

# AGENDA ITEM SUMMARY

December 17, 2019

City Council

## STAFF

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

## SUBJECT

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Second Reading of Ordinance No. 145, 2019, Adopting the 2020 Classified Employees Pay Plan.

## EXECUTIVE SUMMARY

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This Ordinance, unanimously adopted on First Reading on December 3, 2019, adopts the 2020 City Classified Employee Pay Plan. Classified jobs are grouped according to job functions, a business practice commonly used by both the public and private sectors. Pay ranges are developed by career group (management, professional, administrative, operations and trades) and level for each job function. The result of this work is a City Classified Employee Pay Plan which sets the minimum, midpoint and maximum of pay ranges for the level, within each career group and function. Actual employee pay increases are awarded through a separate administrative process in accordance with the budgeted amount approved by Council.

## STAFF RECOMMENDATION

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Staff recommends adoption of the Ordinance on Second Reading.

## ATTACHMENTS

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1. First Reading Agenda Item Summary, December 3, 2019 (PDF)
2. Ordinance No. 145, 2019 (PDF)

**AGENDA ITEM SUMMARY** December 3, 2019  
City Council

**STAFF**

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

**SUBJECT**

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First Reading of Ordinance No. 145, 2019, Adopting the 2020 Classified Employees Pay Plan.

**EXECUTIVE SUMMARY**

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The purpose of this item is to recommend the 2020 City Classified Employee Pay Plan. Classified jobs are grouped according to job functions, a business practice commonly used by both the public and private sectors. Pay ranges are developed by career group (management, professional, administrative, operations & trades) and level for each job function. The result of this work is a City Classified Employee Pay Plan which sets the minimum, midpoint and maximum of pay ranges for the level, within each career group and function. Actual employee pay increases are awarded through a separate administrative process in accordance with the budgeted amount approved by Council.

**STAFF RECOMMENDATION**

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Staff recommends adoption of the Ordinance on First Reading.

**BACKGROUND / DISCUSSION**

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**Open Pay Ranges**

The City of Fort Collins utilizes a common compensation methodology to assess jobs, combine them into job functions and establish pay range structures. The result of this work is to set the minimum, midpoint and maximum of pay ranges for the levels within each career group and function.

Pay ranges are reviewed annually as part of a comprehensive market pricing analysis. Pay ranges are grouped and driven by job functions, that are based upon findings of a recruiting analysis conducted to determine where positions are typically sourced. Pay range midpoints are determined by looking at aggregate market data for positions or groups of positions and rolled up to a median of the market for functional groupings, with high and low outliers removed.

Jobs for which there is no external benchmark are evaluated and placed in the Pay Plan using a job evaluation system that is calibrated against benchmark jobs.

Individual salary placement in a pay range is based on an employee's knowledge, skills, abilities, performance, and experience, paired with internal equity considerations and budget availability to ensure horizontal alignment across the City.

**Market Data Sources**

- Employers Council - Colorado Benchmark Compensation Survey
- Employers Council - Information Technology Survey

- Employers Council - Public Employers Compensation Survey
- Willis Towers Watson - General Industry Compensation Survey

**Recommended Open Pay Range Structure Adjustments**

As a result of the market analysis, staff is recommending changes to open pay ranges, varying from 0%-6% depending upon job function and career group. Additionally, some supervisor level bands are recommended to be restructured to more closely align to the market, resulting in a 14%-16% structure change. Actual employee salary increases are determined administratively within the Council-adopted employee pay increase budget.

**Step Plan**

The City has 16 jobs that are part of a Step Plan, a pay system in which pay progression is directly linked to skills acquisition rather than to general pay increases applicable to employees in Open Pay Ranges. Employees in Step Plan jobs may receive labor market adjustments as determined by the annual market analysis.

**Market Data Sources**

- Employers Council - Colorado Benchmark Compensation Survey
- Employers Council - Public Employers Compensation Survey
- Employers Council - Rural Electric Association Survey
- Willis Towers Watson - General Industry Compensation Survey

**Recommended Step Plan Adjustments**

As a result of the market analysis, staff is recommending changes to Step Plan jobs, varying from 0% - 6%. Employees in Step Plan jobs will receive a market adjustment consistent with the analysis.

**Collective Bargaining Unit**

Police collective bargaining unit positions are included in the Pay Plan to establish pay for such positions until market data is collected and pay is established according to the collective bargaining agreement. It is anticipated that an amended Pay Plan will be brought to Council for approval in January.

**CITY FINANCIAL IMPACTS**

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The estimated net cost for the adjustments to the Step Plan jobs is approximately \$50,000 and will be absorbed within the 2020 operating budgets adopted by City Council.

ORDINANCE NO. 145, 2019  
OF THE COUNCIL OF THE CITY OF FORT COLLINS  
ADOPTING THE 2020 CLASSIFIED EMPLOYEES PAY PLAN

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

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

WHEREAS, the annual market analysis conducted by the Human Resources Department includes public and private employer salary survey information, including Colorado public employers and national general industry compensation, providing clear benchmark information for approximately 300 benchmark positions; and

WHEREAS, the pay plan recommended by the City Manager is consistent with City Council objectives, including the philosophy of establishing pay ranges by using the median 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 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 2020 City of Fort Collins Classified Employees Pay Plan (the "Plan"), a copy of which is attached hereto as Exhibit "A" and incorporated herein by this reference.

Section 3. That the effective date of the Plan is January 13, 2020.

Section 4. That the City Manager shall fix the compensation levels of all classified employees within the established job functions and pay range structure described in the 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 3rd day of December, A.D. 2019, and to be presented for final passage on the 17th day of December, A.D. 2019.

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Mayor

ATTEST:

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City Clerk

Passed and adopted on final reading on the 17th day of December, A.D. 2019.

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Mayor

ATTEST:

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City Clerk



**CITY OF FORT COLLINS  
PAY PLAN INDEX**

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

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

Lead Sr Facilities Project Mgr	M1	ADMINISTRATION	PROJECT MANAGEMENT	4
Lead Tech, Graphic Design	A6	MARKETING & CREATIVE SERVICES	MEDIA	4
Lead Technician, Sciences	A6	SCIENCES & ENGINEERING	SCIENCES	3
Lead Technician, Video Prod	A6	MARKETING & CREATIVE SERVICES	MEDIA	4
Legal Assistant	A3	LEGAL	LEGAL	4
Locator, Elec Dist - Field Ops	OT3	OPERATIONS	ELECTRIC UTILITIES	2
Manager, Active Modes	M1	PLANNING	TRANSPORTATION PLANNING	1
Manager, Applications Software	M1	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Manager, Apps Software Dev	M1	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Manager, Broadband	M1	OPERATIONS	BROADBAND	2
Manager, City Planning	M1	PLANNING	CITY PLANNING	1
Manager, Civil Engineering	M1	SCIENCES & ENGINEERING	ENGINEERING	3
Manager, Client Services	M1	TECHNOLOGY	CLIENT SERVICES	3
Manager, Construction Inspect	M1	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Manager, Cultural Services	M1	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Manager, Customer Support	M1	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Manager, Econ Sustainability	M1	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Manager, Elec Distr Hi Voltage	M1	OPERATIONS	ELECTRIC UTILITIES	2
Manager, Env Sustainability	M1	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Manager, Environ Planning	M1	PLANNING	ENVIRONMENTAL PLANNING	1
Manager, FP&A	M1	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Manager, GIS	M1	TECHNOLOGY	GIS	3
Manager, Graphic Design	M1	MARKETING & CREATIVE SERVICES	MEDIA	4
Manager, Historic Preservation	M1	PLANNING	CITY PLANNING	1
Manager, Marketing	M1	MARKETING & CREATIVE SERVICES	MARKETING	4
Manager, Payroll	M1	FINANCE & ACCOUNTING	ACCOUNTING	4
Manager, Plant Operations	M1	OPERATIONS	PLANT OPERATIONS	2
Manager, Public Engagement	M1	CUSTOMER SERVICE	OUTREACH	4
Manager, Real Estate	M1	OPERATIONS	FACILITIES & FLEET	2
Manager, Recreation	M1	CULTURE, PARKS & RECREATION	RECREATION	1
Manager, Sciences	M1	SCIENCES & ENGINEERING	SCIENCES	3
Manager, Systems Admin	M1	TECHNOLOGY	SYSTEMS	3
Manager, Systems Engineering	M1	TECHNOLOGY	SYSTEMS	3
Manager, Talent Acquisition	M1	HUMAN RESOURCES	TALENT MANAGEMENT	4
Manager, Talent Development	M1	HUMAN RESOURCES	TALENT MANAGEMENT	4
Manager, Technical Proj Mgmt	M1	ADMINISTRATION	PROJECT MANAGEMENT	4
Manager, Traffic Engineering	M1	SCIENCES & ENGINEERING	ENGINEERING	3
Manager, Transportation Ops	M1	OPERATIONS	TRANSPORTATION	2
Manager, Transportation Plng	M1	PLANNING	TRANSPORTATION PLANNING	1
Manager, Video Production	M1	MARKETING & CREATIVE SERVICES	MEDIA	4
Manager, Water Field Ops	M1	OPERATIONS	WATER UTILITIES	2
Manager, Wellness	M1	HUMAN RESOURCES	BENEFITS	4
Master Electrician	OT6	OPERATIONS	FACILITIES & FLEET	2
Mechanical Engineer I	P1	SCIENCES & ENGINEERING	ENGINEERING	3
Mechanical Engineer III	P3	SCIENCES & ENGINEERING	ENGINEERING	3
Municipal Court Administrator	S2	LEGAL	JUDICIAL	4
Municipal Court Case Worker	A5	LEGAL	JUDICIAL	4
Natural Areas Trail Ranger	OT4	PROTECTIVE SERVICES	OPERATIONS	5
Officer I, Enforcement	OT2	PROTECTIVE SERVICES	OPERATIONS	5
Officer I, Transportation Ops	OT2	OPERATIONS	TRANSPORTATION	2
Officer II, Enforcement	OT3	PROTECTIVE SERVICES	OPERATIONS	5
Operator I, Transit	OT2	OPERATIONS	TRANSPORTATION	2
Operator I, Transportation Ops	OT2	OPERATIONS	TRANSPORTATION	2
Operator II, Transit	OT3	OPERATIONS	TRANSPORTATION	2
Operator II, Transportation Op	OT3	OPERATIONS	TRANSPORTATION	2
Paralegal	A6	LEGAL	LEGAL	4
Park Ranger	OT4	PROTECTIVE SERVICES	OPERATIONS	5
Partner, Human Resources	P2	HUMAN RESOURCES	TALENT MANAGEMENT	4
Planner, City	P2	PLANNING	CITY PLANNING	1
Planner, Environmental	P2	PLANNING	ENVIRONMENTAL PLANNING	1
Planner, Transit	P2	PLANNING	TRANSPORTATION PLANNING	1
Planner, Transportation	P2	PLANNING	TRANSPORTATION PLANNING	1
Plans Examiner	A6	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Police Assistant Chief	M3	PROTECTIVE SERVICES	POLICE ADMINISTRATION	5
Police Corporal	S1	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C
Police Lieutenant	M2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C



Police Officer	OT6	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C
Police Psychologist	P4	PROTECTIVE SERVICES	INVESTIGATION	5
Police Sergeant	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	5C
Probation Officer	A5	LEGAL	JUDICIAL	4
Project Analyst	P1	ADMINISTRATION	PROJECT MANAGEMENT	4
Project Coordinator	A5	ADMINISTRATION	PROJECT MANAGEMENT	4
Project Manager	P2	ADMINISTRATION	PROJECT MANAGEMENT	4
Rep I, Customer Support	A2	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Rep II, Customer Support	A3	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Rep II, Police Records	A3	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Specialist, Active Modes	P1	PLANNING	TRANSPORTATION PLANNING	1
Specialist, City Planning	P1	PLANNING	CITY PLANNING	1
Specialist, Communications	P1	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	4
Specialist, Customer Support	P1	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Specialist, Econ Sustainabilty	P1	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Specialist, Env Sustainability	P1	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Specialist, Facilities	P1	OPERATIONS	FACILITIES & FLEET	2
Specialist, Outreach	P1	PROTECTIVE SERVICES	INVESTIGATION	5
Specialist, Public Engagement	P1	CUSTOMER SERVICE	OUTREACH	4
Specialist, Safety	P1	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Specialist, Sales	P1	MARKETING & CREATIVE SERVICES	SALES	4
Specialist, Sciences	P1	SCIENCES & ENGINEERING	SCIENCES	3
Specialist, Social Sustain	P1	SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Specialist, Talent Acquisition	P1	HUMAN RESOURCES	TALENT MANAGEMENT	4
Specialist, Talent Development	P1	HUMAN RESOURCES	TALENT MANAGEMENT	4
Specialist, Wellness	P1	HUMAN RESOURCES	BENEFITS	4
Sr Accountant	P3	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Administrator, Database	P3	TECHNOLOGY	DATABASE	3
Sr Administrator, Systems	P3	TECHNOLOGY	SYSTEMS	3
Sr Analyst, Apps Software	P3	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Sr Analyst, Apps Software Dev	P3	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Sr Analyst, Budget	P3	FINANCE & ACCOUNTING	BUDGET	4
Sr Analyst, Business Systems	P3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Sr Analyst, Compensation	P3	HUMAN RESOURCES	COMPENSATION	4
Sr Analyst, Finance	P3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	4
Sr Analyst, HRIS	P3	HUMAN RESOURCES	HRIS	4
Sr Analyst, IT Security	P3	TECHNOLOGY	INFORMATION SECURITY	3
Sr Analyst, Systems	P3	TECHNOLOGY	SYSTEMS	3
Sr Analyst, Treasury	P3	FINANCE & ACCOUNTING	TREASURY / INVESTMENT	4
Sr Architect, Landscape	P3	PLANNING	PARK PLANNING	1
Sr Buyer	P3	FINANCE & ACCOUNTING	PURCHASING	4
Sr Coord, Sales Tax Audit Rev	A5	FINANCE & ACCOUNTING	REVENUE	4
Sr Coordinator, AP	A5	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Coordinator, Active Modes	A5	PLANNING	TRANSPORTATION PLANNING	1
Sr Coordinator, Benefits	A5	HUMAN RESOURCES	BENEFITS	4
Sr Coordinator, Communications	A5	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	4
Sr Coordinator, Cultural Svcs	A5	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Sr Coordinator, Forestry	A5	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Coordinator, HRIS	A5	HUMAN RESOURCES	HRIS	4
Sr Coordinator, Marketing	A5	MARKETING & CREATIVE SERVICES	MARKETING	4
Sr Coordinator, Payroll	A5	FINANCE & ACCOUNTING	ACCOUNTING	4
Sr Coordinator, Public Engage	A5	CUSTOMER SERVICE	OUTREACH	4
Sr Coordinator, Recreation	A5	CULTURE, PARKS & RECREATION	RECREATION	1
Sr Coordinator, Risk Mgmt	A5	FINANCE & ACCOUNTING	RISK MANAGEMENT	4
Sr Coordinator, Safety	A5	HUMAN RESOURCES	WORKFORCE SAFETY & SECURITY	4
Sr Coordinator, Talent Dev	A5	HUMAN RESOURCES	TALENT MANAGEMENT	4
Sr Coordinator, Wellness	A5	HUMAN RESOURCES	BENEFITS	4
Sr Engineer, Network	P3	TECHNOLOGY	NETWORK	3
Sr Engineer, Systems	P3	TECHNOLOGY	SYSTEMS	3
Sr Facilities Project Manager	P3	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Inspector, Code Compliance	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Inspector, Compliance	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Inspector, Construction	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Inspector, Zoning	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	1
Sr Legal Assistant	A4	LEGAL	LEGAL	4
Sr Locator, Elec Dist Field Op	OT4	OPERATIONS	ELECTRIC UTILITIES	2

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

Sr Supervisor, Parks	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Sr Supervisor, Plant Ops	S2	OPERATIONS	PLANT OPERATIONS	2
Sr Supervisor, Plant Ops	S2	OPERATIONS	PLANT OPERATIONS	2
Sr Supervisor, Process Support	S2	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Sr Supervisor, Project Mgmt	S2	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Supervisor, Public Engage	S2	CUSTOMER SERVICE	OUTREACH	4
Sr Supervisor, Recreation	S2	CULTURE, PARKS & RECREATION	RECREATION	1
Sr Supervisor, Sciences	S2	SCIENCES & ENGINEERING	SCIENCES	3
Sr Supervisor, Transit	S2	OPERATIONS	TRANSPORTATION	2
Sr Supervisor, Transportn Ops	S2	OPERATIONS	TRANSPORTATION	2
Sr Tech, Processing Support	A5	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Sr Tech, Transportation Ops	OT5	OPERATIONS	TRANSPORTATION	2
Sr Technical Project Manager	P3	ADMINISTRATION	PROJECT MANAGEMENT	4
Sr Technician, Client Services	A5	TECHNOLOGY	CLIENT SERVICES	3
Sr Technician, Facilities	OT5	OPERATIONS	FACILITIES & FLEET	2
Sr Technician, Fiber	OT5	TECHNOLOGY	FIBER	3
Sr Technician, Maintenance	OT5	OPERATIONS	PLANT OPERATIONS	2
Sr Technician, Network Engr	A5	TECHNOLOGY	NETWORK	3
Sr Technician, Police Admin	A5	PROTECTIVE SERVICES	POLICE ADMINISTRATION	5
Sr Technician, Traffic Engr	OT5	SCIENCES & ENGINEERING	ENGINEERING	3
Sr Technician, Video Prod	A5	MARKETING & CREATIVE SERVICES	MEDIA	4
Sr Technician, Water Field Ops	OT5	OPERATIONS	WATER UTILITIES	2
Supervisor, Administration	S1	ADMINISTRATION	ADMINISTRATION	4
Supervisor, Bldg & Dev Rev	S1	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Supervisor, Civil Engineering	S1	SCIENCES & ENGINEERING	ENGINEERING	3
Supervisor, Client Services	S1	TECHNOLOGY	CLIENT SERVICES	3
Supervisor, Cultural Services	S1	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Supervisor, Customer Support	S1	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Supervisor, Energy Services	S1	OPERATIONS	FACILITIES & FLEET	2
Supervisor, Enforcement	S1	PROTECTIVE SERVICES	OPERATIONS	5
Supervisor, Facilities	S1	OPERATIONS	FACILITIES & FLEET	2
Supervisor, Fleet	S1	OPERATIONS	FACILITIES & FLEET	2
Supervisor, Network Engr	S1	TECHNOLOGY	NETWORK	3
Supervisor, Plant Operations	S1	OPERATIONS	PLANT OPERATIONS	2
Supervisor, Plant Operations	S1	OPERATIONS	PLANT OPERATIONS	2
Supervisor, Transit	S1	OPERATIONS	TRANSPORTATION	2
Tech II, Processing Support	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Tech II, Sales Tax Audit & Rev	A4	FINANCE & ACCOUNTING	REVENUE	4
Tech II, Transportation Ops	OT4	OPERATIONS	TRANSPORTATION	2
Technician I, Bldg Dev Review	A3	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	1
Technician I, Civil Engr	OT3	SCIENCES & ENGINEERING	ENGINEERING	3
Technician I, Customer Support	OT3	CUSTOMER SERVICE	CUSTOMER SERVICE	4
Technician I, Facilities	OT3	OPERATIONS	FACILITIES & FLEET	2
Technician I, Fiber	OT3	OPERATIONS	FIBER	2
Technician I, Fleet	OT3	OPERATIONS	FACILITIES & FLEET	2
Technician I, Forestry	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician I, Natural Areas	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician I, Parks	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician I, Police Admin	A3	PROTECTIVE SERVICES	POLICE ADMINISTRATION	5
Technician I, Water Field Util	OT3	OPERATIONS	WATER UTILITIES	2
Technician II, Apps Software	A4	TECHNOLOGY	APPLICATIONS SOFTWARE	3
Technician II, Civil Engr	OT4	SCIENCES & ENGINEERING	ENGINEERING	3
Technician II, Client Services	A4	TECHNOLOGY	CLIENT SERVICES	3
Technician II, Energy Services	OT4	OPERATIONS	FACILITIES & FLEET	2
Technician II, Facilities	OT4	OPERATIONS	FACILITIES & FLEET	2
Technician II, Fiber	OT4	TECHNOLOGY	FIBER	3
Technician II, Fleet	OT4	OPERATIONS	FACILITIES & FLEET	2
Technician II, Forestry	OT4	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician II, GIS	A4	TECHNOLOGY	GIS	3
Technician II, Graphic Design	A4	MARKETING & CREATIVE SERVICES	MEDIA	4
Technician II, Maintenance	OT4	OPERATIONS	PLANT OPERATIONS	2
Technician II, Natural Areas	OT4	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Technician II, Network Engr	A4	TECHNOLOGY	NETWORK	3
Technician II, Police Records	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	5
Technician II, Sciences	A4	SCIENCES & ENGINEERING	SCIENCES	3
Technician II, Traffic Engr	OT4	SCIENCES & ENGINEERING	ENGINEERING	3

Technician II, Video Prod	A4	MARKETING & CREATIVE SERVICES	MEDIA	4
Technician II, Water Engr	OT4	SCIENCES & ENGINEERING	ENGINEERING	3
Technician II, Wtr Field Util	OT4	OPERATIONS	WATER UTILITIES	2
Victim Advocate	A4	PROTECTIVE SERVICES	INVESTIGATION	5
Water Engineer II	P2	SCIENCES & ENGINEERING	ENGINEERING	3
Worker I, Facilities	OT1	OPERATIONS	FACILITIES & FLEET	2
Worker I, Parks	OT1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Worker I, Recreation	OT1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	1
Worker I, Transit	OT1	OPERATIONS	TRANSPORTATION	2
Worker I, Transportation Ops	OT1	OPERATIONS	TRANSPORTATION	2
Worker II, Cultural Services	OT2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	1
Worker II, Facilities	OT2	OPERATIONS	FACILITIES & FLEET	2
Worker II, Fleet	OT2	OPERATIONS	FACILITIES & FLEET	2



**CITY OF FORT COLLINS  
2020 PAY PLAN**

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

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



**CITY OF FORT COLLINS  
2020 PAY PLAN**

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

<b>ADMINISTRATIVE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A6</b>	<u>BIWEEKLY</u>	\$2,008.73	\$2,510.92	\$3,013.12
	<u>MONTHLY</u>	\$4,352.25	\$5,440.33	\$6,528.42
	<u>ANNUAL</u>	\$52,227.00	\$65,284.00	\$78,341.00
<b>A5</b>	<u>BIWEEKLY</u>	\$1,826.15	\$2,282.65	\$2,739.19
	<u>MONTHLY</u>	\$3,956.67	\$4,945.75	\$5,934.92
	<u>ANNUAL</u>	\$47,480.00	\$59,349.00	\$71,219.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,660.12	\$2,075.15	\$2,490.19
	<u>MONTHLY</u>	\$3,596.92	\$4,496.17	\$5,395.42
	<u>ANNUAL</u>	\$43,163.00	\$53,954.00	\$64,745.00
<b>A3</b>	<u>BIWEEKLY</u>	\$1,494.12	\$1,867.65	\$2,241.15
	<u>MONTHLY</u>	\$3,237.25	\$4,046.58	\$4,855.83
	<u>ANNUAL</u>	\$38,847.00	\$48,559.00	\$58,270.00
<b>A2</b>	<u>BIWEEKLY</u>	\$1,344.69	\$1,680.88	\$2,017.08
	<u>MONTHLY</u>	\$2,913.50	\$3,641.92	\$4,370.33
	<u>ANNUAL</u>	\$34,962.00	\$43,703.00	\$52,444.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT6</b>	<u>BIWEEKLY</u>	\$2,156.92	\$2,696.15	\$3,235.38
	<u>MONTHLY</u>	\$4,673.33	\$5,841.67	\$7,010.00
	<u>ANNUAL</u>	\$56,080.00	\$70,100.00	\$84,120.00
<b>OT5</b>	<u>BIWEEKLY</u>	\$1,941.23	\$2,426.54	\$2,911.85
	<u>MONTHLY</u>	\$4,206.00	\$5,257.50	\$6,309.00
	<u>ANNUAL</u>	\$50,472.00	\$63,090.00	\$75,708.00
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,747.12	\$2,183.88	\$2,620.65
	<u>MONTHLY</u>	\$3,785.42	\$4,731.75	\$5,678.08
	<u>ANNUAL</u>	\$45,425.00	\$56,781.00	\$68,137.00
<b>OT3</b>	<u>BIWEEKLY</u>	\$1,572.38	\$1,965.50	\$2,358.58
	<u>MONTHLY</u>	\$3,406.83	\$4,258.58	\$5,110.25
	<u>ANNUAL</u>	\$40,882.00	\$51,103.00	\$61,323.00
<b>OT2</b>	<u>BIWEEKLY</u>	\$1,415.15	\$1,768.96	\$2,122.73
	<u>MONTHLY</u>	\$3,066.17	\$3,832.75	\$4,599.25
	<u>ANNUAL</u>	\$36,794.00	\$45,993.00	\$55,191.00
<b>OT1</b>	<u>BIWEEKLY</u>	\$1,273.65	\$1,592.04	\$1,910.46
	<u>MONTHLY</u>	\$2,759.58	\$3,449.42	\$4,139.33
	<u>ANNUAL</u>	\$33,115.00	\$41,393.00	\$49,672.00



**CITY OF FORT COLLINS  
2020 PAY PLAN**

TABLE: 2

**OPERATIONS**

<b>MANAGERIAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$4,186.00	\$5,581.31	\$6,976.65
	<u>MONTHLY</u>	\$9,069.67	\$12,092.83	\$15,116.08
	<u>ANNUAL</u>	\$108,836.00	\$145,114.00	\$181,393.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,558.08	\$4,744.12	\$5,930.12
	<u>MONTHLY</u>	\$7,709.17	\$10,278.92	\$12,848.58
	<u>ANNUAL</u>	\$92,510.00	\$123,347.00	\$154,183.00
<b>M1</b>	<u>BIWEEKLY</u>	\$3,024.38	\$4,032.50	\$5,040.62
	<u>MONTHLY</u>	\$6,552.83	\$8,737.08	\$10,921.33
	<u>ANNUAL</u>	\$78,634.00	\$104,845.00	\$131,056.00
<b>S2</b>	<u>BIWEEKLY</u>	\$2,412.54	\$3,216.69	\$4,020.88
	<u>MONTHLY</u>	\$5,227.17	\$6,969.50	\$8,711.92
	<u>ANNUAL</u>	\$62,726.00	\$83,634.00	\$104,543.00
<b>S1</b>	<u>BIWEEKLY</u>	\$2,123.00	\$2,830.69	\$3,538.35
	<u>MONTHLY</u>	\$4,599.83	\$6,133.17	\$7,666.42
	<u>ANNUAL</u>	\$55,198.00	\$73,598.00	\$91,997.00
<b>PROFESSIONAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P2</b>	<u>BIWEEKLY</u>	\$1,909.62	\$2,546.15	\$3,182.69
	<u>MONTHLY</u>	\$4,137.50	\$5,516.67	\$6,895.83
	<u>ANNUAL</u>	\$49,650.00	\$66,200.00	\$82,750.00
<b>P1</b>	<u>BIWEEKLY</u>	\$1,680.46	\$2,240.62	\$2,800.77
	<u>MONTHLY</u>	\$3,641.00	\$4,854.67	\$6,068.33
	<u>ANNUAL</u>	\$43,692.00	\$58,256.00	\$72,820.00



**CITY OF FORT COLLINS  
2020 PAY PLAN**

TABLE: 2

**OPERATIONS**

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





**CITY OF FORT COLLINS  
2020 PAY PLAN**

TABLE: 3

**SCIENCES & ENGINEERING, TECHNOLOGY**

<b>MANAGERIAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$4,106.35	\$5,475.15	\$6,843.92
	<u>MONTHLY</u>	\$8,897.08	\$11,862.83	\$14,828.50
	<u>ANNUAL</u>	\$106,765.00	\$142,354.00	\$177,942.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,570.77	\$4,761.00	\$5,951.27
	<u>MONTHLY</u>	\$7,736.67	\$10,315.50	\$12,894.42
	<u>ANNUAL</u>	\$92,840.00	\$123,786.00	\$154,733.00
<b>M1</b>	<u>BIWEEKLY</u>	\$3,105.00	\$4,140.00	\$5,175.00
	<u>MONTHLY</u>	\$6,727.50	\$8,970.00	\$11,212.50
	<u>ANNUAL</u>	\$80,730.00	\$107,640.00	\$134,550.00
<b>S2</b>	<u>BIWEEKLY</u>	\$2,700.00	\$3,600.00	\$4,500.00
	<u>MONTHLY</u>	\$5,850.00	\$7,800.00	\$9,750.00
	<u>ANNUAL</u>	\$70,200.00	\$93,600.00	\$117,000.00
<b>S1</b>	<u>BIWEEKLY</u>	\$2,376.00	\$3,168.00	\$3,960.00
	<u>MONTHLY</u>	\$5,148.00	\$6,864.00	\$8,580.00
	<u>ANNUAL</u>	\$61,776.00	\$82,368.00	\$102,960.00
<b>PROFESSIONAL</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P4</b>	<u>BIWEEKLY</u>	\$3,336.62	\$4,448.81	\$5,561.00
	<u>MONTHLY</u>	\$7,229.33	\$9,639.08	\$12,048.83
	<u>ANNUAL</u>	\$86,752.00	\$115,669.00	\$144,586.00
<b>P3</b>	<u>BIWEEKLY</u>	\$2,936.23	\$3,914.96	\$4,893.69
	<u>MONTHLY</u>	\$6,361.83	\$8,482.42	\$10,603.00
	<u>ANNUAL</u>	\$76,342.00	\$101,789.00	\$127,236.00
<b>P2</b>	<u>BIWEEKLY</u>	\$2,583.88	\$3,445.15	\$4,306.42
	<u>MONTHLY</u>	\$5,598.42	\$7,464.50	\$9,330.58
	<u>ANNUAL</u>	\$67,181.00	\$89,574.00	\$111,967.00
<b>P1</b>	<u>BIWEEKLY</u>	\$2,273.81	\$3,031.73	\$3,789.69
	<u>MONTHLY</u>	\$4,926.58	\$6,568.75	\$8,211.00
	<u>ANNUAL</u>	\$59,119.00	\$78,825.00	\$98,532.00
<b>ADMINISTRATIVE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A6</b>	<u>BIWEEKLY</u>	\$2,077.46	\$2,596.85	\$3,116.23
	<u>MONTHLY</u>	\$4,501.17	\$5,626.50	\$6,751.83
	<u>ANNUAL</u>	\$54,014.00	\$67,518.00	\$81,022.00
<b>A5</b>	<u>BIWEEKLY</u>	\$1,888.62	\$2,360.77	\$2,832.92
	<u>MONTHLY</u>	\$4,092.00	\$5,115.00	\$6,138.00
	<u>ANNUAL</u>	\$49,104.00	\$61,380.00	\$73,656.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,716.92	\$2,146.15	\$2,575.38
	<u>MONTHLY</u>	\$3,720.00	\$4,650.00	\$5,580.00
	<u>ANNUAL</u>	\$44,640.00	\$55,800.00	\$66,960.00



**CITY OF FORT COLLINS  
2020 PAY PLAN**

TABLE: 3

**SCIENCES & ENGINEERING, TECHNOLOGY**

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



**CITY OF FORT COLLINS  
2020 PAY PLAN**

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

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



**CITY OF FORT COLLINS  
2020 PAY PLAN**

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

<b>ADMINISTRATIVE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>A6</b>	<u>BIWEEKLY</u>	\$1,925.08	\$2,406.31	\$2,887.58
	<u>MONTHLY</u>	\$4,171.00	\$5,213.67	\$6,256.42
	<u>ANNUAL</u>	\$50,052.00	\$62,564.00	\$75,077.00
<b>A5</b>	<u>BIWEEKLY</u>	\$1,750.04	\$2,187.58	\$2,625.08
	<u>MONTHLY</u>	\$3,791.75	\$4,739.75	\$5,687.67
	<u>ANNUAL</u>	\$45,501.00	\$56,877.00	\$68,252.00
<b>A4</b>	<u>BIWEEKLY</u>	\$1,590.96	\$1,988.69	\$2,386.42
	<u>MONTHLY</u>	\$3,447.08	\$4,308.83	\$5,170.58
	<u>ANNUAL</u>	\$41,365.00	\$51,706.00	\$62,047.00
<b>A3</b>	<u>BIWEEKLY</u>	\$1,431.85	\$1,789.81	\$2,147.77
	<u>MONTHLY</u>	\$3,102.33	\$3,877.92	\$4,653.50
	<u>ANNUAL</u>	\$37,228.00	\$46,535.00	\$55,842.00
<b>A2</b>	<u>BIWEEKLY</u>	\$1,288.69	\$1,610.85	\$1,933.00
	<u>MONTHLY</u>	\$2,792.17	\$3,490.17	\$4,188.17
	<u>ANNUAL</u>	\$33,506.00	\$41,882.00	\$50,258.00
<b>OPERATIONS &amp; SKILLED TRADE</b>				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>OT4</b>	<u>BIWEEKLY</u>	\$1,609.23	\$2,011.54	\$2,413.85
	<u>MONTHLY</u>	\$3,486.67	\$4,358.33	\$5,230.00
	<u>ANNUAL</u>	\$41,840.00	\$52,300.00	\$62,760.00
<b>OT3</b>	<u>BIWEEKLY</u>	\$1,448.31	\$1,810.38	\$2,172.46
	<u>MONTHLY</u>	\$3,138.00	\$3,922.50	\$4,707.00
	<u>ANNUAL</u>	\$37,656.00	\$47,070.00	\$56,484.00



**CITY OF FORT COLLINS  
2020 PAY PLAN**

TABLE: 5

**PROTECTIVE SERVICES (non-CBU)**

<b>MANAGERIAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>M3</b>	<u>BIWEEKLY</u>	\$3,547.35	\$4,729.77	\$5,912.23
	<u>MONTHLY</u>	\$7,685.92	\$10,247.83	\$12,809.83
	<u>ANNUAL</u>	\$92,231.00	\$122,974.00	\$153,718.00
<b>M2</b>	<u>BIWEEKLY</u>	\$3,015.23	\$4,020.31	\$5,025.38
	<u>MONTHLY</u>	\$6,533.00	\$8,710.67	\$10,888.33
	<u>ANNUAL</u>	\$78,396.00	\$104,528.00	\$130,660.00
<b>M1</b>	<u>BIWEEKLY</u>	\$2,562.96	\$3,417.27	\$4,271.58
	<u>MONTHLY</u>	\$5,553.08	\$7,404.08	\$9,255.08
	<u>ANNUAL</u>	\$66,637.00	\$88,849.00	\$111,061.00
<b>S2</b>	<u>BIWEEKLY</u>	\$2,065.69	\$2,754.23	\$3,442.81
	<u>MONTHLY</u>	\$4,475.67	\$5,967.50	\$7,459.42
	<u>ANNUAL</u>	\$53,708.00	\$71,610.00	\$89,513.00
<b>S1</b>	<u>BIWEEKLY</u>	\$1,817.81	\$2,423.73	\$3,029.65
	<u>MONTHLY</u>	\$3,938.58	\$5,251.42	\$6,564.25
	<u>ANNUAL</u>	\$47,263.00	\$63,017.00	\$78,771.00
<b>PROFESSIONAL</b>		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
<b>P4</b>	<u>BIWEEKLY</u>	\$2,569.46	\$3,425.92	\$4,282.42
	<u>MONTHLY</u>	\$5,567.17	\$7,422.83	\$9,278.58
	<u>ANNUAL</u>	\$66,806.00	\$89,074.00	\$111,343.00
<b>P3</b>	<u>BIWEEKLY</u>	\$2,234.31	\$2,979.08	\$3,723.85
	<u>MONTHLY</u>	\$4,841.00	\$6,454.67	\$8,068.33
	<u>ANNUAL</u>	\$58,092.00	\$77,456.00	\$96,820.00
<b>P2</b>	<u>BIWEEKLY</u>	\$1,966.19	\$2,621.58	\$3,277.00
	<u>MONTHLY</u>	\$4,260.08	\$5,680.08	\$7,100.17
	<u>ANNUAL</u>	\$51,121.00	\$68,161.00	\$85,202.00
<b>P1</b>	<u>BIWEEKLY</u>	\$1,730.23	\$2,307.00	\$2,883.77
	<u>MONTHLY</u>	\$3,748.83	\$4,998.50	\$6,248.17
	<u>ANNUAL</u>	\$44,986.00	\$59,982.00	\$74,978.00



**CITY OF FORT COLLINS  
2020 PAY PLAN**

TABLE: 5

**PROTECTIVE SERVICES (non-CBU)**

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



**CITY OF FORT COLLINS**  
**2020 PAY PLAN**  
**Step Ladders**

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