

AGENDA ITEM SUMMARY

February 7, 2017

City Council

STAFF

Teresa Roche, Chief Human Resources Officer

SUBJECT

Second Reading of Ordinance No. 019, 2017, Adopting the 2017 Amended Classified Employees Pay Plan to Update Classified Positions as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

EXECUTIVE SUMMARY

This Ordinance, unanimously adopted on First Reading on January 17, 2017, amends 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 2015-104, 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 2017 when additional benchmark data became available. This data has been collected and analyzed, resulting in the revised 2017 Classified Employee Pay Plan.

STAFF RECOMMENDATION

Staff recommends adoption of the Ordinance on Second Reading.

ATTACHMENTS

1. First Reading Agenda Item Summary, January 17, 2017 (PDF)
2. Ordinance No. 019, 2017 (PDF)

AGENDA ITEM SUMMARY

City Council

January 17, 2017

STAFF

Teresa Roche, Chief Human Resources Officer

SUBJECT

First Reading of Ordinance No. 019, 2017, Adopting the 2017 Amended Classified Employees Pay Plan to Update Classified Positions as Provided in the Collective Bargaining Agreement with the Fraternal Order of Police.

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 2015-104, 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 2017 when additional benchmark data became available. This data has been collected and analyzed, resulting in the revised 2017 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. Council approved the 2017 Pay Plan in December, 2016, with the understanding that an amended plan would be presented in January once data for police collective bargaining unit positions was available.

Council approved an agreement by Resolution 2015-104, 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. 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, 3.04%
- Police Corporal, 3.04%
- Police Sergeant, 3.51%
- Police Lieutenant, 4.11%
- Community Service Officer, 3.04%
- Community Service Officer Supervisor, 3.04%

- Emergency Services Dispatcher, 4.80%
- Emergency Services Dispatch Supervisor, 4.57%
- Emergency Services Communications Manager, 5.38%

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

COPY

ORDINANCE NO. 019, 2017
OF THE COUNCIL OF THE CITY OF FORT COLLINS
ADOPTING THE 2017 AMENDED CLASSIFIED EMPLOYEES PAY PLAN
TO UPDATE CLASSIFIED POSITIONS AS PROVIDED IN THE COLLECTIVE
BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE

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

WHEREAS, on December 20, 2016, the City Council adopted Ordinance No. 133, 2016, approving a pay plan for its classified employees for pay to go into effect the first pay period of January 2017 (“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 2017 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 2017 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 17th day of January, A.D. 2017, and to be presented for final passage on the 7th day of February, A.D. 2017.

Mayor

ATTEST:

City Clerk

Passed and adopted on final reading on the 7th day of February, A.D. 2017.

Mayor

ATTEST:

City Clerk



CITY OF FORT COLLINS
 PAY PLAN
 INDEX

EXHIBIT A

<u>Job Title</u>	<u>Job Type</u>	<u>Pay Grade</u>
ACCOUNTANT II	8219	AP04
ACCOUNTING ASSISTANT	4203	AS05
ACCOUNTS PAYABLE REP	4212	AS05
ADMIN TECH SUPPORT SPECIALIST	4260	AS06
ADMINISTRATION SUPERVISOR	8075	AP02
ADMINISTRATIVE AIDE	4202	AS05
ADMINISTRATIVE ASSISTANT	4266	AS06
ADMINISTRATIVE CLERK I	4100	AS03
ADMINISTRATIVE CLERK II	4158	AS04
ADMINISTRATIVE SUPPORT I	4102	AS03
ADMINISTRATIVE SUPPORT II	4156	AS04
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AQUATICS MAINTENANCE TECH	7352	OSA07
AQUATICS PROGRAM LEADER	4151	AS04
ASSET MANAGER	6522	TE09
ASSISTANT MUSEUM DIRECTOR	8319	AP05
ASSISTANT TECHNICAL COORD	8010	AP01
ASSOC ENVIRONMENTAL PLANNER	8135	AP03
ASST BOX OFFICE COORDINATOR	4222	AS05
ASST CITY TRAFFIC ENGINEER	6515	TE09
ASST HUMAN RESOURCES DIRECTOR	8540	AP10
ASST OPERATIONS SERVICES DIR	6546	TE10
ASST SUPERINTENDENT-GOLF	7407	OSA08
BENEFITS ANALYST	8117	AP03
BENEFITS SPECIALIST	4366	AS07
BIKES PROGRAM MANAGER	8407	AP06
BLDG & DEV REVIEW TECH	4361	AS07
BLDG & DEV REVIEW TECH SUPV	4406	AS08
BLDG CONTROL SYSTEM MAINT SPEC	7428	OSA08
BUDGET ANALYST I	8151	AP03
BUILDING INSPECTOR	7473	SOSA09
BUS CLEANER	7076	OSA02
BUS OPERATOR	7166	OSA05
BUSINESS OUTREACH SPECIALIST	8101	AP03
BUSINESS PROCESS ANLAYST	8227	AP04
BUSINESS SYSTEMS ANALYST	8250	AP04
BUYER	8114	AP03
CABLE TELEVISION MANAGER	8432	AP06
CAPITAL PLNNG & GRANT COMP MGR	8317	AP05
CASH SYSTEMS COORDINATOR	8078	AP02
CDBG/HOME PROGRAM ADMINSTR	8124	AP03

CHANGE MANAGEMENT ANALYST	8104	AP03
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CHIEF BUILDING OFFICIAL	6537	TE10
CHIEF CONSTRUCTION INSPECTOR	6426	TE08
CHIEF DEPUTY CITY CLERK	8226	AP04
CHIEF ENGINEER	8958	TE11
CHIEF PLANNER	8404	AP06
CHIEF SURVEYOR	6412	TE08
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CIVIL ENGINEER II	6503	TE09
CIVIL ENGINEER III	6533	TE10
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COMMUNICATIONS & MARKETING MGR	8347	AP05
COMMUNITY ENGAGEMENT MANAGER	8380	AP05
COMMUNITY ENGAGEMENT SPECIALST	8237	AP04
COMMUNITY RELATIONS MANAGER	8336	AP05
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COMMUNITY SERVICE OFFICER SUPV	9221	CBU05A
COMPENSATION ANALYST	8260	AP04
COMPLIANCE COORDINATOR	8207	AP04
COMPLIANCE INSPECTOR	7270	OSA06
COMPLIANCE SUPERVISOR	7523	OSA10
CONSTRUCTION INSPECTOR	6202	TE05
CONTROL & DATA SYS SPECIALIST	5526	IT06
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CONTROLLER	8451	AP07
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CREATIVE DIRECTOR	8366	AP05
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DEPUTY COURT CLERK I	4152	AS04
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DEVELOPMENT REVIEW MANAGER	6538	TE10
DIR OF COMMUNITY CONNECTIONS	8223	AP04
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DOT COMPLIANCE SPECIALIST	8111	AP03
ECONOMIC HEALTH ANALYST	8372	AP05
ECONOMIC HEALTH MANAGER	8445	AP07
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EDUCATION SPECIALIST	8055	AP02
ELEC INSTRUMENT & CONTROL SPEC	7460	OSA09
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ELECTRIC SYSTEMS OPERATOR	7804	SOSB06
ELECTRIC UTILITY PROJECT MGR	6307	TE07
ELECTRICAL ENGINEER I	6403	TE08
ELECTRICAL SERVICES SUPERVISOR	7850	SOSB07
ELECTRICIAN	7403	OSA08
ELECTRONIC TECHNICIAN I	7806	SOSB06
ELECTRONIC TECHNICIAN II	7860	SOSB07
EMERG SERVICES DISPATCH SUPV	9120	CBU03
EMERGENCY SERVICES COMM MGR	9145	CBU04
EMERGENCY SERVICES DISPATCHER	9060	CBU01
ENERGY MANAGER	6415	TE08
ENERGY SERVICES ENGINEER	6322	TE07
ENERGY SERVICES MANAGER	6548	TE10
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ENERGY SERVICES SUPERVISOR	6547	TE10
ENGINEERING PROJECT MANAGER	6320	TE07
ENGINEERING TECHNICIAN	6152	TE04
ENVIRNMENTL REGULTRY SPEC (PT)	6413	TE08
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EXECUTIVE ADMINISTRATIVE ASST	4359	AS07
EXECUTIVE ASST TO THE CITY MGR	4461	AS10
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FACILITIES LEAD LOCATOR	7321	OSA07
FACILITIES LOCATE SUPERVISOR	7480	OSA09
FACILITIES MAINT SUPERINTENDNT	7521	OSA10
FACILITIES MAINTENANCE WORKER	7124	OSA04
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FACILITIES PROJECT MANAGER	6418	TE08
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FACILITY ASSISTANT	7120	OSA04
FACILITY MAINTENANCE TECH	7252	OSA06
FARM PROGRAM COORDINATOR	4148	AS04
FARM TECHNICIAN	7250	OSA06
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FINANCIAL ANALYST	8232	AP04
FINANCIAL ANALYST II	8225	AP04
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FORESTRY SPECIALIST	7327	OSA07
FORESTRY SUPERVISOR	7519	OSA10
FORESTRY TECHNICIAN	7323	OSA07
FORSTRY CREW LEADR-LARGE TREES	7440	OSA08
FORSTRY CREW LEADR-SM&MED TREE	7438	OSA08
FRAUD INVESTIGATIONS SPECIALIS	9067	PSA05
FUNDRAISING & MARKETING COORD	8088	AP02
GALLERY COORDINATOR	8022	AP01
GIS MANAGER	5577	IT09
GIS MAPPING SPECIALIST	5517	IT04
GIS PROGRAMMER/ANALYST	5525	IT06
GRAFFITI ABATEMENT COORDINATOR	7368	OSA07
GRAFFITI ABATEMENT OFFICER	7168	OSA05
GRANTS COMPLIANCE ADMINISTRATR	8205	AP04
GRANTS DEVELOPMENT SPECIALIST	8201	AP04
GRAPHICS SPECIALIST	8118	AP03
HEALTH AND SAFETY SPECIALIST	8356	AP05
HISTORIC PRESERVATION MANAGER	8403	AP06
HORTICULTURE TECHNICIAN	7284	OSA06
HR BUSINESS AND TECHNOLOGY MGR	8478	AP08
HRIS ANALYST	8247	AP04
HUMAN RESOURCES PARTNER	8325	AP05
HUMAN RESOURCES REPRESENTATIVE	8116	AP03
HVAC LEAD	7467	OSA09
ICE PROGRAM LEADER	4146	AS04
INDUSTRIAL PRETREATMENT SPEC	6262	TE06
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INFORMATION SERVICES MANAGER	5553	IT09
INSTRUMENT/ELECTRIC TECH	7400	OSA08

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INVESTMENT ADMINISTRATOR	8334	AP05
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IT DIRECTOR - APPLICATION SVCS	5576	IT12
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LABORATORY ASSISTANT	6010	TE01
LABORATORY SUPERVISOR	6401	TE08
LAND SURVEY TECHNICIAN	6151	TE04
LANDSCAPE ARCHITECT	6316	TE07
LEAD BUILDING INSPECTOR	7517	SOSA10
LEAD CUSTOMER SERVICE REP	4280	AS06
LEAD MAINTENANCE SPECIALIST	7486	OSA09
LEAD MAINTENANCE TECH - BLDG	7362	OSA07
LEAD MECHANIC	7406	SOSA08
LEAD PC HARDWR/SOFTWRE SPEC	5512	IT05
LEAD PLANT OPERATOR	7472	SOSA09
LEAD RANGER	7443	SOSA09
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LEARNING & ORG DEV MANAGER	8424	AP06
LEGAL ASSISTANT	4256	AS06
LEGAL EXEC ADMIN ASST	4402	AS08
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LINE EQUIPMENT CREW CHIEF	7912	SOSB08
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MAINTENANCE PLANNER/SCHEDULER	7336	OSA07
MAINTENANCE SPECIALIST	1071	OSA08
MAINTENANCE SPECIALIST	7418	OSA08
MAINTENANCE TECH - BUILDING	7280	OSA06
MAINTENANCE TECH - HVAC	7411	OSA08
MANAGER OF PARKS	8462	AP07
MARKETING ANALYST	8128	AP03
MASTER ELECTRICIAN	7470	OSA09
MATERIAL CONTROL SUPERVISOR	7426	OSA08
MECHANIC	7345	SOSA07
METER READER	7110	OSA04
METER READER SUPERVISOR	7422	OSA08
METER SYSTEMS SUPERVISOR	7906	OSB08
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MUNICIPAL COURT ADMINISTRATOR	4462	AS10
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NAT AREAS EQUIPMENT OPERATOR I	7155	OSA05
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NATURAL AREAS TECHNICIAN I	7329	OSA06
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NEIGHBORHOOD SERVICES MANAGER	8464	AP07
NEIGHBRHD DEV REV OUTRCH SPC	8127	AP03
NETWORK ADMINISTRATION MGR	5561	IT09
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PARKING ATTENDANT	4012	AS02
PARKING ENFORCEMENT OFFICER	7162	OSA05
PARKING ENFORCEMENT SUPERVISOR	7432	OSA08
PARKING FACILITIES SUPERVISOR	7369	OSA07
PARKS & RECREATION PR SUPV	8215	AP04
PARKS FINANCE SUPERVISOR	8354	AP05
PARKS MAINTENANCE WORKER	7115	OSA04
PARKS PROGRAM ASSISTANT	7117	OSA04
PARKS PROJECT MANAGER	6274	TE06
PARKS SUPERVISOR	7534	OSA10
PARKS/GROUNDS TECH	7276	OSA06
PARTS ASSISTANT	7164	OSA05
PARTS RUNNER	7000	OSA01
PARTS SUPERVISOR	7484	OSA09
PAVEMENT ENGINEER	6528	TE09
PAVEMENT MGMT PROGRAM MGR	6540	TE10
PAYROLL & P2P PROJ MGR	8423	AP06
PAYROLL SPECIALIST	4250	AS06
PAYROLL SPECIALIST II	4357	AS07
PAYROLL/ACCTS PAYABLE SUPV	8309	AP05
PC HARDWR/SOFTWRE SPECIALIST	5511	IT04
PERFORMANCE EXCELLNCE PROG MGR	8413	AP06
PERFORMING ARTS CENTER MGR	8441	AP07
PERSONNEL SPECIALIST	4246	AS06
PERSONNEL TECHNICIAN	4226	AS05
PLANNING MANAGER	8476	AP08
PLANNING TECHNICIAN	8012	AP01
PLANS ANALYST	6254	STE06
PLANT OPERATOR	7416	SOSA08
POLICE ASSISTANT CHIEF	9252	PSB05
POLICE CORPORAL	9224	CBU06A
POLICE DEPUTY CHIEF	9251	PSB05
POLICE INVESTIGATIVE AIDE	9080	PSA06
POLICE LIEUTENANT	9240	CBU08
POLICE OFFICER	9220	CBU06
POLICE PSYCHOLOGIST	9170	PSA11
POLICE PUBLIC RELATIONS MGR	8416	AP06
POLICE RECORDS SUPERVISOR	9128	PSA08
POLICE REPORT SPECIALIST	9064	PSA05
POLICE SERGEANT	9230	CBU07
POLICE SERVICES TECHNICIAN	9082	PSA06
POLICE SUPPLY TECHNICIAN	9050	PSA04
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PUBLICITY MARKETING SPECIALIST	8062	AP02
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REAL ESTATE SPECIALIST II	8156	AP03
REAL ESTATE SPECIALIST III	8240	AP04
REC FINANCE/BUSINESS ANALYST	8254	AP04
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RECORDS MANAGEMENT TECH	4155	AS04
RECORDS MANAGER	9150	PSA10
RECREATION AREA MANAGER	8410	AP06
RECREATION COORDINATOR	8060	AP02
RECREATION SERVICES REP	4216	AS05
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REDEVELOPMENT PROGRAM MANAGER	8458	AP07
RESOURCE RECOVERY CHIEF	7490	OSA09
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RISK MANAGER	8400	AP06
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SAFETY ASSISTANT	8051	AP02
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SALES MANAGER	8164	AP03
SALES TAX AUDITOR	8140	AP03
SALES TAX TECHNICIAN	4342	AS06
SCALE HOUSE ATTENDANT	7085	OSA03
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SENIOR PARK RANGER	7469	OSA09
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SERVICE PLANNER	8213	AP04
SERVICE SCHEDULE COORD	4200	AS05
SERVICES CREW CHIEF	7900	OSB08
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SPECIAL PROJECTS MANAGER	6516	TE09
SPECIAL SERVICES SUPERVISOR	7910	SOSB08
SR ACCOUNTANT	8303	AP05
SR BUDGET ANALYST	8218	AP04
SR BUYER	8323	AP05
SR CITY PLANNER	8421	AP06
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SR COMMUNICATIONS & MKTG SPEC	8257	AP04
SR CONSTRUCTION INSPECTOR	6250	TE06
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SR DATABASE ANALYST	5562	IT09
SR ELEC UTIL PROJ MGR	6409	TE08
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SR FINANCIAL ANALYST	8315	AP05
SR GIS PROGRAMMER ANALYST	5535	IT07
SR HRIS/BENEFITS ANALYST	8374	AP05
SR LANDSCAPE ARCHITECT	6430	TE08
SR LEGAL ASSISTANT	4368	AS07
SR NETWORK ENGINEER	5565	IT10
SR PROCESS IMPROVEMENT SPEC	8301	AP05
SR SALES TAX AUDITOR	8262	AP04
SR SOFTWARE ENGINEER	5579	IT10
SR SYSTEMS ADMINISTRATOR	5564	IT09
SR TRANSPORTATION PLANNER	8312	AP05
SR URBAN FORESTER	8307	AP05
SR WAREHOUSE WORKER	7150	OSA05
SSD PROGRAM SUPPORT	8053	AP02
STANDARDS ENGINEERING MGR	8970	TE12
STRATEGIC ACCOUNTS SPECIALIST	8105	AP03
STRATEGIC FINANCE DIRECTOR	8471	AP08
STRATEGIC PROJECTS MANAGER	5578	IT11
STREET OVERSIZING PROGRAM MGR	6542	TE10
STREET SIGN TECHNICIAN	7264	OSA06
STREETS EQUIPMENT OPERATOR I	7156	OSA05
STREETS EQUIPMENT OPERATOR II	7257	OSA06
STREETS TECHNICIAN	8131	AP03
SUBSTATION ELEC/COMM SPEC	7952	SOSB09
SUBSTATION SPECIALIST	7862	SOSB07
SUPERINTENDENT OF GOLF	7527	OSA10
SUPERVISORY CREW CHIEF	7950	OSB09
SUPERVISORY ELECT SYS OPERATOR	7904	OSB08
SURVEY PARTY CHIEF	6249	TE06
SYS INTEGRATOR/NETWK ADMINIST	5552	IT08
SYSTEMS & PERFORMANCE ANALYST	8166	AP03

SYSTEMS ADMINISTRATION MGR	5566	IT09
SYSTEMS ADMINISTRATOR	5546	IT08
SYSTEMS ANALYST	5550	IT08
SYSTEMS AND ENERGY MANAGER	6432	TE08
SYSTEMS SPECIALIST	5537	IT07
SYSTEMS SPECIALIST (PT)	5510	IT07
TALENT ACQUISITION SPECIALIST	8273	AP04
TECHNICAL PRODUCTION DIRECTOR	8136	AP03
TECHNICAL SERVICES SPECIALIST	9123	PSA08
TECHNICAL SUPPORT SPECIALIST	9063	PSA05
TECHNICAL SVCS SPEC	6251	TE06
TECHNICAL SVCS SUPV-WASTEWATER	7524	OSA10
TECHNICAL SVCS SUPV-WTR TRTMNT	7525	OSA10
TELECOM SYS & SVCS ADMNISTRTRTOR	5514	IT07
TELECOM SYSTEMS ADMINISTRATOR	5543	IT08
TELECOM TECHNICAL SPECIALIST	5536	IT07
THERAPEUTIC RECREATION SPEC	8204	AP04
TICKETING & BRAND DEV MANAGER	8133	AP03
TOTAL REWARDS MANAGER	8472	AP08
TRAFFIC CONTROL SUPERVISOR	6020	TE02
TRAFFIC ENGINEERING TECH I	6150	TE04
TRAFFIC ENGINEERING TECH II	6206	TE05
TRAFFIC ENGINEERING TECH III	6276	TE06
TRAFFIC EQUIPMENT OPERATOR I	7158	OSA05
TRAFFIC EQUIPMENT OPERATOR II	7256	OSA06
TRAFFIC SIGNAL TECH I	7260	OSA06
TRAFFIC SIGNAL TECH II	7330	OSA07
TRAFFIC SYSTEMS ENGINEER	6507	TE09
TRANSFORT CUST SERVICE SUPV	4386	AS07
TRANSIT PLANNER	8272	AP04
TRANSIT SERVICES OFFICER	7325	OSA07
TRANSPORTATION MAINT WORKER	7086	OSA03
TRANSPORTATION PLANNER	8228	AP04
TRAVEL TRAINING COORDINATOR	8026	AP01
UTILITIES ADMIN SERVICES SUPV	4416	AS08
UTILITIES CUST SUPPT MGR-Inacv	8342	AP05
UTILITIES CUSTOMER FINANCE MGR	8362	AP05
UTILITIES EDUCATION SUPERVISOR	8274	AP04
UTILITIES FINANCIAL OPS MGR	8417	AP06
UTILITIES PROGRAM COORDINATOR	8057	AP02
UTILITIES PROJECT COORDINATOR	6318	TE07
UTILITIES SYSTEMS PROJECT MGR	8329	AP05
UTILITY BILLING REPRESENTATIVE	4215	AS05
UTILITY BILLING SUPERVISOR	8321	AP05
UTILITY CASHIER	4211	AS05
UTILITY FACILITY LOCATOR	7272	OSA06
UTILITY FEE/RATE SPECIALIST	8068	AP02
UTILITY GROUNDS TECHNICIAN	7114	OSA04
UTILITY RATE ANALYST	8408	AP06
UTILITY SERVICES COORDINATOR	4410	AS08
UTILTY BLDG/HVAC MTNANCE COORD	7436	OSA08
VICTIM ADVOCATE	9066	PSA05
VICTIM SERVICES SUPERVISOR	9131	PSA09

VIDEO PRODUCER	8076	AP02
VISUAL ARTS ADMINISTRATOR	8267	AP04
VISUAL ARTS PROGRAM ASSISTANT	4251	AS06
VOLUNTEER COORDINATOR	4287	AS06
VOLUNTEER COORDINATOR	8121	AP03
VOLUNTEER COORDINATOR - MHE	8107	AP03
VOLUNTEER PROGRAM MANAGER	8209	AP04
WAREHOUSE WORKER	7112	OSA04
WARRANTS TECHNICIAN	9030	PSA03
WATER CONSERVATION COORDINATOR	8084	AP02
WATER CONSERVATION MGR	8349	AP05
WATER CONSERVATION SPECIALIST	8110	AP03
WATER METER SYSTEMS OPERATOR	7290	SOSA06
WATER METER TECHNICIAN	7286	SOSA06
WATER PRODUCTION MANAGER	6554	TE11
WATER RECLAM / BIOSOLIDS MGR	6564	TE11
WATER RESOURCES ENGINEER	6420	TE08
WATER RESOURCES MANAGER	6560	TE11
WATER SUPPLY CONTROLLER	7405	OSA08
WATER SUPPLY SUPERVISOR	7526	OSA10
WATER SVCS SAFETY & TRNG SUPV	7522	OSA10
WATER SYSTEMS ENG MGR	6562	TE11
WATER TRTMNT PLANT SUPERINTNDT	7560	OSA11
WATER UTIL FIELD OPNS SUPNTNDT	6505	TE09
WATER UTILITY MAINT OPERATOR	7268	SOSA06
WATERSHED ENVIRONMENTAL SPEC	6258	TE06
WATERSHED PROGRAM MANAGER	6405	TE08
WATERSHED SPECIALIST	6314	TE07
WEB PROGRAMMER ANALYST	5545	IT07
WELLNESS PROGRAM COORDINATOR	8120	AP03
WELLNESS PROGRAM MANAGER	8211	AP04
WELLNESS PROGRAM SPECIALIST	8074	AP02
WRT OPNS PLANNER/SCHEDULER	7441	OSA09
ZONING INSPECTOR	7402	OSA08
ZONING SUPERVISOR	7531	OSA10

**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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
8010	N	ASSISTANT TECHNICAL COORD	AP01	\$1,477.08	\$1,772.50	\$2,067.92
8011	N	SPECIAL AGENCY RESOURCE SPEC		\$3,200.33	\$3,840.42	\$4,480.50
8012	N	PLANNING TECHNICIAN		\$38,404.00	\$46,085.00	\$53,766.00
8016	N	PUBLICITY/MARKETING TECH				
8017	N	PRODUCTION COORDINATOR				
8018	N	PRODUCTION ASSISTANT				
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
8051	N	SAFETY ASSISTANT		\$3,584.42	\$4,301.25	\$5,018.17
8053	N	SSD PROGRAM SUPPORT		\$43,013.00	\$51,615.00	\$60,218.00
8055	N	EDUCATION SPECIALIST				
8057	N	UTILITIES PROGRAM COORDINATOR				
8060	N	RECREATION COORDINATOR				
8062	N	PUBLICITY MARKETING SPECIALIST				
8064	N	REVENUE/LICENSING AGENT				
8068	N	UTILITY FEE/RATE SPECIALIST				
8070	Y	CURATOR				
8074	N	WELLNESS PROGRAM SPECIALIST				
8075	N	ADMINISTRATION SUPERVISOR				
8076	N	VIDEO PRODUCER				
8078	N	CASH SYSTEMS COORDINATOR				
8079	N	EQUITY & INCLUSION PROG COORD				
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				

**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/</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/</u>
				<u>MONTHLY/</u>		<u>MONTHLY/</u>
				<u>ANNUAL</u>		<u>ANNUAL</u>
				<u>MINIMUM</u>		<u>MAXIMUM</u>
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				
8107	Y	VOLUNTEER COORDINATOR - MHE				
8110	Y	WATER CONSERVATION SPECIALIST				
8111	N	DOT COMPLIANCE SPECIALIST				
8113	Y	EDUCATION COORDINATOR				
8114	Y	BUYER				
8116	Y	HUMAN RESOURCES REPRESENTATIVE				
8117	Y	BENEFITS ANALYST				
8118	N	GRAPHICS SPECIALIST				
8119	Y	LEARNING & DEVELOPMENT COORD				
8120	Y	WELLNESS PROGRAM COORDINATOR				
8121	Y	VOLUNTEER COORDINATOR				
8123	Y	ENVIRONMENTAL PROGRAM COORD				
8124	Y	CDBG/HOME PROGRAM ADMINSTR				
8125	Y	AFFORDABLE HOUSNG PROG ADMNSTR				
8127	Y	NEIGHBRHD DEV REV OUTRCH SPC				
8128	Y	MARKETING ANALYST				
8129	Y	SAFE ROUTES COORDINATOR				
8130	Y	ENVIRO ED/PUBLIC INVOLV COORD				
8131	N	STREETS TECHNICIAN				
8133	Y	TICKETING & BRAND DEV MANAGER				
8134	Y	FINANCIAL COORDINATOR				
8135	N	ASSOC ENVIRONMENTAL PLANNER				
8136	Y	TECHNICAL PRODUCTION DIRECTOR				
8140	Y	SALES TAX AUDITOR				
8146	Y	PUBLIC RELATIONS COORDINATOR				
8151	Y	BUDGET ANALYST I				
8156	Y	REAL ESTATE SPECIALIST II				
8160	N	DEPUTY CITY CLERK				
8162	Y	COMM MEDIATION PROG COORD				
8164	Y	SALES MANAGER				
8166	Y	SYSTEMS & PERFORMANCE ANALYST				

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

ADMINISTRATIVE PROFESSIONAL

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				<u>MONTHLY/</u>		<u>MONTHLY/</u>
				<u>ANNUAL</u>		<u>ANNUAL</u>
				<u>MINIMUM</u>		<u>MAXIMUM</u>
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 PROGRAM MANAGER				
8211	Y	WELLNESS PROGRAM MANAGER				
8213	Y	SERVICE PLANNER				
8215	Y	PARKS & RECREATION PR SUPV				
8216	Y	ENVIRONMENTAL PLANNER				
8217	Y	SAFETY, SECURITY, TRAINING MGR				
8218	Y	SR BUDGET ANALYST				
8219	Y	ACCOUNTANT II				
8223	Y	DIR OF COMMUNITY CONNECTIONS				
8225	Y	FINANCIAL ANALYST II				
8226	Y	CHIEF DEPUTY CITY CLERK				
8227	Y	BUSINESS PROCESS ANLAYST				
8228	Y	TRANSPORTATION PLANNER				
8229	Y	OPERATIONS MANAGER - GARDENS				
8230	Y	CITY PLANNER				
8231	Y	PROCESS IMPROVEMENT SPECIALIST				
8232	Y	FINANCIAL ANALYST				
8236	Y	KEY ACCOUNTS REP				
8237	Y	COMMUNITY ENGAGEMENT SPECIALST				
8240	Y	REAL ESTATE SPECIALIST III				
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				
8273	Y	TALENT ACQUISITION SPECIALIST				
8274	Y	UTILITIES EDUCATION SUPERVISOR				
8276	Y	SOCIAL SUSTAINABILITY SPEC				
8286	N	ENVIRONMENTAL PLANNER (PT)				
8435	Y	POLICY AND PROJECT ANALYST				

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

ADMINISTRATIVE PROFESSIONAL

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				<u>MONTHLY/</u>		<u>MONTHLY/</u>
				<u>ANNUAL</u>		<u>ANNUAL</u>
				<u>MINIMUM</u>		<u>MAXIMUM</u>
8301	Y	SR PROCESS IMPROVEMENT SPEC	AP05	\$2,324.19	\$2,789.04	\$3,253.88
8303	Y	SR ACCOUNTANT		\$5,035.75	\$6,042.92	\$7,050.08
8305	Y	SPECIAL EVENTS COORDINATOR		\$60,429.00	\$72,515.00	\$84,601.00
8307	Y	SR URBAN FORESTER				
8308	Y	SR ENVIRONMENTAL PLANNER				
8309	Y	PAYROLL/ACCTS PAYABLE SUPV				
8311	Y	REDEVELOPMENT COORDINATOR				
8312	Y	SR TRANSPORTATION PLANNER				
8313	Y	RECREATION SUPERVISOR				
8315	Y	SR FINANCIAL ANALYST				
8317	Y	CAPITAL PLNNG & GRANT COMP MGR				
8319	Y	ASSISTANT MUSEUM DIRECTOR				
8321	Y	UTILITY BILLING SUPERVISOR				
8323	Y	SR BUYER				
8325	Y	HUMAN RESOURCES PARTNER				
8329	Y	UTILITIES SYSTEMS PROJECT MGR				
8334	Y	INVESTMENT ADMINISTRATOR				
8335	Y	SECURITY SPECIALIST				
8336	Y	COMMUNITY RELATIONS MANAGER				
8338	Y	CUSTOMER AND ADMIN SVCS MGR				
8342	Y	UTILITIES CUST SUPPT MGR-Inacv				
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				
8372	Y	ECONOMIC HEALTH ANALYST				
8374	Y	SR HRIS/BENEFITS ANALYST				
8378	Y	CUSTOMER ACCOUNTS MANAGER				
8380	Y	COMMUNITY ENGAGEMENT MANAGER				

**CITY OF FORT COLLINS
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ADMINISTRATIVE PROFESSIONAL

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				<u>MINIMUM</u>		<u>MAXIMUM</u>
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				
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				
8421	Y	SR CITY PLANNER				
8423	Y	PAYROLL & P2P PROJ MGR				
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				
8441	Y	PERFORMING ARTS CENTER MGR	AP07	\$2,863.38	\$3,436.08	\$4,008.73
8443	Y	CUST CARE & TECHNOLOGY MGR		\$6,204.00	\$7,444.83	\$8,685.58
8445	Y	ECONOMIC HEALTH MANAGER		\$74,448.00	\$89,338.00	\$104,227.00
8447	Y	SR CITY PLANNER / ZONING				
8451	Y	CONTROLLER				
8452	Y	NATURAL AREAS MANAGER				
8453	Y	MGR OF GARDENS ON SPRING CREEK				
8455	Y	MUSEUM DIRECTOR				
8458	Y	REDEVELOPMENT PROGRAM MANAGER				
8462	Y	MANAGER OF PARKS				
8464	Y	NEIGHBORHOOD SERVICES MANAGER				
8471	Y	STRATEGIC FINANCE DIRECTOR	AP08	\$3,149.77	\$3,779.73	\$4,409.69
8472	Y	TOTAL REWARDS MANAGER		\$6,824.50	\$8,189.42	\$9,554.33
8476	Y	PLANNING MANAGER		\$81,894.00	\$98,273.00	\$114,652.00
8478	Y	HR BUSINESS AND TECHNOLOGY MGR				
			AP09	\$3,464.73	\$4,157.69	\$4,850.62
				\$7,506.92	\$9,008.33	\$10,509.67
				\$90,083.00	\$108,100.00	\$126,116.00
8540	Y	ASST HUMAN RESOURCES DIRECTOR	AP10	\$3,637.96	\$4,365.54	\$5,093.15
				\$7,882.25	\$9,458.67	\$11,035.17
				\$94,587.00	\$113,504.00	\$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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>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
4145	N	COURT SUPPORT SPECIALIST	AS04	\$1,201.85	\$1,442.19	\$1,682.58
4146	N	ICE PROGRAM LEADER		\$2,604.00	\$3,124.75	\$3,645.58
4148	N	FARM PROGRAM COORDINATOR		\$31,248.00	\$37,497.00	\$43,747.00
4149	N	PROGRAM LEADER				
4150	N	FACILITIES SCHEDULER				
4151	N	AQUATICS PROGRAM LEADER				
4152	N	DEPUTY COURT CLERK I				
4153	N	PROGRAM COORDINATOR				
4155	N	RECORDS MANAGEMENT TECH				
4156	N	ADMINISTRATIVE SUPPORT II				
4157	N	EVENTS CONCIERGE				
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				

**CITY OF FORT COLLINS
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CLASSIFIED POSITIONS**

ADMINISTRATIVE SUPPORT

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				<u>MONTHLY/</u>		<u>MONTHLY/</u>
				<u>ANNUAL</u>		<u>ANNUAL</u>
				<u>MINIMUM</u>		<u>MAXIMUM</u>
4246	N	PERSONNEL SPECIALIST	AS06	\$1,454.19	\$1,745.04	\$2,035.88
4247	N	FEE & RATE SPECIALIST III		\$3,150.75	\$3,780.92	\$4,411.08
4250	N	PAYROLL SPECIALIST		\$37,809.00	\$45,371.00	\$52,933.00
4251	N	VISUAL ARTS PROGRAM ASSISTANT				
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				
4287	Y	VOLUNTEER COORDINATOR				
4290	N	EVENTS COORDINATOR				
4292	N	DISPATCH/SCHEDULER				
4342	N	SALES TAX TECHNICIAN				
4353	N	DEPUTY COURT ADMINISTRATOR	AS07	\$1,599.62	\$1,919.54	\$2,239.46
4357	N	PAYROLL SPECIALIST II		\$3,465.83	\$4,159.00	\$4,852.17
4359	N	EXECUTIVE ADMINISTRATIVE ASST		\$41,590.00	\$49,908.00	\$58,226.00
4361	N	BLDG & DEV REVIEW TECH				
4366	N	BENEFITS SPECIALIST				
4368	N	SR LEGAL ASSISTANT				
4386	N	TRANSFORT CUST SERVICE SUPV				
4401	N	ADMINISTRATIVE SUPPORT SUPV	AS08	\$1,759.58	\$2,111.50	\$2,463.42
4402	N	LEGAL EXEC ADMIN ASST		\$3,812.42	\$4,574.92	\$5,337.42
4403	N	DISPATCH/SCHEDULER SUPERVISOR		\$45,749.00	\$54,899.00	\$64,049.00
4405	N	SCHEDULING SUPERVISOR				
4406	N	BLDG & DEV REVIEW TECH SUPV				
4410	Y	UTILITY SERVICES COORDINATOR				
4416	N	UTILITIES ADMIN SERVICES SUPV				
4418	N	PARALEGAL				
			AS09	\$1,935.54	\$2,322.65	\$2,709.77
				\$4,193.67	\$5,032.42	\$5,871.17
				\$50,324.00	\$60,389.00	\$70,454.00
4461	Y	EXECUTIVE ASST TO THE CITY MGR	AS10	\$2,129.08	\$2,554.88	\$2,980.69
4462	N	MUNICIPAL COURT ADMINISTRATOR		\$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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>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
5510	N	SYSTEMS SPECIALIST (PT)	IT07	\$2,391.46	\$2,869.77	\$3,348.04
5514	Y	TELECOM SYS & SVCS ADMINSTRTOR		\$5,181.50	\$6,217.83	\$7,254.08
5535	Y	SR GIS PROGRAMMER ANALYST		\$62,178.00	\$74,614.00	\$87,049.00
5536	Y	TELECOM TECHNICAL SPECIALIST				
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	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
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				

**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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
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

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

TECH/ENGINEERING

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
6010	N	LABORATORY ASSISTANT	TE01	\$1,261.00	\$1,513.19	\$1,765.35
				\$2,732.17	\$3,278.58	\$3,824.92
				\$32,786.00	\$39,343.00	\$45,899.00
6020	N	TRAFFIC CONTROL SUPERVISOR	TE02	\$1,412.27	\$1,694.73	\$1,977.19
				\$3,059.92	\$3,671.92	\$4,283.92
				\$36,719.00	\$44,063.00	\$51,407.00
			TE03	\$1,581.77	\$1,898.12	\$2,214.46
				\$3,427.17	\$4,112.58	\$4,798.00
				\$41,126.00	\$49,351.00	\$57,576.00
6150	N	TRAFFIC ENGINEERING TECH I	TE04	\$1,771.58	\$2,125.88	\$2,480.23
6151	N	LAND SURVEY TECHNICIAN		\$3,838.42	\$4,606.08	\$5,373.83
6152	N	ENGINEERING TECHNICIAN		\$46,061.00	\$55,273.00	\$64,486.00
6153	Y	FACILITIES PLANNER/DESIGNER				
6158	N	CROSS CONNECTION CONTROL TECH				
6202	N	CONSTRUCTION INSPECTOR	TE05	\$1,984.15	\$2,381.00	\$2,777.81
6206	N	TRAFFIC ENGINEERING TECH II		\$4,299.00	\$5,158.83	\$6,018.58
				\$51,588.00	\$61,906.00	\$72,223.00
6249	N	SURVEY PARTY CHIEF	TE06	\$2,222.27	\$2,666.73	\$3,111.19
6250	N	SR CONSTRUCTION INSPECTOR		\$4,814.92	\$5,777.92	\$6,740.92
6251	N	TECHNICAL SVCS SPEC		\$57,779.00	\$69,335.00	\$80,891.00
6252	Y	APPRENTICE LANDSCAPE ARCHITECT				
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
6313	Y	NATURAL RESOURC WATERSHED SPEC		\$63,557.00	\$76,268.00	\$88,980.00
6314	Y	WATERSHED SPECIALIST				
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				

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

TECH/ENGINEERING

JOB TYPE	EXEMPT Y/N	JOB TITLE	PAY GRADE	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				MINIMUM	MIDPOINT	MAXIMUM
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
6405	Y	WATERSHED PROGRAM MANAGER				
6409	Y	SR ELEC UTIL PROJ MGR				
6412	Y	CHIEF SURVEYOR				
6413	N	ENVIRNMENTL REGULTRY SPEC (PT)				
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				
6503	Y	CIVIL ENGINEER II	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
6507	Y	TRAFFIC SYSTEMS ENGINEER		\$76,904.00	\$92,285.00	\$107,665.00
6508	Y	SR ENERGY SERVICES ENGINEER				
6514	Y	SPECIAL PROJECTS ENGINEER				
6515	Y	ASST CITY TRAFFIC ENGINEER				
6516	Y	SPECIAL PROJECTS MANAGER				
6522	Y	ASSET MANAGER				
6528	Y	PAVEMENT ENGINEER				
6530	Y	PROJECT ENGINEERING SUPERVISOR				
6532	Y	SR ELECTRICAL ENGINEER	TE10	\$3,253.62	\$3,904.35	\$4,555.08
6533	Y	CIVIL ENGINEER III		\$7,049.50	\$8,459.42	\$9,869.33
6534	Y	PROCESS/SYSTEMS SUPERVISOR		\$84,594.00	\$101,513.00	\$118,432.00
6537	Y	CHIEF BUILDING OFFICIAL				
6538	Y	DEVELOPMENT REVIEW MANAGER				
6540	Y	PAVEMENT MGMT PROGRAM MGR				
6542	Y	STREET OVERSIZING PROGRAM MGR				
6546	Y	ASST OPERATIONS SERVICES DIR				
6547	Y	ENERGY SERVICES SUPERVISOR				
6548	Y	ENERGY SERVICES MANAGER				
6552	Y	ELEC SYSTEMS ENG MGR	TE11	\$3,416.31	\$4,099.58	\$4,782.81
6554	Y	WATER PRODUCTION MANAGER		\$7,402.00	\$8,882.42	\$10,362.75
6556	Y	ENVIRONMENTAL REG AFFAIRS MGR		\$88,824.00	\$106,589.00	\$124,353.00
6557	Y	ENVIRONMENTAL SERVICES MANAGER				
6558	Y	MGR OF CAP PRJCTS/CITY ENGINEER				
6560	Y	WATER RESOURCES MANAGER				
6562	Y	WATER SYSTEMS ENG MGR				
6564	Y	WATER RECLAM / BIOSOLIDS MGR				
8958	Y	CHIEF ENGINEER				
6566	Y	SMART GRID & SYS OPERATION MGR	TE12	\$3,587.12	\$4,304.50	\$5,021.92
8968	Y	ELECTRIC SYS DESIGN AND IT MGR		\$7,772.08	\$9,326.42	\$10,880.83
8970	Y	STANDARDS ENGINEERING MGR		\$93,265.00	\$111,917.00	\$130,570.00

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

TECH/ENGINEERING

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u> <u>MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u> <u>MAXIMUM</u>
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**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Skills-Based Pay Positions**

TECH/ENGINEERING

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u> <u>MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u> <u>MAXIMUM</u>
6254	N	PLANS ANALYST	STE06	\$2,260.69	\$2,707.19	\$3,154.04
				\$4,898.17	\$5,865.58	\$6,833.75
				\$58,778.00	\$70,387.00	\$82,005.00

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

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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
7000	N	PARTS RUNNER	OSA01	\$910.88 \$1,973.58 \$23,683.00	\$1,090.88 \$2,363.58 \$28,363.00	\$1,270.85 \$2,753.50 \$33,042.00
7076	N	BUS CLEANER	OSA02	\$990.58 \$2,146.25 \$25,755.00	\$1,186.31 \$2,570.33 \$30,844.00	\$1,382.08 \$2,994.50 \$35,934.00
7003	N	MAINTENANCE HELPER	OSA03	\$1,109.42	\$1,328.69	\$1,547.92
7085	N	SCALE HOUSE ATTENDANT		\$2,403.75	\$2,878.83	\$3,353.83
7086	N	TRANSPORTATION MAINT WORKER		\$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
7115	N	PARKS MAINTENANCE WORKER				
7117	N	PARKS PROGRAM ASSISTANT				
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
7155	N	NAT AREAS EQUIPMENT OPERATOR I		\$3,015.42	\$3,611.25	\$4,207.08
7156	N	STREETS EQUIPMENT OPERATOR I		\$36,185.00	\$43,335.00	\$50,485.00
7158	N	TRAFFIC EQUIPMENT OPERATOR I				
7162	N	PARKING ENFORCEMENT OFFICER				
7164	N	PARTS ASSISTANT				
7166	N	BUS OPERATOR				
7168	N	GRAFFITI ABATEMENT OFFICER				
7240	N	FORESTRY FIELD WORKER II				
7250	N	FARM TECHNICIAN		OSA06	\$1,558.73	\$1,866.73
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	TRAFFIC EQUIPMENT OPERATOR II				
7257	N	STREETS EQUIPMENT OPERATOR II				
7259	N	ENVIRON COMPLIANCE INSPECTOR				
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				
7329	N	NATURAL AREAS TECHNICIAN I				

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

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/</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/</u>
				<u>MONTHLY/</u>		<u>MONTHLY/</u>
				<u>ANNUAL</u>		<u>ANNUAL</u>
				<u>MINIMUM</u>		<u>MAXIMUM</u>
7321	N	FACILITIES LEAD LOCATOR	OSA07	\$1,706.77	\$2,044.04	\$2,381.31
7323	N	FORESTRY TECHNICIAN		\$3,698.00	\$4,428.75	\$5,159.50
7325	N	TRANSIT SERVICES OFFICER		\$44,376.00	\$53,145.00	\$61,914.00
7327	N	FORESTRY SPECIALIST				
7328	N	FLEET SPECIALIST				
7330	N	TRAFFIC SIGNAL TECH II				
7331	N	SR CODE COMPLNCE INSP/OCCUPNCY				
7332	N	NATURAL AREAS TECHNICIAN				
7333	N	LOCKS & ACCESS CONTROL SPEC				
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				
7362	N	LEAD MAINTENANCE TECH - BLDG				
7365	N	COURT SECURITY OFFICER				
7366	N	ROAD SUPERVISOR				
7368	N	GRAFFITI ABATEMENT COORDINATOR				
7369	N	PARKING FACILITIES SUPERVISOR				
7398	N	PARK RANGER				
1071	N	MAINTENANCE SPECIALIST	OSA08	\$1,877.46	\$2,248.46	\$2,619.46
7400	N	INSTRUMENT/ELECTRIC TECH		\$4,067.83	\$4,871.67	\$5,675.50
7402	N	ZONING INSPECTOR		\$48,814.00	\$58,460.00	\$68,106.00
7403	N	ELECTRICIAN				
7405	N	WATER SUPPLY CONTROLLER				
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				

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

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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
7441	N	WRT OPNS PLANNER/SCHEDULER	OSA09	\$2,065.23	\$2,473.31	\$2,881.42
7460	N	ELEC INSTRUMENT & CONTROL SPEC		\$4,474.67	\$5,358.83	\$6,243.08
7463	N	CREW CHIEF		\$53,696.00	\$64,306.00	\$74,917.00
7467	N	HVAC LEAD				
7469	N	SENIOR PARK RANGER				
7470	N	MASTER ELECTRICIAN				
7477	N	FORESTRY CREW CHIEF				
7480	Y	FACILITIES LOCATE SUPERVISOR				
7484	Y	PARTS SUPERVISOR				
7486	N	LEAD MAINTENANCE SPECIALIST				
7490	N	RESOURCE RECOVERY CHIEF				
7492	N	EQUIPMENT OPERATOR SPECIALIST				
7519	Y	FORESTRY SUPERVISOR	OSA10	\$2,271.73	\$2,720.65	\$3,169.58
7521	Y	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				
7524	Y	TECHNICAL SVCS SUPV-WASTEWATER				
7525	Y	TECHNICAL SVCS SUPV-WTR TRTMNT				
7526	Y	WATER SUPPLY SUPERVISOR				
7527	Y	SUPERINTENDENT OF GOLF				
7529	Y	SHOP SUPERVISOR				
7531	Y	ZONING SUPERVISOR				
7532	Y	PROCESS CONTROL SUPERVISOR				
7534	Y	PARKS SUPERVISOR				
7540	Y	INSTRUMENT/ELECTRICAL SPVSR				
7560	Y	WATER TRTMNT PLANT SUPERINTNDT	OSA11	\$2,487.58	\$2,979.12	\$3,470.69
				\$5,389.75	\$6,454.75	\$7,519.83
				\$64,677.00	\$77,457.00	\$90,238.00

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

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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
7268	N	WATER UTILITY MAINT OPERATOR	SOSA06	\$1,597.69	\$1,913.38	\$2,229.12
7286	N	WATER METER TECHNICIAN		\$3,461.67	\$4,145.67	\$4,829.75
7290	N	WATER METER SYSTEMS OPERATOR		\$41,540.00	\$49,748.00	\$57,957.00
7345	N	MECHANIC	SOSA07	\$1,749.42	\$2,095.19	\$2,440.88
7397	N	NATURAL AREAS TRAILS RANGER		\$3,790.42	\$4,539.58	\$5,288.58
				\$45,485.00	\$54,475.00	\$63,463.00
7406	N	LEAD MECHANIC	SOSA08	\$1,924.38	\$2,304.69	\$2,684.96
7416	N	PLANT OPERATOR		\$4,169.50	\$4,993.50	\$5,817.42
				\$50,034.00	\$59,922.00	\$69,809.00
7443	N	LEAD RANGER	SOSA09	\$2,116.85	\$2,535.15	\$2,953.46
7472	N	LEAD PLANT OPERATOR		\$4,586.50	\$5,492.83	\$6,399.17
7473	N	BUILDING INSPECTOR		\$55,038.00	\$65,914.00	\$76,790.00
7517	N	LEAD BUILDING INSPECTOR	SOSA10	\$2,328.54	\$2,788.65	\$3,248.81
				\$5,045.17	\$6,042.08	\$7,039.08
				\$60,542.00	\$72,505.00	\$84,469.00

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

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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
			OSB06	\$2,168.08	\$2,601.65	\$3,035.31
				\$4,697.50	\$5,636.92	\$6,576.50
				\$56,370.00	\$67,643.00	\$78,918.00
7852	N	SR ELECTRIC SYSTEMS OPERATOR	OSB07	\$2,378.77	\$2,848.81	\$3,318.88
				\$5,154.00	\$6,172.42	\$7,190.92
				\$61,848.00	\$74,069.00	\$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	\$3,415.85	\$3,979.38
				\$6,179.75	\$7,401.00	\$8,622.00
				\$74,157.00	\$88,812.00	\$103,464.00

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

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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
			SOSB03	\$1,586.35	\$1,899.81	\$2,213.27
				\$3,437.08	\$4,116.25	\$4,795.42
				\$41,245.00	\$49,395.00	\$57,545.00
7740	N	LINE GROUNDWORKER	SOSB04	\$1,748.88	\$2,091.88	\$2,434.85
				\$3,789.25	\$4,532.42	\$5,275.50
				\$45,471.00	\$54,389.00	\$63,306.00
7760	N	ELECTRIC METER TECH	SOSB05	\$2,033.54	\$2,435.35	\$2,837.19
				\$4,406.00	\$5,276.58	\$6,147.25
				\$52,872.00	\$63,319.00	\$73,767.00
7804	N	ELECTRIC SYSTEMS OPERATOR	SOSB06	\$2,226.69	\$2,666.69	\$3,106.69
7806	N	ELECTRONIC TECHNICIAN I		\$4,824.50	\$5,777.83	\$6,731.17
7808	N	LINEWORKER EQUIPMENT SPEC		\$57,894.00	\$69,334.00	\$80,774.00
7850	N	ELECTRICAL SERVICES SUPERVISOR	SOSB07	\$2,438.23	\$2,920.04	\$3,401.85
7860	N	ELECTRONIC TECHNICIAN II		\$5,282.83	\$6,326.75	\$7,370.67
7862	N	SUBSTATION SPECIALIST		\$63,394.00	\$75,921.00	\$88,448.00
7864	N	ELECTRIC LINEWORKER				
7908	N	LINE CREW CHIEF	SOSB08	\$2,669.88	\$3,197.46	\$3,725.04
7910	N	SPECIAL SERVICES SUPERVISOR		\$5,784.75	\$6,927.83	\$8,070.92
7912	N	LINE EQUIPMENT CREW CHIEF		\$69,417.00	\$83,134.00	\$96,851.00
7952	N	SUBSTATION ELEC/COMM SPEC	SOSB09	\$2,923.50	\$3,501.23	\$4,078.88
				\$6,334.25	\$7,586.00	\$8,837.58
				\$76,011.00	\$91,032.00	\$106,051.00

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Non-Skill Based Pay 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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
9030	N	WARRANTS TECHNICIAN	PSA03	\$1,287.88	\$1,545.46	\$1,803.04
				\$2,790.42	\$3,348.50	\$3,906.58
				\$33,485.00	\$40,182.00	\$46,879.00
9050	N	POLICE SUPPLY TECHNICIAN	PSA04	\$1,442.42	\$1,730.92	\$2,019.38
				\$3,125.25	\$3,750.33	\$4,375.33
				\$37,503.00	\$45,004.00	\$52,504.00
9063	N	TECHNICAL SUPPORT SPECIALIST	PSA05	\$1,615.50	\$1,938.62	\$2,261.69
9064	N	POLICE REPORT SPECIALIST		\$3,500.25	\$4,200.33	\$4,900.33
9065	N	PROPERTY EVIDENCE TECHNICIAN		\$42,003.00	\$50,404.00	\$58,804.00
9066	N	VICTIM ADVOCATE				
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	\$4,620.33	\$5,390.33
				\$46,203.00	\$55,444.00	\$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	\$5,082.42	\$5,929.50
				\$50,824.00	\$60,989.00	\$71,154.00
9123	N	TECHNICAL SERVICES SPECIALIST	PSA08	\$2,150.23	\$2,580.27	\$3,010.31
9128	N	POLICE RECORDS SUPERVISOR		\$4,658.83	\$5,590.58	\$6,522.33
9130	N	PROPERTY / EVIDENCE SUPERVISOR		\$55,906.00	\$67,087.00	\$78,268.00
9131	N	VICTIM SERVICES SUPERVISOR	PSA09	\$2,365.31	\$2,838.35	\$3,311.42
				\$5,124.83	\$6,149.75	\$7,174.75
				\$61,498.00	\$73,797.00	\$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	\$6,457.17	\$7,533.42
				\$64,572.00	\$77,486.00	\$90,401.00
9170	Y	POLICE PSYCHOLOGIST	PSA11	\$2,607.69	\$3,129.23	\$3,650.77
				\$5,650.00	\$6,780.00	\$7,910.00
				\$67,800.00	\$81,360.00	\$94,920.00

**CITY OF FORT COLLINS
PAY PLAN
CLASSIFIED POSITIONS
Skills-Based Pay 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</u> <u>MINIMUM</u>	<u>MIDPOINT</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u> <u>MAXIMUM</u>
9102	N	CRIMINALIST	SPSA08	\$2,262.81	\$2,709.96	\$3,157.08
				\$4,902.75	\$5,871.58	\$6,840.33
				\$58,833.00	\$70,459.00	\$82,084.00

**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</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
9060	N	EMERGENCY SERVICES DISPATCHER	CBU01	\$1,783.65	\$2,105.77	\$2,427.88
				\$3,864.58	\$4,562.50	\$5,260.42
				\$46,375.00	\$54,750.00	\$63,125.00
9120	N	EMERG SERVICES DISPATCH SUPV	CBU03	\$2,675.42	\$2,912.19	\$3,149.00
				\$5,796.75	\$6,309.75	\$6,822.83
				\$69,561.00	\$75,717.00	\$81,874.00
9145	Y	EMERGENCY SERVICES COMM MGR	CBU04	\$4,135.69	\$4,426.69	\$4,717.69
				\$8,960.67	\$9,591.17	\$10,221.67
				\$107,528.00	\$115,094.00	\$122,660.00

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

PROTECTIVE SERVICES SWORN

<u>JOB TYPE</u>	<u>EXEMPT Y/N</u>	<u>JOB TITLE</u>	<u>PAY GRADE</u>	<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>		<u>BIWEEKLY/ MONTHLY/ ANNUAL</u>
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
9210	N	COMMUNITY SERVICE OFFICER	CBU05	\$1,924.46	\$2,271.85	\$2,619.27
				\$4,169.67	\$4,922.33	\$5,675.08
				\$50,036.00	\$59,068.00	\$68,101.00
9221	N	COMMUNITY SERVICE OFFICER SUPV	CBU05A	\$2,802.62	\$2,841.88	\$2,881.19
				\$6,072.33	\$6,157.42	\$6,242.58
				\$72,868.00	\$73,889.00	\$74,911.00
9220	N	POLICE OFFICER	CBU06	\$2,352.65	\$2,777.31	\$3,201.96
				\$5,097.42	\$6,017.50	\$6,937.58
				\$61,169.00	\$72,210.00	\$83,251.00
9224	N	POLICE CORPORAL	CBU06A	\$3,426.12	\$3,474.12	\$3,522.15
				\$7,423.25	\$7,527.25	\$7,631.33
				\$89,079.00	\$90,327.00	\$91,576.00
9230	N	POLICE SERGEANT	CBU07	\$3,524.96	\$3,766.96	\$4,009.00
				\$7,637.42	\$8,161.75	\$8,686.17
				\$91,649.00	\$97,941.00	\$104,234.00
9240	Y	POLICE LIEUTENANT	CBU08	\$4,401.81	\$4,589.81	\$4,777.81
				\$9,537.25	\$9,944.58	\$10,351.92
				\$114,447.00	\$119,335.00	\$124,223.00
9251	Y	POLICE DEPUTY CHIEF	PSB05	\$5,176.04	\$5,348.88	\$5,521.77
9252	Y	POLICE ASSISTANT CHIEF		\$11,214.75	\$11,589.25	\$11,963.83
				\$134,577.00	\$139,071.00	\$143,566.00