31	3,270.50
7910	N	SPECIAL SERVICES SUPERVISOR		5,078.92	6,082.50	7,086.08
7912	N	LINE EQUIPMENT CREW CHIEF		60,947.00	72,990.00	85,033.00
7952	N	SUBSTATION ELEC/COMM.SPEC	SOSB09	2,566.81	3,074.00	3,581.19
				5,561.42	6,660.33	7,759.25
				66,737.00	79,924.00	93,111.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Non-Skill Based Pay Positions**

Effective 1/30/2009

**PROTECTIVE SERVICES CIVILIAN**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM	MIDPOINT	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM
9030	N	WARRANTS TECHNICIAN	PSA03	1,271.38 2,754.67 33,056.00	1,522.62 3,299.00 39,588.00	1,773.85 3,843.33 46,120.00
9050	N	POLICE SUPPLY TECHNICIAN	PSA04	1,423.96 3,085.25 37,023.00	1,705.35 3,694.92 44,339.00	1,986.73 4,304.58 51,655.00
9067	N	FRAUD INVESTIGATIONS SPECIALIST	PSA05	1,594.81 3,455.42 41,465.00	1,909.96 4,138.25 49,659.00	2,225.12 4,821.08 57,853.00
9069	N	GRAFFITI ABATEMENT COORDINATOR	PSA06	1,754.31 3,801.00 45,612.00	2,100.96 4,552.08 54,625.00	2,447.62 5,303.17 63,638.00
9095	N	CRIME ANALYST	PSA07	1,929.73 4,181.08 50,173.00	2,311.08 5,007.33 60,088.00	2,692.42 5,833.58 70,003.00
9070	N	VICTIM SERVICES SUPERVISOR	PSA08	2,122.69 4,599.17 55,190.00	2,542.15 5,508.00 66,096.00	2,961.62 6,416.83 77,002.00
9128	N	POLICE RECORDS SUPERVISOR	PSA09	2,335.00 5,059.17 60,710.00	2,796.38 6,058.83 72,706.00	3,257.77 7,058.50 84,702.00
9140	Y	POLICE PSYCHOLOGIST	PSA10	2,451.73 5,312.08 63,745.00	2,936.19 6,361.75 76,341.00	3,420.65 7,411.42 88,937.00
9150	Y	RECORDS MANAGER				
9160	Y	POLICE TECHNICAL PROJECTS MGR				
9162	N	FORENSIC SERVICES MANAGER	PSA11	2,574.31 5,577.67 66,932.00	3,083.00 6,679.83 80,158.00	3,591.69 7,782.00 93,384.00
9180	Y	DIRECTOR OF POLICE INFO SERV	PSA12	3,016.73 6,536.25 78,435.00	3,091.85 6,699.00 80,388.00	4,209.04 9,119.58 109,435.00



**CITY OF FORT COLLINS  
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**PROTECTIVE SERVICES CIVILIAN**

<b>JOB TYPE</b>	<b>EXEMPT Y/N</b>	<b>JOB TITLE</b>	<b>PAY GRADE</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM</b>	<b>MIDPOINT</b>	<b>BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM</b>
9064	N	POLICE REPORT SPECIALIST	SPSA05	1,594.81	1,909.96	2,225.12
9065	N	PROPERTY/EVIDENCE TECHNICIAN		3,455.42	4,138.25	4,821.08
				41,465.00	49,659.00	57,853.00
9082	N	POLICE SERVICES TECHNICIAN	SPSA06	1,754.31	2,100.96	2,447.62
				3,801.00	4,552.08	5,303.17
				45,612.00	54,625.00	63,638.00
9097	N	CRIMINALIST	SPSA07	1,929.73	2,311.08	2,692.42
				4,181.08	5,007.33	5,833.58
				50,173.00	60,088.00	70,003.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Collective Bargaining Unit Positions**

Effective 1/12/2009

**PROTECTIVE SERVICES CIVILIAN**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM
9060	N	EMERGENCY SERVICES DISPATCHER	CBU01	1,574.92 3,412.33 40,948.00	2,143.81 4,644.92 55,739.00
9120	N	EMERGENCY DISPATCH SUPERVISOR	CBU03	2,358.15 5,109.33 61,312.00	2,775.62 6,013.83 72,166.00
9145	Y	EMERGENCY SERV COMM MGR	CBU04	2,914.35 6,314.42 75,773.00	3,357.88 7,275.42 87,305.00

**CITY OF FORT COLLINS  
PAY PLAN  
CLASSIFIED POSITIONS  
Collective Bargaining Unit Positions**

Effective 1/12/2009

**PROTECTIVE SERVICES SWORN**

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MINIMUM	BI-WEEKLY/ MONTHLY/ ANNUAL SALARY MAXIMUM
9210	N	COMMUNITY SERVICE OFFICER	CBU05	1,634.92 3,542.33 42,508.00	2,225.19 4,821.25 57,855.00
9220	N	POLICE OFFICER	CBU06	1,998.65 4,330.42 51,965.00	2,720.12 5,893.58 70,723.00
9230	N	POLICE SERGEANT	CBU07	3,002.69 6,505.83 78,070.00	3,415.12 7,399.42 88,793.00
9240	Y	POLICE LIEUTENANT	CBU08	3,623.08 7,850.00 94,200.00	3,932.73 8,520.92 102,251.00
9250	Y	POLICE CAPTAIN	PSB05	4,165.92 9,026.17 108,314.00	4,324.42 9,369.58 112,435.00