

AGENDA ITEM SUMMARY

February 16, 2016

City Council

STAFF

Janet Miller, Assistant Human Resources Director

SUBJECT

First Reading of Ordinance No. 024, 2016, Adopting the 2016 Amended Classified Employees Pay Plan.

EXECUTIVE SUMMARY

The purpose of this item is to recommend changes to the City's Classified Employee Pay Plan based on a market analysis conducted as agreed upon through the 2016-2017 Collective Bargaining Agreement with the Northern Colorado Lodge #3 of the Fraternal Order of Police (FOP). This agreement was approved by Council by Resolution on December 1, 2015. Although ratified in 2015, the bargaining agreement specifies a salary data collection method and evaluation process that included the postponement of final data collection and analysis until January 2016 when additional benchmark data became available. This data has been collected and analyzed, resulting in the revised 2016 Classified Employee Pay Plan.

STAFF RECOMMENDATION

Staff recommends adoption of the Ordinance on First Reading.

BACKGROUND / DISCUSSION

The City of Fort Collins utilizes a common compensation methodology to assess jobs, combine them into occupational groups and establish pay range structures. The result of this work is a Classified Employee Pay Plan which sets the minimum, midpoint and maximum of pay ranges within each occupational group. A detailed analysis of benchmark data is conducted each year to determine if the market has moved sufficiently to recommend structure adjustments. Police collective bargaining unit positions are included in the Pay Plan.

Council approved an agreement by Resolution on December 1, 2015 between the City and the Northern Colorado Lodge #3 of the Fraternal Order of Police (FOP) establishing the 2016-2017 Collective Bargaining Agreement. Although ratified in 2015, the bargaining agreement specified a salary data collection method and evaluation process that included the postponement of the final data collection and analysis until January 2016 when additional benchmark data became available. This analysis included collecting actual salary data for police positions from 13 identified benchmark municipalities.

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

- Police Officer, 3.05%
- Police Sergeant, 3.27%
- Police Lieutenant, 4.21%
- Communication Services Officer, 3.05%
- Emergency Services Dispatcher, 1.40%
- Emergency Services Dispatch Supervisor, 3.61%
- Emergency Services Communications Manager, 3.26%

Actual employee salary increases are determined administratively and will be implemented using existing Police Services resources and the Council adopted employee pay increase budget.

ORDINANCE NO. 024, 2016
OF THE COUNCIL OF THE CITY OF FORT COLLINS
ADOPTING THE 2016 AMENDED 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, on December 15, 2015, the City Council adopted Ordinance No. 153, 2015, approving a pay plan for its classified employees for pay to go into effect the first pay period of January 2016 (“Pay Plan”); and

WHEREAS, on December 1, 2015, the City Council adopted Resolution 2015-104 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 of 2016 to collect market data from 13 identified benchmark municipalities for the classified positions in the collective bargaining unit; and

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

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

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

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

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

Section 2. That the City Council hereby adopts the 2016 Amended City of Fort Collins Classified Employees Pay Plan (the “Amended Plan”), a copy of which is attached hereto as Exhibit “A” and incorporated herein by this reference.

Section 3. That the effective date of the Amended Plan shall commence no later than the effective date of this Ordinance.

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

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

Introduced, considered favorably on first reading, and ordered published this 16th day of February, A.D. 2016, and to be presented for final passage on the 1st day of March, A.D. 2016.

Mayor

ATTEST:

City Clerk

Passed and adopted on final reading on the 1st day of March, A.D. 2016.

Mayor

ATTEST:

City Clerk

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

ADMINISTRATIVE PROFESSIONAL

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
8010	N	ASSISTANT TECHNICAL COORD	AP01	\$1,477.08	\$1,772.50	\$2,067.92
8016	N	PUBLICITY/MARKETING TECH		\$3,200.33	\$3,840.42	\$4,480.50
8018	N	PRODUCTION ASSISTANT		\$38,404.00	\$46,085.00	\$53,766.00
8020	N	COUNCIL AGENDA COORDINATOR				
8022	N	GALLERY COORDINATOR				
8024	N	CUSTOMER ACCOUNTS ANALYST				
8026	N	TRAVEL TRAINING COORDINATOR				
8050	N	REAL ESTATE SPECIALIST I	AP02	\$1,654.35	\$1,985.19	\$2,316.08
8060	N	RECREATION COORDINATOR		\$3,584.42	\$4,301.25	\$5,018.17
8062	N	PUBLICITY MARKETING SPECIALIST		\$43,013.00	\$51,615.00	\$60,218.00
8064	N	REVENUE/LICENSING AGENT				
8068	N	UTILITY FEE/RATE SPECIALIST				
8070	Y	CURATOR				
8075	N	ADMINISTRATION SUPERVISOR				
8076	N	VIDEO PRODUCER				
8078	N	CASH SYSTEMS COORDINATOR				
8084	N	WATER CONSERVATION COORDINATOR				
8086	N	ENERGY SERVICES PROGRAM COORD				
8088	N	FUNDRAISING & MARKETING COORD				
8092	N	COMM OUTREACH GARDEN COORD				
8094	N	CIVIC ENGAGEMENT LIAISON				
8101	Y	BUSINESS OUTREACH SPECIALIST	AP03	\$1,852.85	\$2,223.42	\$2,594.00
8103	Y	RESTORATIVE JUSTICE PROG COORD		\$4,014.50	\$4,817.42	\$5,620.33
8104	Y	CHANGE MANAGEMENT ANALYST		\$48,174.00	\$57,809.00	\$67,444.00
8105	Y	STRATEGIC ACCOUNTS SPECIALIST				
8106	Y	RECRUITMENT SPECIALIST				
8107	Y	VOLUNTEER COORDINATOR - MHE				
8110	Y	WATER CONSERVATION SPECIALIST				
8111	Y	DOT COMPLIANCE SPECIALIST				
8114	Y	BUYER				
8116	Y	HUMAN RESOURCES REPRESENTATIVE				
8117	Y	BENEFITS ANALYST				
8118	Y	GRAPHICS SPECIALIST				
8120	Y	WELLNESS PROGRAM COORDINATOR				
8124	Y	CDBG/HOME PROGRAM ADMINSTR				
8125	Y	AFFORDABLE HOUSNG PROG ADMNSTR				
8126	Y	NEIGHBORHOOD ADMINISTRATOR				
8127	Y	NEIGHBORHOOD DEV REV LIAISON				
8128	Y	MARKETING ANALYST				
8130	Y	ENVIRO ED/PUBLIC INVOLV COORD				
8134	Y	FINANCIAL COORDINATOR				
8136	Y	TECHNICAL PRODUCTION DIRECTOR				
8140	Y	SALES TAX AUDITOR				
8146	Y	PUBLIC RELATIONS COORDINATOR				
8150	Y	BUDGET ANALYST				
8160	N	DEPUTY CITY CLERK				
8162	Y	COMM MEDIATION PROG COORD				

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

ADMINISTRATIVE PROFESSIONAL

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8164	Y	SALES MANAGER				
8166	Y	SYSTEMS & PERFORMANCE ANALYST				
8201	Y	GRANTS DEVELOPMENT SPECIALIST	AP04	\$2,075.15	\$2,490.19	\$2,905.23
8203	Y	PUBLIC RELTNS & PROGRMMG COORD		\$4,496.17	\$5,395.42	\$6,294.67
8204	Y	THERAPEUTIC RECREATION SPEC		\$53,954.00	\$64,745.00	\$75,536.00
8205	Y	GRANTS COMPLIANCE ADMINISTRATR				
8207	Y	COMPLIANCE COORDINATOR				
8209	Y	VOLUNTEER COORDINATOR				
8211	Y	WELLNESS PROGRAM MANAGER				
8213	Y	SERVICE PLANNER				
8215	Y	PUBLIC RELATIONS COORD II				
8216	Y	ENVIRONMENTAL PLANNER				
8217	Y	SAFETY, SECURITY, TRAINING MGR				
8218	Y	SR BUDGET ANALYST				
8219	Y	ACCOUNTANT				
8224	Y	RECREATION SUPERVISOR				
8226	Y	CHIEF DEPUTY CITY CLERK				
8228	Y	TRANSPORTATION PLANNER				
8230	Y	CITY PLANNER				
8232	Y	FINANCIAL ANALYST II				
8236	Y	KEY ACCOUNTS REP				
8237	Y	COMMUNITY ENGAGEMENT SPECIALST				
8240	Y	REAL ESTATE SPECIALIST III				
8244	Y	ASSISTANT MUSEUM DIRECTOR				
8245	Y	CUST SUPPORT BUSINESS ANALYST				
8247	Y	HRIS ANALYST				
8250	Y	BUSINESS SYSTEMS ANALYST				
8254	Y	REC FINANCE/BUSINESS ANALYST				
8257	Y	SR COMMUNICATIONS & MKTG SPEC				
8260	Y	COMPENSATION ANALYST				
8262	Y	SR SALES TAX AUDITOR				
8267	Y	VISUAL ARTS ADMINISTRATOR				
8268	Y	ENVIRONMENTAL DATA ANALYST				
8272	Y	TRANSIT PLANNER				
8274	Y	UTILITIES EDUCATION SUPERVISOR				
8276	Y	SOCIAL SUSTAINABILITY SPEC				
8303	Y	SR ACCOUNTANT	AP05	\$2,324.19	\$2,789.04	\$3,253.88
8305	Y	SPECIAL EVENTS COORDINATOR		\$5,035.75	\$6,042.92	\$7,050.08
8307	Y	SR URBAN FORESTER		\$60,429.00	\$72,515.00	\$84,601.00
8308	Y	SR ENVIRONMENTAL PLANNER				
8309	Y	PAYROLL/ACCTS PAYABLE SUPV				
8310	Y	PERFORMING ARTS CENTER MGR				
8311	Y	REDEVELOPMENT COORDINATOR				
8312	Y	SR TRANSPORTATION PLANNER				
8315	Y	SR FINANCIAL ANALYST				
8323	Y	SR BUYER				
8325	Y	HUMAN RESOURCES PARTNER				

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PAY PLAN
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8334	Y	INVESTMENT ADMINISTRATOR				
8336	Y	COMMUNITY RELATIONS MANAGER				
8338	Y	CUSTOMER AND ADMIN SVCS MGR				
8342	Y	UTILITIES CUST SUPPORT MANAGER				
8347	Y	COMMUNICATIONS & MARKETING MGR				
8349	Y	WATER CONSERVATION MGR				
8354	Y	PARKS FINANCE SUPERVISOR				
8356	Y	HEALTH AND SAFETY SPECIALIST				
8360	Y	FINANCIAL & POLICY ANALYST				
8362	Y	UTILITIES CUSTOMER FINANCE MGR				
8366	Y	CREATIVE DIRECTOR				
8368	Y	MGR OF GARDENS ON SPRING CREEK				
8372	Y	ECONOMIC HEALTH ANALYST				
8374	Y	SR HRIS/BENEFITS ANALYST				
8378	Y	CUSTOMER ACCOUNTS MANAGER				
8380	Y	COMMUNITY ENGAGEMENT MANAGER				
8400	Y	RISK MANAGER	AP06	\$2,603.12	\$3,123.73	\$3,644.35
8403	Y	HISTORIC PRESERVATION MANAGER		\$5,640.08	\$6,768.08	\$7,896.08
8404	Y	CHIEF PLANNER		\$67,681.00	\$81,217.00	\$94,753.00
8407	Y	BIKES PROGRAM MANAGER				
8408	Y	UTILITY RATE ANALYST				
8409	Y	ECON POLICY & PROJECT MGR				
8410	Y	RECREATION AREA MANAGER				
8411	Y	COMMUNICATIONS & ADMIN MANAGER				
8413	Y	PERFORMANCE EXCELLNCE PROG MGR				
8415	Y	OPERATIONS MANAGER				
8416	Y	POLICE PUBLIC RELATIONS MGR				
8417	Y	UTILITIES FINANCIAL OPS MGR				
8418	Y	REAL ESTATE SERVICES MANAGER				
8419	Y	SERVICE DEVELOPMENT MANAGER				
8424	Y	LEARNING & ORG DEV MANAGER				
8426	Y	IT FINANCIAL AND POLICY MGR				
8432	Y	CABLE TELEVISION MANAGER				
8434	Y	ENVIRONMENTAL PROGRAM MANAGER				
8436	Y	POLICY AND PROJECT MANAGER				
8447	Y	SR CITY PLANNER/ZONING	AP07	\$2,863.38	\$3,436.08	\$4,008.73
8451	Y	CONTROLLER		\$6,204.00	\$7,444.83	\$8,685.58
8452	Y	NATURAL AREAS MANAGER		\$74,448.00	\$89,338.00	\$104,227.00
8455	Y	MUSEUM DIRECTOR				
8458	Y	REDEVELOPMENT PROGRAM MANAGER				
8462	Y	MANAGER OF PARKS				
8464	Y	NEIGHBORHOOD SERVICES MANAGER				
8466	Y	STRATEGIC FINANCE MANAGER				
8472	Y	TOTAL REWARDS MANAGER	AP08	\$3,149.77	\$3,779.73	\$4,409.69
8476	Y	PLANNING MANAGER		\$6,824.50	\$8,189.42	\$9,554.33
8478	Y	HR BUSINESS AND TECHNOLOGY MGR		\$81,894.00	\$98,273.00	\$114,652.00

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			AP09	\$3,464.73 \$7,506.92 \$90,083.00	\$4,157.69 \$9,008.33 \$108,100.00	\$4,850.62 \$10,509.67 \$126,116.00
8540	Y	ASST HUMAN RESOURCES DIRECTOR	AP10	\$3,637.96 \$7,882.25 \$94,587.00	\$4,365.54 \$9,458.67 \$113,504.00	\$5,093.15 \$11,035.17 \$132,422.00

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

ADMINISTRATIVE SUPPORT

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
			AS01	\$871.00	\$1,045.19	\$1,219.38
				\$1,887.17	\$2,264.58	\$2,642.00
				\$22,646.00	\$27,175.00	\$31,704.00
4012	N	PARKING ATTENDANT	AS02	\$958.08	\$1,149.69	\$1,341.31
4014	N	COURT BALIFF		\$2,075.83	\$2,491.00	\$2,906.17
				\$24,910.00	\$29,892.00	\$34,874.00
4100	N	ADMINISTRATIVE CLERK I	AS03	\$1,073.08	\$1,287.69	\$1,502.31
4102	N	ADMINISTRATIVE SUPPORT I		\$2,325.00	\$2,790.00	\$3,255.00
				\$27,900.00	\$33,480.00	\$39,060.00
4150	N	FACILITIES SCHEDULER	AS04	\$1,201.85	\$1,442.19	\$1,682.58
4152	N	DEPUTY COURT CLERK I		\$2,604.00	\$3,124.75	\$3,645.58
4156	N	ADMINISTRATIVE SUPPORT II		\$31,248.00	\$37,497.00	\$43,747.00
4158	N	ADMINISTRATIVE CLERK II				
4160	N	CUSTOMER SERVICE REP I				
4200	N	SERVICE SCHEDULE COORD	AS05	\$1,322.00	\$1,586.38	\$1,850.81
4202	N	ADMINISTRATIVE AIDE		\$2,864.33	\$3,437.17	\$4,010.08
4203	N	ACCOUNTING ASSISTANT		\$34,372.00	\$41,246.00	\$48,121.00
4206	N	LEGAL SECRETARY				
4208	N	DEPUTY COURT CLERK II				
4211	N	UTILITY CASHIER				
4212	N	ACCOUNTS PAYABLE REP				
4214	N	CUSTOMER SERVICE REP II				
4215	N	UTILITY BILLING REPRESENTATIVE				
4216	N	RECREATION SERVICES REP				
4217	N	DOCUMENT IMAGING CLERK				
4222	N	ASST BOX OFFICE COORDINATOR				
4226	N	PERSONNEL TECHNICIAN				
4230	N	RECORDS MANAGEMENT COORDINATOR				
4232	N	SALES TAX TECHNICIAN				
4244	N	HUMAN RESOURCES TECHNICIAN	AS06	\$1,454.19	\$1,745.04	\$2,035.88
4246	N	PERSONNEL SPECIALIST		\$3,150.75	\$3,780.92	\$4,411.08
4250	N	PAYROLL SPECIALIST		\$37,809.00	\$45,371.00	\$52,933.00
4252	N	RIGHT OF WAY TECHNICIAN				
4256	N	LEGAL ASSISTANT				
4258	N	RISK MANAGEMENT TECHNICIAN				
4260	N	ADMIN TECH SUPPORT SPECIALIST				
4266	N	ADMINISTRATIVE ASSISTANT				
4274	N	CREDIT/COLLECTIONS REP				
4276	N	FINANCIAL TECHNICIAN				
4280	N	LEAD CUSTOMER SERVICE REP				

**CITY OF FORT COLLINS
PAY PLAN
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ADMINISTRATIVE SUPPORT

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
4290	N	EVENTS COORDINATOR				
4292	N	DISPATCH/SCHEDULER				
4357	N	PAYROLL SPECIALIST II	AS07	\$1,599.62	\$1,919.54	\$2,239.46
4359	N	EXECUTIVE ADMINISTRATIVE ASST		\$3,465.83	\$4,159.00	\$4,852.17
4360	N	ADMINISTRATIVE SUPPORT SUPV		\$41,590.00	\$49,908.00	\$58,226.00
4361	N	BLDG & DEV REVIEW TECH				
4362	N	SCHEDULING SUPERVISOR				
4364	N	BOX OFFICE COORDINATOR				
4366	N	BENEFITS SPECIALIST				
4368	N	SR LEGAL ASSISTANT				
4384	N	DISPATCH/SCHEDULER SUPERVISOR				
4386	N	TRANSFERT CUST SERVICE SUPV				
4402	N	LEGAL EXEC ADMIN ASST	AS08	\$1,759.58	\$2,111.50	\$2,463.42
4404	Y	UTILITY BILLING SUPERVISOR		\$3,812.42	\$4,574.92	\$5,337.42
4406	N	BLDG & DEV REVIEW TECH SUPV		\$45,749.00	\$54,899.00	\$64,049.00
4410	Y	UTILITY SERVICES COORDINATOR				
4416	N	UTILITIES ADMIN SERVICES SUPV				
4418	N	PARALEGAL				
4452	N	PAYROLL/ACCTS PAYABLE SUPER	AS09	\$1,935.54	\$2,322.65	\$2,709.77
4456	N	MUNICIPAL COURT ADMINISTRATOR		\$4,193.67	\$5,032.42	\$5,871.17
				\$50,324.00	\$60,389.00	\$70,454.00
4461	Y	EXEC ASST TO THE CITY MGR	AS10	\$2,129.08	\$2,554.88	\$2,980.69
				\$4,613.00	\$5,535.58	\$6,458.17
				\$55,356.00	\$66,427.00	\$77,498.00

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

INFORMATION TECHNOLOGY

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
			IT02	\$1,354.73	\$1,626.15	\$1,897.15
				\$2,935.25	\$3,523.33	\$4,110.50
				\$35,223.00	\$42,280.00	\$49,326.00
			IT03	\$1,520.42	\$1,824.54	\$2,128.65
				\$3,294.25	\$3,953.17	\$4,612.08
				\$39,531.00	\$47,438.00	\$55,345.00
5511	N	PC HARDWR/SOFTWRE SPECIALIST	IT04	\$1,702.88	\$2,043.46	\$2,384.04
5517	N	GIS MAPPING SPECIALIST		\$3,689.58	\$4,427.50	\$5,165.42
				\$44,275.00	\$53,130.00	\$61,985.00
5512	N	LEAD PC HARDWR/SOFTWRE SPEC	IT05	\$1,907.23	\$2,288.69	\$2,670.12
				\$4,132.33	\$4,958.83	\$5,785.25
				\$49,588.00	\$59,506.00	\$69,423.00
5525	Y	GIS PROGRAMMER/ANALYST	IT06	\$2,136.12	\$2,563.35	\$2,990.58
5526	Y	CONTROL & DATA SYS SPECIALIST		\$4,628.25	\$5,553.92	\$6,479.58
				\$55,539.00	\$66,647.00	\$77,755.00
5514	Y	TELECOM SYS & SVCS ADMNISTRTRTOR	IT07	\$2,391.46	\$2,869.77	\$3,348.04
5535	Y	SR GIS PROGRAMMER ANALYST		\$5,181.50	\$6,217.83	\$7,254.08
5536	Y	TELECOM TECHNICAL SPECIALIST		\$62,178.00	\$74,614.00	\$87,049.00
5537	Y	SYSTEMS SPECIALIST				
5538	Y	ERP ANALYST				
5545	Y	WEB PROGRAMMER ANALYST				
5540	Y	DATABASE ANALYST	IT08	\$2,631.69	\$3,158.04	\$3,684.38
5543	Y	TELECOM SYSTEMS ADMINISTRATOR		\$5,702.00	\$6,842.42	\$7,982.83
5546	Y	LAN AND SYSTEMS ADMINISTRATOR		\$68,424.00	\$82,109.00	\$95,794.00
5550	Y	SYSTEMS ANALYST				
5551	Y	POLICE SYSTEMS ANALYST				
5552	Y	SYS INTEGRATOR/NETWK ADMINIST				
5553	Y	INFORMATION SERVICES MANAGER	IT09	\$2,894.88	\$3,473.85	\$4,052.85
5558	Y	CONTROL & DATA SYSTEMS ENG		\$6,272.25	\$7,526.67	\$8,781.17
5561	Y	NETWORK ADMINISTRATION MGR		\$75,267.00	\$90,320.00	\$105,374.00
5562	Y	SR DATABASE ANALYST				
5564	Y	SR SYSTEMS ADMINISTRATOR				
5566	Y	SYSTEMS ADMINISTRATION MGR				
5577	Y	GIS MANAGER				
5565	Y	SR NETWORK ENGINEER	IT10	\$3,184.38	\$3,821.23	\$4,458.12

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5571	Y	APPLICATION SVCS MGR-UTILITIES		\$6,899.50	\$8,279.33	\$9,659.25
5573	Y	SR DATABASE ADMINISTRATOR		\$82,794.00	\$99,352.00	\$115,911.00
5579	Y	SR SOFTWARE ENGINEER				
5575	Y	INFORMATION SECURITY ARCHITECT	IT11	\$3,343.58	\$4,012.27	\$4,681.00
5578	Y	STRATEGIC PROJECTS MANAGER		\$7,244.42	\$8,693.25	\$10,142.17
				\$86,933.00	\$104,319.00	\$121,706.00
5574	Y	IT DIR-INFRASTRUCTURE SVS	IT12	\$3,510.73	\$4,212.88	\$4,915.04
5576	Y	IT DIRECTOR - APPLICATION SVCS		\$7,606.58	\$9,127.92	\$10,649.25
				\$91,279.00	\$109,535.00	\$127,791.00

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PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in Open Range Structure**

TECH/ENGINEERING

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
6010	N	LABORATORY ASSISTANT	TE01	\$1,261.00 \$2,732.17 \$32,786.00	\$1,513.19 \$3,278.58 \$39,343.00	\$1,765.35 \$3,824.92 \$45,899.00
6020	N	TRAFFIC CONTROL SUPERVISOR	TE02	\$1,412.27 \$3,059.92 \$36,719.00	\$1,694.73 \$3,671.92 \$44,063.00	\$1,977.19 \$4,283.92 \$51,407.00
6100	N	LAND SURVEY TECHNICIAN	TE03	\$1,581.77 \$3,427.17 \$41,126.00	\$1,898.12 \$4,112.58 \$49,351.00	\$2,214.46 \$4,798.00 \$57,576.00
6150	N	TRAFFIC ENGINEERING TECH I	TE04	\$1,771.58	\$2,125.88	\$2,480.23
6152	N	ENGINEERING TECHNICIAN		\$3,838.42	\$4,606.08	\$5,373.83
6153	Y	FACILITIES PLANNER/DESIGNER		\$46,061.00	\$55,273.00	\$64,486.00
6158	N	CROSS CONNECTION CONTROL TECH				
6202	N	CONSTRUCTION INSPECTOR	TE05	\$1,984.15	\$2,381.00	\$2,777.81
6204	N	SURVEY PARTY CHIEF		\$4,299.00	\$5,158.83	\$6,018.58
6206	N	TRAFFIC ENGINEERING TECH II		\$51,588.00	\$61,906.00	\$72,223.00
6246	N	WATERSHED TECHNICIAN				
6250	N	SR CONSTRUCTION INSPECTOR	TE06	\$2,222.27	\$2,666.73	\$3,111.19
6251	N	TECHNICAL SVCS SPECIALIST		\$4,814.92	\$5,777.92	\$6,740.92
6252	N	APPRENTICE LANDSCAPE ARCHITECT		\$57,779.00	\$69,335.00	\$80,891.00
6253	N	CHEMIST				
6258	N	WATERSHED ENVIRONMENTAL SPEC				
6262	N	INDUSTRIAL PRETREATMENT SPEC				
6274	N	PARKS PROJECT MANAGER				
6276	N	TRAFFIC ENGINEERING TECH III				
6307	Y	ELECTRIC UTILITY PROJECT MGR	TE07	\$2,444.50	\$2,933.38	\$3,422.31
6310	Y	CIVIL ENGINEER I		\$5,296.42	\$6,355.67	\$7,415.00
6314	Y	WATERSHED SPECIALIST		\$63,557.00	\$76,268.00	\$88,980.00
6316	Y	LANDSCAPE ARCHITECT				
6318	Y	UTILITIES PROJECT COORDINATOR				
6319	N	LAB QUALITY ASSURANCE COORD				
6320	Y	ENGINEERING PROJECT MANAGER				
6322	Y	ENERGY SERVICES ENGINEER				
6401	Y	LABORATORY SUPERVISOR	TE08	\$2,688.96	\$3,226.73	\$3,764.54
6402	Y	POLLUTION CONTROL SERVICE SUPV		\$5,826.08	\$6,991.25	\$8,156.50
6403	Y	ELECTRICAL ENGINEER I		\$69,913.00	\$83,895.00	\$97,878.00

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in Open Range Structure**

TECH/ENGINEERING

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
6406	Y	TRAFFIC SYSTEMS ENGINEER				
6407	Y	TRAFFIC SYSTMS ENG/SUPV				
6409	Y	SR ELEC UTIL PROJ MGR				
6410	Y	CIVIL ENGINEER II				
6412	Y	CHIEF SURVEYOR				
6414	Y	ENVIRONMENTAL REGULATORY SPEC				
6415	Y	ENERGY MANAGER				
6418	Y	FACILITIES PROJECT MANAGER				
6420	Y	WATER RESOURCES ENGINEER				
6426	Y	CHIEF CONSTRUCTION INSPECTOR				
6430	Y	SR LANDSCAPE ARCHITECT				
6432	Y	SYSTEMS AND ENERGY MANAGER				
6504	Y	CIVIL ENGINEER III	TE09	\$2,957.85	\$3,549.42	\$4,140.96
6505	Y	WATER UTIL FIELD OPNS SUPNTNDT		\$6,408.67	\$7,690.42	\$8,972.08
6508	Y	SR ENERGY SERVICES ENGINEER		\$76,904.00	\$92,285.00	\$107,665.00
6514	Y	SPECIAL PROJECTS ENGINEER				
6515	Y	ASST CITY TRAFFIC ENGINEER				
6516	Y	SPECIAL PROJECTS MANAGER				
6522	Y	ASSET MANAGER				
6524	Y	UTIL HLTH SAFTY & SECURTY MGR				
6526	Y	CHIEF BUILDING OFFICIAL				
6528	Y	PAVEMENT ENGINEER				
6530	Y	PROJECT ENGINEERING SUPERVISOR				
6532	Y	SR ELECTRICAL ENGINEER	TE10	\$3,253.62	\$3,904.35	\$4,555.08
6534	Y	PROCESS/SYSTEMS SUPERVISOR		\$7,049.50	\$8,459.42	\$9,869.33
6538	Y	DEVELOPMENT REVIEW MANAGER		\$84,594.00	\$101,513.00	\$118,432.00
6540	Y	PAVEMENT MGMT PROGRAM MGR				
6542	Y	STREET OVERSIZING PROGRAM MGR				
6546	Y	ASST OPERATIONS SERVICES DIR				
6548	Y	ENERGY SERVICES MANAGER				
6554	Y	WATER PRODUCTION MANAGER	TE11	\$3,416.31	\$4,099.58	\$4,782.81
6556	Y	ENVIRONMENTAL REG AFFAIRS MGR		\$7,402.00	\$8,882.42	\$10,362.75
6558	Y	MGR OF CAP PRJCTS/CITY ENGINEER		\$ 88,824.00	\$106,589.00	\$124,353.00
6560	Y	WATER RESOURCES MANAGER				
6562	Y	WATER SYSTEMS ENG MGR				
6564	Y	WATER RECLAM / BIOSOLIDS MGR				
8958	Y	CHIEF ENGINEER				
8961	Y	ENVIRONMENTAL SERVICES MANAGER				
8968	Y	ELECTRIC SYS DESIGN AND IT MGR	TE12	\$3,587.12	\$4,304.50	\$5,021.92
8970	Y	STANDARDS ENGINEERING MGR		\$7,772.08	\$9,326.42	\$10,880.83
				\$ 93,265.00	\$111,917.00	\$130,570.00

**CITY OF FORT COLLINS
PAY PLAN
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Positions Paid in Open Range Structure**

TECH/ENGINEERING

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
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**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in a Step Plan Structure**

TECH/ENGINEERING

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
6254	N	PLANS ANALYST	STE06	\$2,205.15	\$2,641.15	\$3,077.12
				\$4,777.83	\$5,722.50	\$6,667.08
				\$ 57,334.00	\$68,670.00	\$80,005.00

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in Open Range Structure**

OPERATIONS AND SKILL TRADES TABLE I

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
			OSA01	\$910.88	\$1,090.88	\$1,270.85
				\$1,973.58	\$2,363.58	\$2,753.50
				\$ 23,683.00	\$28,363.00	\$33,042.00
7076	N	BUS CLEANER	OSA02	\$990.58	\$1,186.31	\$1,382.08
				\$2,146.25	\$2,570.33	\$2,994.50
				\$ 25,755.00	\$30,844.00	\$35,934.00
7086	N	TRANSPORTATION MAINT WORKER	OSA03	\$1,109.42	\$1,328.69	\$1,547.92
				\$2,403.75	\$2,878.83	\$3,353.83
				\$ 28,845.00	\$34,546.00	\$40,246.00
7110	N	METER READER	OSA04	\$1,242.62	\$1,488.12	\$1,733.69
7112	N	WAREHOUSE WORKER		\$2,692.33	\$3,224.25	\$3,756.33
7114	N	UTILITY GROUNDS TECHNICIAN		\$ 32,308.00	\$38,691.00	\$45,076.00
7118	N	EQUIPMENT MAINTENANCE WORKER				
7120	N	FACILITY ASSISTANT				
7124	N	FACILITIES MAINTENANCE WORKER				
7150	N	SR WAREHOUSE WORKER	OSA05	\$1,391.73	\$1,666.73	\$1,941.73
7156	N	STREETS EQUIPMENT OPERATOR I		\$3,015.42	\$3,611.25	\$4,207.08
7158	N	TRAFFIC EQUIPMENT OPERATOR I		\$ 36,185.00	\$43,335.00	\$50,485.00
7162	N	PARKING ENFORCEMENT OFFICER				
7164	N	PARTS ASSISTANT				
7166	N	BUS OPERATOR		\$ 36,184.72	\$43,334.72	
7168	N	GRAFFITI ABATEMENT OFFICER				
7250	N	FARM TECHNICIAN	OSA06	\$1,558.73	\$1,866.73	\$2,174.73
7252	N	FACILITY MAINTENANCE TECH		\$3,377.25	\$4,044.58	\$4,711.92
7254	N	FIELD/TRAINING COORDINATOR		\$ 40,527.00	\$48,535.00	\$56,543.00
7256	N	FIELD/TRAINING COORDINATOR				
7257	N	STREETS EQUIPMENT OPERATOR II				
7260	N	TRAFFIC SIGNAL TECH I				
7264	N	STREET SIGN TECHNICIAN				
7270	N	COMPLIANCE INSPECTOR				
7272	N	UTILITY FACILITY LOCATOR				
7276	N	PARKS/GROUNDS TECH				
7280	N	MAINTENANCE TECH - BUILDING				
7284	N	HORTICULTURE TECHNICIAN				
7321	N	FACILITIES LEAD LOCATOR	OSA07	\$1,706.77	\$2,044.08	\$2,381.35
7323	N	FORESTRY TECHNICIAN		\$3,698.00	\$4,428.83	\$5,159.58
7325	N	TRANSIT SERVICES OFFICER		\$44,376.00	\$53,146.00	\$61,915.00
7327	N	FORESTRY SPECIALIST				
7328	N	FLEET SPECIALIST				

CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in Open Range Structure

OPERATIONS AND SKILL TRADES TABLE I

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
7330	N	TRAFFIC SIGNAL TECH II				
7331	N	SR CODE COMPLNCE INSP/OCCUPNCY				
7332	N	NATURAL AREAS TECHNICIAN				
7334	N	EXHIBITS TECHNICIAN				
7336	N	MAINTENANCE PLANNER/SCHEDULER				
7338	N	MAINT TECH-LANDSCAPE				
7346	N	RESOURCE RECOVERY SPECIALIST				
7352	N	AQUATICS MAINTENANCE TECH				
7358	N	CUSTODIAL CONTRACT ADMN				
7365	N	COURT SECURITY OFFICER				
7366	N	ROAD SUPERVISOR				
7368	N	GRAFFITI ABATEMENT COORDINATOR				
7369	N	PARKING FACILITIES SUPERVISOR				
7398	N	PARK RANGER				
7400	N	INSTRUMENT/ELECTRIC TECH	OSA08	\$1,877.46	\$2,248.50	\$2,619.46
7402	N	ZONING INSPECTOR		\$4,067.83	\$4,871.75	\$5,675.50
7405	N	WATER SUPPLY CONTROLLER		\$48,814.00	\$58,461.00	\$68,106.00
7407	N	ASST SUPERINTENDENT-GOLF				
7411	N	MAINTENANCE TECH-HVAC				
7418	N	MAINTENANCE SPECIALIST				
7422	N	METER READER SUPERVISOR				
7424	N	CUSTOMER SERVICE SUPERVISOR				
7426	N	MATERIAL CONTROL SUPERVISOR				
7428	N	BLDG CONTROL SYSTEM MAINT SPEC				
7431	N	AQUATICS MAINTENANCE LEAD				
7432	N	PARKING ENFORCEMENT SUPERVISOR				
7436	N	UTILITY BLDG/HVAC MTNANCE COORD				
7438	N	FORSTRY CREW LEADR-SM&MED TREE				
7440	N	FORSTRY CREW LEADR-LARGE TREES				
7460	N	ELEC INSTRUMENT & CONTROL SPEC	OSA09	\$2,065.23	\$2,473.31	\$2,881.42
7463	N	CREW CHIEF		\$4,474.67	\$5,358.83	\$6,243.08
7466	N	BUILDING MAINTENANCE SPVSR		\$53,696.00	\$64,306.00	\$74,917.00
7470	N	MASTER ELECTRICIAN				
7477	N	FORESTRY CREW CHIEF				
7480	N	FACILITIES LOCATE SUPERVISOR				
7484	N	PARTS SUPERVISOR				
7486	N	LEAD MAINTENANCE SPECIALIST				
7490	N	RESOURCE RECOVERY CHIEF				
7492	N	EQUIPMENT OPERATOR SPECIALIST				
7430	N	HVAC LEAD				
7519	N	FORESTRY SUPERVISOR	OSA10	\$2,271.73	\$2,720.65	\$3,169.58
7521	N	FACILITIES MAINT SUPERINTENDNT		\$4,922.08	\$5,894.75	\$6,867.42
7522	N	WATER SVCS SAFETY & TRNG SUPV		\$59,065.00	\$70,737.00	\$82,409.00
7523	N	COMPLIANCE SUPERVISOR				

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
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OPERATIONS AND SKILL TRADES TABLE I

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
7524	N	TECHNICAL SVCS SUPV-WASTEWATER				
7525	N	TECHNICAL SVCS SUPV-WTR TRTMNT				
7526	N	WATER SUPPLY SUPERVISOR				
7527	N	SUPERINTENDENT OF GOLF				
7529	N	SHOP SUPERVISOR				
7531	N	ZONING SUPERVISOR				
7532	N	PROCESS CONTROL SUPERVISOR				
7534	N	PARKS SUPERVISOR				
7540	N	INSTRUMENT/ELECTRICAL SPVSR				
7560	N	WATER TRTMNT PLANT SUPERINTNDT	OSA11	\$2,487.58 \$5,389.75 \$64,677.00	\$2,979.12 \$6,454.75 \$77,457.00	\$3,470.69 \$7,519.83 \$90,238.00

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in a Step Plan Structure**

OPERATIONS AND SKILL TRADES TABLE I

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
7268	N	WATER UTILITY MAINT OPERATOR	SOSA06	\$1,558.73	\$1,866.73	\$2,174.73
7286	N	WATER METER TECHNICIAN		\$3,377.25	\$4,044.58	\$4,711.92
7290	N	WATER METER SYSTEMS OPERATOR		\$40,527.00	\$48,535.00	\$56,543.00
7345	N	MECHANIC	SOSA07	\$1,706.77	\$2,044.08	\$2,381.35
7397	N	NATURAL AREAS TRAILS RANGER		\$3,698.00	\$4,428.83	\$5,159.58
				\$44,376.00	\$53,146.00	\$61,915.00
7406	N	LEAD MECHANIC	SOSA08	\$1,877.46	\$2,248.50	\$2,619.46
7409	N	LEAD RANGER		\$4,067.83	\$4,871.75	\$5,675.50
7416	N	PLANT OPERATOR		\$48,814.00	\$58,461.00	\$68,106.00
7472	N	LEAD PLANT OPERATOR	SOSA09	\$2,065.23	\$2,473.31	\$2,881.42
7473	N	BUILDING INSPECTOR		\$4,474.67	\$5,358.83	\$6,243.08
				\$53,696.00	\$64,306.00	\$74,917.00
7517 N		LEAD BUILDING INSPECTOR	SOSA10	\$2,271.73	\$2,720.65	\$3,169.58
				\$4,922.08	\$5,894.75	\$6,867.42
				\$59,065.00	\$70,737.00	\$82,409.00

**CITY OF FORT COLLINS
PAY PLAN
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Positions Paid in Open Range Structure**

OPERATIONS AND SKILL TRADES TABLE II

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
7852	N	SR ELECTRIC SYSTEMS OPERATOR	OSB07	\$2,378.77 \$5,154.00 \$61,848.00	\$2,848.81 \$6,172.42 \$74,069.00	\$3,318.88 \$7,190.92 \$86,291.00
7900	N	SERVICES CREW CHIEF	OSB08	\$2,604.77	\$3,119.46	\$3,634.19
7902	N	ELECTRIC DIST SAFETY SUPV		\$5,643.67	\$6,758.83	\$7,874.08
7904	N	SUPERVISORY ELECT SYS OPERATOR		\$67,724.00	\$81,106.00	\$94,489.00
7906	N	METER SYSTEMS SUPERVISOR				
7950	N	SUPERVISORY CREW CHIEF	OSB09	\$2,852.19 \$6,179.75 \$74,157.00	\$3,415.85 \$7,401.00 \$88,812.00	\$3,979.38 \$8,622.00 \$103,464.00

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in a Step Plan Structure**

OPERATIONS AND SKILL TRADES TABLE II

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
7740	N	LINE GROUNDWORKER	SOSB04	\$1,706.23 \$3,696.83 \$44,362.00	\$2,040.85 \$4,421.83 \$53,062.00	\$2,375.46 \$5,146.83 \$61,762.00
7760	N	ELECTRIC METER TECH	SOSB05	\$1,983.92 \$4,298.50 \$51,582.00	\$2,375.96 \$5,147.92 \$61,775.00	\$2,768.00 \$5,997.33 \$71,968.00
7804	N	ELECTRIC SYSTEMS OPERATOR	SOSB06	\$2,172.38	\$2,601.65	\$3,030.92
7806	N	ELECTRONIC TECHNICIAN I		\$4,706.83	\$5,636.92	\$6,567.00
7808	N	LINEWORKER EQUIPMENT SPEC		\$56,482.00	\$67,643.00	\$78,804.00
7850	N	ELECTRICAL SERVICES SUPERVISOR	SOSB07	\$2,378.77	\$2,848.81	\$3,318.88
7860	N	ELECTRONIC TECHNICIAN II		\$5,154.00	\$6,172.42	\$7,190.92
7862	N	SUBSTATION SPECIALIST		\$61,848.00	\$74,069.00	\$86,291.00
7864	N	ELECTRIC LINEWORKER				
7908	N	LINE CREW CHIEF	SOSB08	\$2,604.77	\$3,119.46	\$3,634.19
7910	N	SPECIAL SERVICES SUPERVISOR		\$5,643.67	\$6,758.83	\$7,874.08
7912	N	LINE EQUIPMENT CREW CHIEF		\$67,724.00	\$81,106.00	\$94,489.00
7952	N	SUBSTATION ELEC/COMM SPEC	SOSB09	\$2,852.19 \$6,179.75 \$74,157.00	\$3,415.85 \$7,401.00 \$88,812.00	\$3,979.38 \$8,622.00 \$103,464.00

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Positions Paid in Open Range Structure**

PROTECT SERVICES CIVILIAN

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
9030	N	WARRANTS TECHNICIAN	PSA03	\$1,287.88 \$2,790.42 \$33,485.00	\$1,545.46 \$3,348.50 \$40,182.00	\$1,803.04 \$3,906.58 \$46,879.00
9050	N	POLICE SUPPLY TECHNICIAN	PSA04	\$1,442.42 \$3,125.25 \$37,503.00	\$1,730.92 \$3,750.33 \$45,004.00	\$2,019.38 \$4,375.33 \$52,504.00
9064	N	POLICE REPORT SPECIALIST	PSA05	\$1,615.50	\$1,938.62	\$2,261.69
9065	N	PROPERTY EVIDENCE TECHNICIAN		\$3,500.25	\$4,200.33	\$4,900.33
9066	N	VICTIM ADVOCATE		\$42,003.00	\$50,404.00	\$58,804.00
9067	N	FRAUD INVESTIGATIONS SPECIALIS				
9080	N	POLICE INVESTIGATIVE AIDE	PSA06	\$1,777.04	\$2,132.46	\$2,487.85
9082	N	POLICE SERVICES TECHNICIAN		\$3,850.25 \$46,203.00	\$4,620.33 \$55,444.00	\$5,390.33 \$64,684.00
9093	N	CRIME PREVENTION SPECIALIST	PSA07	\$1,954.77	\$2,345.73	\$2,736.69
9095	N	CRIME ANALYST		\$4,235.33 \$50,824.00	\$5,082.42 \$60,989.00	\$5,929.50 \$71,154.00
9123	N	TECHNICAL SERVICES SPECIALIST	PSA08	\$2,150.23	\$2,580.27	\$3,010.31
9126	N	VICTIM SERVICES SUPERVISOR		\$4,658.83	\$5,590.58	\$6,522.33
9128	N	POLICE RECORDS SUPERVISOR		\$55,906.00	\$67,087.00	\$78,268.00
9130	N	PROPERTY / EVIDENCE SUPERVISOR				
			PSA09	\$2,365.31 \$5,124.83 \$61,498.00	\$2,838.35 \$6,149.75 \$73,797.00	\$3,311.42 \$7,174.75 \$86,097.00
9150	Y	RECORDS MANAGER	PSA10	\$2,483.54	\$2,980.23	\$3,476.96
9160	Y	POLICE TECHNICAL PROJECTS MGR		\$5,381.00 \$64,572.00	\$6,457.17 \$77,486.00	\$7,533.42 \$90,401.00
9170	Y	POLICE PSYCHOLOGIST	PSA11	\$2,607.69 \$5,650.00 \$67,800.00	\$3,129.23 \$6,780.00 \$81,360.00	\$3,650.77 \$7,910.00 \$94,920.00

**CITY OF FORT COLLINS
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Positions Paid in a Step Plan Structure**

PROTECTIVE SERVICES CIVILIAN

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
9102	Y	CRIMINALIST	SPSA08	\$2,203.19	\$2,643.85	\$3,084.46
				\$4,773.58	\$5,728.33	\$6,683.00
				\$57,283.00	\$68,740.00	\$80,196.00

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

PROTECTIVE SERVICES CIVILIAN

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
9060	N	EMERGENCY SERVICES DISPATCHER	CBU01	\$1,701.96 \$3,687.58 \$44,251.00	\$2,009.31 \$4,353.50 \$52,242.00	\$2,316.69 \$5,019.50 \$60,234.00
9120	N	EMERGENCY SERVICES DISPATCH SUPV	CBU03	\$2,558.50 \$5,543.42 \$66,521.00	\$2,784.92 \$6,034.00 \$72,408.00	\$3,011.38 \$6,524.67 \$78,296.00
9145	Y	EMERGENCY SERVICES COMM MGR	CBU04	\$3,924.54 \$8,503.17 \$102,038.00	\$4,200.69 \$9,101.50 \$109,218.00	\$4,476.85 \$9,699.83 \$116,398.00

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

PROTECTIVE SERVICES CIVILIAN

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL MAXIMUM</u>
9210	N	COMMUNITY SERVICE OFFICER	CBU05	\$1,867.69 \$4,046.67 \$48,560.00	\$2,204.88 \$4,777.25 \$57,327.00	\$2,542.12 \$5,507.92 \$66,095.00
9221	N	COMMUNITY SERVICE OFFICE SUPER	CBU05A	\$2,720.08 \$5,893.50 \$70,722.00	\$2,758.19 \$5,976.08 \$71,713.00	\$2,796.35 \$6,058.75 \$72,705.00
9220	N	POLICE OFFICER	CBU06	\$2,283.23 \$4,947.00 \$59,364.00	\$2,695.35 \$5,839.92 \$70,079.00	\$3,107.50 \$6,732.92 \$80,795.00
9224	N	POLICE CORPORAL	CBU06A	\$3,325.04 \$7,204.25 \$86,451.00	\$3,371.62 \$7,305.17 \$87,662.00	\$3,418.23 \$7,406.17 \$88,874.00
9230	N	SERGEANT	CBU07	\$3,405.42 \$7,378.42 \$88,541.00	\$3,639.23 \$7,885.00 \$94,620.00	\$3,873.04 \$8,391.58 \$100,699.00
9240	Y	POLICE LIUTENANT	CBU08	\$4,228.04 \$9,160.75 \$109,929.00	\$4,408.62 \$9,552.00 \$114,624.00	\$4,589.19 \$9,943.25 \$119,319.00
9251	Y	POLICE DEPUTY CHIEF	PSB09	\$5,049.81	\$5,218.38	\$5,387.00
9252	Y	POLICE ASSISTANT CHIEF		\$10,941.25 \$131,295.00	\$11,306.50 \$135,678.00	\$11,671.83 \$140,062.00