

**City of Longmont
2021 Final
Classification & Pay Plan**



December 28, 2020

Human Resource Services

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Overview

When establishing the pay plan we use the City's Financial Policy related to compensation, as well as established compensation guidelines outlined in the City of Longmont Total Compensation Philosophy.

The City's Financial Policy relating to compensation states that "The City of Longmont will strive to establish prevailing market ranges of pay for City positions".

The 2021 Final Classification and Pay Plan is based on the following:

- Due to revenue constraints and the uncertainty of pay increases being provided by other public employers, no market adjustment is proposed for city pay ranges in this final 2021 budget.
- Both the City's pay ranges and actual salaries paid are compared with pay ranges and actual salaries paid for similar positions within both public and private entities throughout our defined labor markets as established in the 2020 budget.
- Our labor market is typically defined as the Front Range and Northern Colorado area, although certain positions may require a varied and/or broader area. For successful recruiting, or to obtain salary data not available when comparing to the labor market as defined above, specific labor markets may be regarded as more appropriate for certain positions and/or industries.
- In 2021, we are continuing to define 100% of market as the market midpoint for each position. Pay ranges have been set from a minimum of 90% to a maximum of 108%.
- In accordance with the City's pay philosophy, 102% of market midpoint continues to be a goal.
- For 2021 target pay has been set at 101% of the 2020 market midpoint.
- The pay levels for the City's step positions will remain consistent with 2020.
- Employees must be meeting or exceeding expectations in order to receive any movement in their market range.
- Employees who are exceeding expectations are eligible for nomination to exceed 101% of market via "Exceptional Pay".
- Salary rounding: The City's payroll system calculates pay using hourly rates. Rounding may cause hourly rates to vary plus or minus .004/hour.

Annual Compensation Review Process

The City's Financial Policy related to compensation states that "The City will strive to establish prevailing market ranges of pay for City positions." One compensation guideline in that policy is that the City's financial ability to pay is always a primary consideration. Due to revenue constraints and the uncertainty of pay increases being provided by other public employers, no market adjustment is included for city pay ranges in this final 2021 budget. Additionally, the City chose to retain existing salary bands from 2020 instead of utilizing survey projections from 2021. This decision was due to the timing of salary projection surveys. Most of these surveys were conducted in early winter of 2020. Since that time, the majority of employers have indicated that they would be adjusting their projections to account for changing economic circumstances during the 2020 calendar year.

In a typical year, the annual compensation review process is conducted as part of an effort to maintain a comprehensive compensation program. The survey process begins with the collection of data from a defined labor market, which may vary among positions.

In order to maintain the quality of the data we use, we look at the following criteria in any salary survey that we consider using:

- Adequate job descriptions
- Well defined methodology
- Consistent participants
- Effective date of data collection
- Reliable and known provider
- Participants within our defined labor markets
- Necessary data such as range minimums and maximums as well as clearly defined actual average salaries
- Commitment to confidentiality for private employers

The following salary surveys meet the above criteria and were used during the 2020 process:

- Colorado Municipal League Compensation Survey System
- Employers Council Colorado Benchmark Compensation Survey
- Employers Council Public Employers Survey
- Employers Council Rural Electric Association Survey
- Employers Council Utilities Compensation for Public and Private Employers Survey
- Employers Council Public Library Survey
- American Public Power Association (APPA) Survey of Management Salaries in Publicly Owned Municipal Distribution Electric Utilities
- Economic Research Institute Salary Assessor (a national survey from which data is obtained from Employers Council for specific positions or industries).
- O*Net, Occupational Information Network, developed under the sponsorship of the US Department of Labor/Employment and Training Administration (USDOL/ETA)

In 2016, the City added access to the CareerBuilder salary database. This database provides salary information from various survey data throughout the country, and includes the Bureau of Labor Statistics, market job postings, and aggregate data from large national sources such as ESMI.

We continue to work with Employers Council and the Colorado Municipal League to expand the benchmark jobs and refine current job descriptions in order to have as many City positions included in survey data as possible.

Participating Employers

For most of the City's positions, the labor market is defined as employers in the Denver metropolitan area (Adams, Arapahoe, Denver, Douglas, and Jefferson Counties), and Northern Colorado (Boulder, Larimer and Weld Counties). This is our primary recruitment area, although certain positions may require a varied and/or broader area to obtain salary data unavailable from the defined labor market. Identifying the appropriate labor market is essential for successful recruiting processes.

The surveys listed above represent a combination of data from various geographical areas covering a wide variety of industries including: public and private utility companies, rural electric associations, parks and recreation districts, fire districts, library districts, manufacturing and non-manufacturing organizations, various governmental entities, and corporations.

Survey Benchmarks

In general, benchmark positions:

- Are well-known, commonly understood occupations.
- Can be described for survey purposes in a concise manner that accurately identifies the nature of the work and the level of its difficulty and responsibility.
- Exist in reasonably substantial numbers in the work forces of other employers.

Benchmarks do not exist for every position within the pay plan, particularly those positions that are uncommon, unique to the organization, or for which adequate data is not published in the survey. The City currently has a total of 361 open range positions. Positions without a CML or EC match were individually benchmarked using industry specific surveys. In depth department meetings and updated job description review will alternate each year.

Although not obtainable for every City position, benchmarks are available for several positions within each job family of the pay plan and for both open range and step positions. Additionally, surveys are assessed annually in an effort to establish additional benchmarks as new positions are added.

To address those positions in the pay plan that are not matched to a survey benchmark or for which adequate market data is unavailable, the Human Resource Services Department utilizes a team evaluation process completed by the Chief HR Officer, the HR Business Partner and the Compensation Specialist. This process begins with a review and update of the job description with input from management/supervisory staff, after which the HR team compares job descriptions to assess and rank positions using established criteria. The criteria take into consideration the following: Scope of Position, Complexity of Job Tasks, Education, Certifications, Experience, Decision Making, Level of Difficulty and Impact on Budget and City Services.

Evaluation of Salary Survey Data

In 2019 for the 2020 Pay Plan the annual evaluation of the survey data included:

- Ensuring that each position match is a “valid” match using an industry standard determined by EC as a 70% match. This means that at least 70% of the position incumbent’s time is spent in the described function reported in survey. This may require follow up with individual organizations to ensure good matches.
- Ensuring that significant organizations have participated in the surveys.
- Calculating data collected from surveys on each identified benchmark for the purpose of (1) comparing the City’s position midpoint to the market pay range midpoint and (2) comparing the City’s actual salary to the actual market salary for the survey positions identified as benchmarks.
- Reviewing the width of our ranges compared to the appropriate market.
- Reviewing projected pay range movements and projected salary increases by others in the appropriate market.

Survey Results

In 2019 for the 2020 Pay Plan, the following results were found when comparing the City’s pay range midpoints and actual salaries with market range midpoints and market level salaries based on job families:

Job Family	City of Longmont range midpoints compared to market midpoints	City of Longmont actual salaries compared to market level salaries	City of Longmont actual salaries compared to market midpoints
Administrative	98.49%	98.34%	97.63%
Labor Trades	99.61%	99.65%	100.84%
Management	98.35%	97.43%	99.67%
Professional	99.27%	99.66%	99.50%
Citywide	98.93%	99.77%	99.41%

- Survey data for market pay ranges is used as a guide for preparing and maintaining the City’s position midpoints close to market level for similar positions.
- Survey data for actual salaries is obtained and utilized in making recommendations for step pay adjustments and base pay increases.

2021 Recommendations

Currently neither CML nor Employer's Council have updated, post COVID, recommendations regarding pay for 2021. The majority of our comparison municipal entities anticipate no salary increases for 2021 and most are reporting a "wait and see" approach to compensation for 2021 as many organizations are having to cut budgets and initiate furlough days to remain fiscally sound. Not knowing what "normal" life is going to look like for both individuals and businesses in the future left organizations feeling unsure of their budgetary recommendations for 2021.

Pay Range Movements and Salary Adjustments

Non-Collectively Bargained Positions:

Our current compensation philosophy strives for rapid movement to market level pay for employees who are meeting or exceeding expectations. In an effort to support this philosophy, staff is recommending up to a 5% increase for employees that (1) have an actual salary that is less than 101% of the market midpoint established for their position in the Proposed Pay Plan and, (2) are meeting or exceeding expectations. Employees may not receive increases in excess of the amount that would bring their salary to 101% of market. Newly hired and newly promoted employees (hired or promoted on or after 06/15/20) will not be eligible for an increase to basepay.

2021 Positions Reclassified due to job audits: Planning Director, Director of Power Delivery, Stormwater Technician, Metering & Application Support Coordinator, PWNR Assistant Director of Business Services, Inventory Control Technician, and Air Quality Oil & Gas Specialist.

2021 Positions with Benchmark Reviews: In-depth benchmark reviews were conducted for the following: Utility Billing Manager, Electric Meter Technician, Meter Shop Supervisor, Apprentice Meter Technician, Street Light Technician, Treatment Operations Manager, and Utility O&M Manager.

Bilingual Compensation: Our ability to communicate effectively with our non - English speaking customers strengthens our overall service delivery and makes us more successful as an organization and as a community. The Bilingual Compensation Program is designed to encourage and reward regular employees who are conversationally fluent in Spanish and American Sign Language and who assist us in the delivery of services to our diverse customers. The Bilingual Compensation Program was implemented in 2005. Rates for the Bilingual Compensation Program are being increased for 2021, details can be found under Appendix D.

Minimum Wage Increases: In accordance with the Colorado Constitution, minimum wage is adjusted annually for inflation as measured by the Consumer Price Index (CPI) used for Colorado. The inflation adjustment is based on the Consumer Price Index for All Urban Consumers (CPI-U) All Items, for the Denver-Boulder-Greeley combined metropolitan statistical area as published by the United States Bureau of Labor Statistics. The 2021 minimum wage has been set at \$12.32/hr.

Living Wage Adjustment: In 2001 the City established a guideline to pay all regular employees at least the Boulder County Living Wage for single wage earners. As recommended by the League of Women Voters, the Living Wage for 2021 will be set at \$17.42/hr. All regular benefited employees at the City of Longmont will meet or exceed this minimum threshold in 2021.

**CITYWIDE
JOB FAMILY
PAY GRADES**

ADMINISTRATIVE JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
A003	Accounting Assistant	\$3,443	\$3,825	\$4,131
A013	Accounting Technician	\$3,837	\$4,263	\$4,604
A022	Administrative Analyst	\$4,083	\$4,537	\$4,900
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A024	Administrative Supervisor	\$5,121	\$5,690	\$6,145
A014	Cashier	\$3,029	\$3,366	\$3,635
A009	Customer Service Representative	\$3,549	\$3,943	\$4,258
A011	Executive Assistant	\$4,171	\$4,634	\$5,005
A027	Fiber Customer Service Representative	\$3,549	\$3,943	\$4,258
A033	Fleet Administrative Assistant	\$3,810	\$4,233	\$4,572
A023	Head Cashier	\$3,817	\$4,241	\$4,580
A019	Human Resources Administrator	\$4,324	\$4,804	\$5,188
A001	Legal Support Specialist	\$4,442	\$4,935	\$5,330
A015	Library Assistant	\$2,810	\$3,122	\$3,372
A025	Library Page	\$2,624	\$2,964	\$3,201
A004	Library Technician	\$3,620	\$4,022	\$4,344
A016	Mail Room Clerk	\$2,709	\$3,010	\$3,251
A002	Office Assistant	\$2,840	\$3,156	\$3,408
A031	Parking Enforcement Officer	\$3,422	\$3,802	\$4,106
A007	Payroll Administrator	\$4,355	\$4,839	\$5,226
A018	Public Information Assistant	\$2,993	\$3,326	\$3,592
A017	Public Safety Records Supervisor	\$5,161	\$5,734	\$6,193
A020	Purchasing Technician	\$4,109	\$4,565	\$4,930
A005	Sales Tax Technician	\$3,789	\$4,210	\$4,547
A012	Sr Customer Service Representative	\$3,899	\$4,332	\$4,679
A006	Sr Library Technician	\$4,210	\$4,678	\$5,052
A021	Transportation Engineering Assistant	\$4,083	\$4,537	\$4,900
A026	Treasury Supervisor	\$5,043	\$5,603	\$6,051
A032	Utility Billing Customer Service Supervisor	\$5,121	\$5,690	\$6,145

LABOR JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
L054	Arborist Technician I	\$3,198	\$3,553	\$3,837
L055	Arborist Technician II	\$3,998	\$4,442	\$4,797
L075	Campus Supervisor	\$4,097	\$4,552	\$4,916
L033	Chief Plant Operator	\$5,699	\$6,332	\$6,839
L049	City Forester	\$6,065	\$6,739	\$7,278
L043	Control Systems Operations Supervisor	\$6,430	\$7,144	\$7,716
L064	Custodian	\$2,927	\$3,252	\$3,512
L005	Electrician	\$5,897	\$6,552	\$7,076
L011	Equipment Technician I	\$3,753	\$4,170	\$4,504
L007	Equipment Technician II	\$4,078	\$4,531	\$4,893
L031	EVT Technician	\$5,491	\$6,101	\$6,589
L076	Facilities Maintenance Supervisor	\$5,335	\$5,928	\$6,402
L032	Facilities Maintenance Technician I	\$3,684	\$4,093	\$4,420
L046	Facilities Maintenance Technician II	\$4,421	\$4,912	\$5,305
L041	Fiber Install Technician	\$4,516	\$5,018	\$5,419
L040	Fiber Optic Technician	\$5,580	\$6,200	\$6,696
L042	Fiber Service Technician	\$5,314	\$5,904	\$6,376
L013	Fleet Operations Supervisor	\$6,045	\$6,717	\$7,254
L073	Fleet Parts Buyer	\$4,249	\$4,721	\$5,099
L009	Fleet Service Coordinator	\$4,836	\$5,373	\$5,803
L069	Fleet Warehouse Worker	\$3,505	\$3,894	\$4,206
L016	Golf Course Equipment Mechanic	\$3,953	\$4,392	\$4,743
L020	Golf Course Supervisor	\$5,933	\$6,592	\$7,119
L066	Graffiti Removal Specialist	\$3,443	\$3,826	\$4,132
L053	Grounds Maintenance Technician I	\$3,036	\$3,373	\$3,643
L048	Grounds Maintenance Technician II	\$3,443	\$3,826	\$4,132
L052	Head Lifeguard	\$3,267	\$3,630	\$3,920
L030	Instrumentation Technician	\$5,468	\$6,075	\$6,561
L081	Lead Custodian	\$3,931	\$4,368	\$4,717
L039	Lead Master Equipment Technician	\$5,491	\$6,101	\$6,589
L018	Maintenance Supervisor	\$6,430	\$7,144	\$7,716
L026	Master ASE Equipment Technician I	\$4,494	\$4,993	\$5,392
L038	Master ASE Equipment Technician II	\$4,862	\$5,402	\$5,834
L061	Meter Reader	\$3,622	\$4,024	\$4,346
L067	Meter Reading Supervisor	\$5,305	\$5,894	\$6,366

LABOR TRADES JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
L034	Natural Resources Technician	\$4,028	\$4,476	\$4,834
L023	Operations & Maintenance Technician	\$4,878	\$5,420	\$5,854
L024	Operations & Maintenance Technician Lead	\$5,228	\$5,809	\$6,274
L044	Operations Support Specialist	\$4,810	\$5,344	\$5,772
L063	Park Ranger Technician I	\$3,036	\$3,373	\$3,643
L065	Park Ranger Technician II	\$3,443	\$3,826	\$4,132
L080	Parks/Open Space Ranger	\$4,097	\$4,552	\$4,916
L021	Parks Supervisor	\$5,936	\$6,596	\$7,124
L014	Pool Technician	\$4,063	\$4,514	\$4,875
L029	Public Works Technician I	\$3,877	\$4,308	\$4,653
L045	Public Works Technician II	\$4,176	\$4,640	\$5,011
L035	Sanitation Supervisor	\$5,614	\$6,238	\$6,737
L017	Sr Arborist Technician	\$4,530	\$5,033	\$5,436
L051	Sr Grounds Maintenance Technician	\$4,073	\$4,525	\$4,887
L057	Sr Meter Reader	\$4,345	\$4,828	\$5,214
L077	Sr Natural Resource Technician	\$4,738	\$5,264	\$5,685
L056	Sr Park Ranger Technician	\$4,097	\$4,552	\$4,916
L062	Sr Parks/Open Space Ranger	\$5,108	\$5,675	\$6,129
L006	Sr Traffic Signal Technician	\$5,110	\$5,678	\$6,132
L059	Sr Watershed Ranger	\$5,108	\$5,675	\$6,129
L037	System Operations Supervisor	\$6,430	\$7,144	\$7,716
L012	Traffic Signal Technician I	\$4,060	\$4,511	\$4,872
L008	Traffic Signal Technician II	\$4,511	\$5,012	\$5,413
L025	Treatment Operations Supervisor	\$6,430	\$7,144	\$7,716
L074	Utility & Streets Maintenance Supervisor	\$5,898	\$6,553	\$7,077
L078	Utility Parts Buyer/Inventory Control Technician	\$4,249	\$4,721	\$5,099
L060	Utility Worker	\$2,966	\$3,295	\$3,559
L047	Warehouse Supervisor	\$5,292	\$5,880	\$6,350
L058	Warehouse Worker	\$3,316	\$3,684	\$3,979
L072	Warehouse Worker II	\$4,045	\$4,494	\$4,854
L079	Watershed Ranger	\$4,097	\$4,552	\$4,916
L027	Water Utility Technician	\$4,375	\$4,861	\$5,250
L028	Water Utility Technician Lead	\$4,829	\$5,365	\$5,794

MANAGEMENT JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
M057	Accounting Manager	\$8,852	\$9,835	\$10,622
M080	AMI Project Manager	\$8,930	\$9,922	\$10,716
M054	Assistant Chief Building Official	\$6,993	\$7,770	\$8,392
M049	Assistant City Manager	\$12,529	\$13,921	\$15,035
M017	Assistant Director of Finance	\$10,083	\$11,203	\$12,099
M047	Assistant Fire Chief	\$8,761	\$10,841	\$11,708
M048	Assistant Fire Chief, Non Shift	\$8,761	\$10,841	\$11,708
M037	Assistant Public Safety Chief	\$9,689	\$10,766	\$11,627
M052	Broadband Network Operations Manager	\$9,563	\$10,625	\$11,475
M016	Budget Manager	\$9,187	\$10,208	\$11,025
M056	CDBG Disaster Recovery Manager	\$8,659	\$9,621	\$10,391
M008	Chief Building Official	\$8,005	\$8,894	\$9,606
M005	Chief Financial Officer	\$11,680	\$12,978	\$14,016
M046	Chief Human Resources Officer	\$10,540	\$11,711	\$12,648
M061	Chief of Public Safety	\$14,360	\$15,955	\$17,231
M024	CYF Manager	\$6,783	\$7,537	\$8,140
M035	City Clerk	\$8,958	\$9,953	\$10,749
M033	Communications Center Manager	\$8,031	\$8,923	\$9,637
M055	Community & Neighborhood Resources Manager	\$6,918	\$7,687	\$8,302
M013	Deputy City Attorney	\$10,668	\$11,853	\$12,801
M072	Deputy City Manager	\$17,803	\$19,781	\$21,363
M051	Deputy Public Safety Chief	\$11,487	\$12,763	\$13,784
M074	Director of Broadband Services	\$12,947	\$14,386	\$15,537
M006	Director of Community Services	\$11,470	\$12,744	\$13,764
M064	Director of Electric Customer Service	\$9,821	\$10,912	\$11,785
M009	Director of Electric Engineering	\$10,751	\$11,946	\$12,902
M073	Director of Electric Services	\$12,947	\$14,386	\$15,537
M082	Director of Power Delivery	\$10,334	\$11,482	\$12,401
M027	Electric Construction Coordinator	\$8,800	\$9,778	\$10,560
M032	Electric Technology Services Coordinator	\$8,295	\$9,217	\$9,954
M071	ETS Director	\$10,622	\$11,802	\$12,746
M075	Facilities Manager	\$7,803	\$8,670	\$9,364
M063	Facilities Operations & CIP Manager	\$6,583	\$7,314	\$7,899
M076	Fiber Network Director	\$11,025	\$12,250	\$13,230
M058	Flood Recovery Manager	\$6,314	\$7,016	\$7,577
M019	Fleet Manager	\$7,736	\$8,595	\$9,283

MANAGEMENT JOB FAMILY

Position	Title	2021 Min	2021 Mid	2021 Max
M028	Golf Operations Manager	\$7,971	\$8,857	\$9,566
M067	Human Resources Asst Director	\$6,848	\$7,609	\$8,218
M050	Land Program Administrator	\$8,508	\$9,453	\$10,209
M011	Library Director	\$9,438	\$10,487	\$11,326
M077	LPC Internal Services Director	\$9,862	\$10,958	\$11,835
M022	Museum Director	\$7,774	\$8,638	\$9,329
M065	Parks Superintendent	\$7,933	\$8,814	\$9,519
M081	Planning Director	\$9,806	\$10,896	\$11,768
M066	Planning Manager	\$8,041	\$8,934	\$9,649
M014	Police Commander	\$10,135	\$11,261	\$12,162
M060	Public Safety Technical Services Manager	\$8,130	\$9,033	\$9,756
M020	Purchasing & Contracts Manager	\$7,707	\$8,563	\$9,248
M083	PWNR Asst Director of Business Services	\$10,159	\$11,288	\$12,191
M078	PWNR Director of Business & Environmental Srvcs	\$11,289	\$12,543	\$13,546
M041	PWNR Director of Engineering Services	\$11,289	\$12,543	\$13,546
M040	PWNR Director of Operations	\$11,289	\$12,543	\$13,546
M045	PWNR Engineering Administrator	\$9,138	\$10,153	\$10,965
M043	PWNR Environmental Services Manager	\$10,159	\$11,288	\$12,191
M079	PWNR Director of Parks & Natural Resources	\$11,289	\$12,543	\$13,546
M069	PWNR Technical Services Manager	\$8,130	\$9,033	\$9,756
M021	Recreation & Golf Manager	\$8,787	\$9,763	\$10,544
M031	Redevelopment Revitalization Manager	\$6,965	\$8,008	\$8,649
M029	Risk Manager	\$7,966	\$8,851	\$9,559
M023	Seniors Services Manager	\$6,783	\$7,537	\$8,140
M053	Special Projects Manager	\$8,091	\$8,990	\$9,709
M039	Traffic Engineering Administrator	\$9,138	\$10,153	\$10,965
M070	Transportation Planning Manager	\$8,041	\$8,934	\$9,649
M084	Transportation System Maintenance Manager	\$8,497	\$9,441	\$10,196
M036	Treatment Operations Manager	\$9,203	\$10,225	\$11,043
M018	Utility O&M Manager	\$8,497	\$9,441	\$10,196
M068	Waste Services Manager	\$7,980	\$8,867	\$9,576
M025	Water Resources Manager	\$9,138	\$10,153	\$10,965

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
P189	Accountant	\$4,988	\$5,542	\$5,985
P106	Accounting/Budget Analyst	\$5,855	\$6,506	\$7,026
P130	Accounting Supervisor	\$7,345	\$8,161	\$8,814
P076	Airport Manager	\$7,654	\$8,504	\$9,184
P269	Air Quality/Oil & Gas Coordinator	\$7,089	\$7,877	\$8,507
P208	Application Support Analyst, Fixed Term	\$6,122	\$6,802	\$7,346
P202	Art In Public Places Administrator	\$4,529	\$5,032	\$5,435
P008	Assistant City Attorney I	\$6,753	\$7,503	\$8,103
P014	Assistant City Attorney II	\$8,601	\$9,557	\$10,322
P020	Assistant Fire Marshal	\$7,133	\$7,926	\$8,560
P122	Assistant Librarian	\$3,597	\$3,997	\$4,317
P025	Associate Electrical Engineer	\$6,885	\$7,650	\$8,262
P021	Associate Planner	\$4,683	\$5,203	\$5,619
P151	Auditorium and Event Manager	\$4,926	\$5,473	\$5,911
P037	Benefits Administrator	\$7,523	\$8,359	\$9,028
P152	Billing Specialist	\$4,611	\$5,123	\$5,533
P193	Budget Analyst	\$5,796	\$6,440	\$6,955
P036	Building Inspection Supervisor	\$6,476	\$7,196	\$7,772
P123	Building Inspector	\$5,028	\$5,587	\$6,034
P080	Building Permit Technician	\$3,884	\$4,316	\$4,661
P215	Building Permit Tech II	\$4,331	\$4,812	\$5,197
P100	Business Analyst	\$5,796	\$6,440	\$6,955
P289	Business Process Improvement Coordinator	\$6,296	\$6,996	\$7,556
P194	Buyer I	\$4,154	\$4,615	\$4,984
P168	Buyer II	\$5,016	\$5,573	\$6,019
P178	Callahan House Manager	\$4,822	\$5,358	\$5,787
P045	CDBG Coordinator	\$5,711	\$6,346	\$6,854
P034	Chief Probation Officer	\$6,296	\$6,996	\$7,556
P087	Circulation Desk Manager	\$4,755	\$5,283	\$5,706
P259	CIS Business Analyst, Fixed Term	\$5,796	\$6,440	\$6,955
P056	Civil Engineer I	\$6,383	\$7,092	\$7,659
P057	Civil Engineer II	\$7,089	\$7,877	\$8,507
P173	Code Enforcement Inspector	\$4,351	\$4,834	\$5,221
P082	Code Enforcement Manager	\$5,776	\$6,418	\$6,931
P181	Commercial Broadband Sales Coord	\$6,389	\$7,099	\$7,667
P216	Communications Manager	\$7,509	\$8,633	\$9,324
P218	Communications & Marketing Specialist	\$4,814	\$5,692	\$6,147
P029	Community Relations Program Coordinator	\$6,112	\$6,791	\$7,334
P192	Community Relations Specialist	\$5,557	\$6,174	\$6,668
P071	Community Service Coordinator	\$3,913	\$4,348	\$4,696
P217	Community Service Project Coordinator	\$5,996	\$6,895	\$7,447

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
P264	Compensation & Benefit Specialist	\$5,996	\$5,672	\$6,126
P039	Construction Inspection Supervisor	\$6,851	\$7,877	\$8,507
P015	Construction Inspector	\$4,929	\$5,477	\$5,915
P108	Court Administrator	\$5,723	\$6,359	\$6,868
P048	CYF Counselor	\$4,887	\$5,430	\$5,864
P055	CYF Community Coordinator	\$5,427	\$6,030	\$6,512
P196	CYF Program Leader	\$4,320	\$4,800	\$5,184
P190	CYF Program Specialist	\$4,721	\$5,245	\$5,665
P125	Database Administrator	\$6,869	\$7,632	\$8,243
P120	Device Specialist	\$4,611	\$5,123	\$5,533
P257	Digital Media Records/Evidence Tech	\$4,102	\$4,558	\$4,923
P242	Economic Sustainability Specialist	\$5,469	\$6,077	\$6,563
P017	Electric Distribution Field Engineer I	\$5,802	\$6,447	\$6,963
P013	Electric Distribution Field Engineer II	\$6,107	\$6,785	\$7,328
P083	Electric Distribution Field Engineer Trainee	\$5,191	\$5,768	\$6,229
P024	Electric Engineering Project Coordinator	\$8,207	\$9,119	\$9,849
P026	Electrical Engineer	\$7,959	\$8,843	\$9,550
P059	Electrical Inspector	\$5,248	\$5,831	\$6,297
P145	Emergency CommTech Sys Administrator	\$6,474	\$7,193	\$7,768
P240	Emergency Management Coordinator	\$6,073	\$7,016	\$7,577
P090	Energy Services Program Coordinator	\$4,465	\$4,961	\$5,358
P089	Energy Services Specialist	\$6,065	\$6,739	\$7,278
P084	Engineering & Surveying Technician Sup	\$6,851	\$7,877	\$8,507
P016	Engineering Technician	\$4,955	\$5,505	\$5,945
P065	Environmental Project Specialist	\$5,400	\$6,000	\$6,480
P132	Environmental Regulatory Specialist	\$4,348	\$4,831	\$5,217
P268	Environmental/Sustainability Planner	\$6,288	\$6,987	\$7,546
P266	ERP Business Analyst	\$6,296	\$6,996	\$7,556
P283	Fiber Construction Coordinator	\$6,161	\$6,845	\$7,393
P276	Fiber Field Engineer I	\$5,802	\$6,447	\$6,963
P229	Fiber Optic Outside Plant Engineer	\$6,107	\$6,785	\$7,328
P275	Fiber Outside Plant Manager	\$7,089	\$7,877	\$8,507
P294	Fiber Service & Quality Assurance Specialist	\$4,127	\$4,585	\$4,952
P140	Fiber Technical Service Representative	\$4,443	\$4,937	\$5,332
P092	Field Engineer	\$5,687	\$6,319	\$6,825
P182	Field Service Supervisor	\$6,138	\$6,820	\$7,366
P214	Fire Protection Engineer	\$6,755	\$7,505	\$8,105
P153	Fitness Specialist	\$3,960	\$4,400	\$4,752
P107	Fleet Analyst	\$5,796	\$6,440	\$6,955
P148	Flood Recovery Specialist	\$6,383	\$7,092	\$7,659
P159	Fund Development & Marketing Specialist	\$5,729	\$6,365	\$6,874
P006	GIS Analyst	\$5,045	\$5,606	\$6,054
P044	GIS Coordinator	\$6,161	\$6,845	\$7,393

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
P018	GIS/Mapping Technician	\$4,119	\$4,577	\$4,943
P267	Grant Coordinator	\$4,488	\$4,987	\$5,386
P078	Housing/Community Investment Prog Spec	\$5,197	\$5,774	\$6,236
P142	Housing Rehabilitation Inspector	\$5,028	\$5,587	\$6,034
P263	Human Resources Partner I	\$4,838	\$5,375	\$5,805
P050	Human Resources Partner II	\$5,841	\$6,490	\$7,009
P031	Industrial Pre-Treatment Coordinator	\$6,681	\$7,423	\$8,017
P105	Key Account Manager	\$7,466	\$8,296	\$8,960
P288	Laboratory Support Technician	\$3,724	\$4,138	\$4,469
P228	Lead Accountant	\$6,035	\$7,148	\$7,720
P169	Lead ERP Tech Function Analyst	\$8,204	\$9,115	\$9,844
P098	Lead GIS Analyst	\$5,845	\$6,494	\$7,014
P286	Lead Infrastructure Analyst	\$7,624	\$8,471	\$9,149
P164	Lead Systems Integration Analyst	\$7,391	\$8,212	\$8,869
P239	Legal Administrator/Paralegal	\$4,994	\$5,549	\$5,993
P111	Librarian I	\$4,494	\$4,993	\$5,392
P184	Librarian I, NE	\$4,494	\$4,993	\$5,392
P047	Librarian II	\$6,266	\$6,962	\$7,519
P237	Licensing Coordinator	\$4,230	\$4,778	\$5,160
P177	LPC Communications & Marketing Manager	\$6,579	\$7,310	\$7,895
P270	LPC Customer Process & Billing Analyst	\$5,796	\$6,440	\$6,955
P271	LPC Customer Sales & Service Manager	\$5,682	\$6,313	\$6,818
P277	LPC Marketing Coordinator	\$5,123	\$5,692	\$6,147
P136	LPC Network Engineer	\$7,835	\$8,705	\$9,401
P209	LPC Safety Coordinator	\$5,568	\$6,187	\$6,682
P293	LPC Sr Electrical Inspector	\$6,952	\$7,724	\$8,342
P210	LPC Sr Network Engineer	\$8,606	\$9,562	\$10,327
P155	Marketing Coordinator	\$5,123	\$5,692	\$6,147
P199	Marketing Coordinator, NE	\$5,123	\$5,692	\$6,147
P139	MDU & Commercial Sales Engineer	\$7,100	\$7,889	\$8,520
P133	Multi Media/Marketing Specialist	\$5,034	\$5,593	\$6,040
P201	Multi Media/Marketing Specialist, NE	\$5,034	\$5,593	\$6,040
P183	Museum Curator	\$4,529	\$5,032	\$5,435
P249	Museum Exhibitions Technician	\$3,032	\$3,369	\$3,639
P186	Museum Program Leader	\$4,320	\$4,800	\$5,184
P248	Natural Resources Analyst	\$4,083	\$4,537	\$4,900
P094	Natural Resources Specialist	\$5,280	\$5,867	\$6,336
P281	Natural Resources Supervisor/Project Manager II	\$5,649	\$6,277	\$6,779
P068	Neighborhood Resource Specialist	\$5,557	\$6,174	\$6,668
P035	Network Analyst	\$6,210	\$6,900	\$7,452
P273	Network Operations Center Technician	\$4,888	\$5,431	\$5,865
P022	Planner	\$5,363	\$5,959	\$6,436

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
P150	Planning Technician	\$4,379	\$4,865	\$5,254
P060	Plans Examiner	\$5,180	\$5,756	\$6,216
P030	Principal Planner	\$7,572	\$8,413	\$9,086
P074	Probation Officer	\$4,496	\$4,996	\$5,396
P280	Process Analyst/Project Manager	\$5,934	\$6,593	\$7,120
P052	Procurement Specialist	\$6,024	\$6,693	\$7,228
P272	Product Marketing & Distribution Manager	\$7,331	\$8,145	\$8,797
P146	Project Manager I	\$5,687	\$6,319	\$6,825
P101	Project Manager II	\$6,383	\$7,092	\$7,659
P126	Prosecuting Attorney I	\$6,908	\$7,676	\$8,290
P127	Prosecuting Attorney II	\$8,046	\$8,940	\$9,655
P244	PS Communications & Marketing Manager	\$6,579	\$7,310	\$7,895
P144	PS Data/Statistical Analyst	\$5,292	\$5,880	\$6,350
P171	PS IT Application Support Analyst	\$4,611	\$5,123	\$5,533
P255	PS Network & Tech Support	\$5,367	\$5,963	\$6,440
P085	Public Information Officer	\$6,292	\$6,991	\$7,550
P131	Public Information Specialist	\$5,546	\$6,162	\$6,655
P141	Public Relations & Marketing Specialist	\$5,059	\$5,621	\$6,071
P118	Public Safety Outreach Manager	\$5,232	\$5,813	\$6,278
P066	Public Safety Technical Support	\$4,611	\$5,123	\$5,533
P138	Purchasing Card Administrator	\$4,415	\$4,906	\$5,298
P175	PWNR Communications & Marketing Manager	\$6,579	\$7,310	\$7,895
P227	PWNR Proj Mngr II/Volunteer Coordinator	\$5,297	\$6,264	\$6,765
P179	PWNR Rate Analyst/Manager	\$7,886	\$8,762	\$9,463
P102	Range Coordinator	\$5,623	\$6,248	\$6,748
P081	Records Manager/Deputy City Clerk	\$5,994	\$6,660	\$7,193
P041	Recreation Area Supervisor	\$6,008	\$6,676	\$7,210
P061	Recreation Program Supervisor	\$5,343	\$5,937	\$6,412
P062	Recreation Program Coordinator	\$4,320	\$4,800	\$5,184
P160	Registrar	\$3,322	\$3,691	\$3,986
P278	Renewable Energy Strategy Manager	\$7,802	\$8,669	\$9,363
P116	Research & Community Engagement Manager	\$6,154	\$6,838	\$7,385
P174	Resiliency Environmental Planner	\$6,383	\$7,092	\$7,659
P054	Risk Management Claims Adjuster	\$6,069	\$6,743	\$7,282
P166	Safety Education Coordinator	\$5,358	\$5,953	\$6,429
P117	Safety Officer	\$6,188	\$6,875	\$7,425
P284	Sales Coordinator	\$4,982	\$5,536	\$5,979
P279	Sales & Distribution Manager	\$6,187	\$6,874	\$7,424
P282	Sales Engineer	\$5,732	\$6,369	\$6,879
P188	Sales Tax Accountant	\$4,988	\$5,542	\$5,985
P147	Sales Tax Administrator	\$6,794	\$7,549	\$8,153
P114	Sales Tax Auditor	\$5,408	\$6,009	\$6,490

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
P213	Security Analyst	\$7,181	\$7,979	\$8,617
P049	Seniors Counseling & Resource Educ Coord	\$4,887	\$5,430	\$5,864
P103	Seniors Recreation Program Coordinator	\$4,320	\$4,800	\$5,184
P051	Seniors Recreaton Program Supervisor	\$5,343	\$5,937	\$6,412
P195	Seniors Resource Specialist	\$4,721	\$5,245	\$5,665
P297	Sharepoint/O365 Architect	\$7,181	\$7,979	\$8,617
P115	Sr Accountant	\$5,855	\$6,506	\$7,026
P262	Sr Assistant City Attorney	\$10,264	\$11,404	\$12,316
P156	Sr Budget Analyst	\$6,711	\$7,457	\$8,054
P124	Sr Building Inspector	\$5,379	\$5,977	\$6,455
P234	Sr CJF Technical Functional Analyst	\$7,383	\$8,203	\$8,859
P238	Sr CIS Technical Functional Analyst	\$7,383	\$8,203	\$8,859
P058	Sr Civil Engineer	\$8,053	\$8,948	\$9,664
P104	Sr Code Enforcement/Housing Inspector	\$5,028	\$5,587	\$6,034
P009	Sr Construction Inspector	\$5,423	\$6,025	\$6,507
P207	Sr Electrical & Control Systems Engineer	\$9,022	\$10,024	\$10,826
P027	Sr Electrical Engineer	\$9,022	\$10,024	\$10,826
P212	Sr Electrical Inspector	\$5,772	\$6,413	\$6,926
P004	Sr Engineering Technician	\$5,687	\$6,319	\$6,825
P086	Sr Fire Code Inspector	\$6,368	\$7,075	\$7,641
P128	Sr GIS Analyst	\$5,845	\$6,494	\$7,014
P019	Sr GIS/Mapping Technician	\$5,149	\$5,721	\$6,179
P005	Sr Network Analyst	\$7,633	\$8,481	\$9,159
P023	Sr Planner	\$6,288	\$6,987	\$7,546
P043	Sr Plans Examiner	\$5,846	\$6,495	\$7,015
P007	Sr Programmer Analyst	\$7,616	\$8,462	\$9,139
P143	Sr Project Manager	\$7,089	\$7,877	\$8,507
P231	Sr Project Manager/Plans Examiner	\$6,625	\$7,361	\$7,950
P250	Sr PS Tech Support	\$5,367	\$5,963	\$6,440
P251	Sr Technical Functional Analyst	\$7,383	\$8,203	\$8,859
P252	Storm Water Tech	\$5,137	\$5,708	\$6,165
P267	Sustainability Grant & Program Coordinator	\$4,488	\$4,987	\$5,386
P205	Sustainability Program Manager	\$7,087	\$7,874	\$8,504
P154	Swim Lesson Specialist	\$3,959	\$4,399	\$4,751
P157	Systems Admin/Analyst	\$6,285	\$6,983	\$7,542
P158	Systems Analyst/DBA	\$6,952	\$7,724	\$8,342
P226	Systems Administrator I	\$4,948	\$5,888	\$6,359
P095	Systems Administrator II	\$6,216	\$6,907	\$7,460
P265	Technical Functional Analyst	\$6,952	\$7,724	\$8,342
P170	Training Coordinator	\$5,486	\$6,096	\$6,584
P012	Transportation Planner	\$6,673	\$7,414	\$8,007
P191	Utility Billing Manager	\$8,067	\$8,963	\$9,680
P109	Utility Rate Analyst	\$7,169	\$7,965	\$8,602

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2021 Min	2021 Mid	2021 Max
P091	Victim Services Coordinator	\$5,729	\$6,365	\$6,874
P206	Visitor Services Manager	\$4,308	\$4,787	\$5,170
P253	Water Conservation & Sustainability Specialist	\$5,768	\$6,409	\$6,922
P290	Water Quality Analyst I	\$4,103	\$4,559	\$4,924
P291	Water Quality Analyst II	\$4,758	\$5,287	\$5,710
P010	Water Quality Lab Supervisor	\$6,878	\$7,642	\$8,253
P292	Water Quality Specialist I	\$5,439	\$6,043	\$6,526
P287	Water Quality Specialist II	\$6,159	\$6,843	\$7,390
P042	Water Resource Analyst	\$6,152	\$6,835	\$7,382
P247	Water Resources Engineer	\$8,053	\$8,948	\$9,664
P172	Website Coordinator	\$6,902	\$7,669	\$8,283
P046	Wellness Coordinator	\$4,923	\$5,470	\$5,908

TITLES AND PAY GRADES BY DEPARTMENT

CITY MANAGER'S/CITY ATTORNEY'S OFFICE

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A011	Executive Assistant	\$4,171	\$4,634	\$5,005
A001	Legal Support Specialist	\$4,280	\$4,935	\$5,330

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M049	Assistant City Manager	\$12,529	\$13,921	\$15,035
M013	Deputy City Attorney	\$10,668	\$11,853	\$12,801
M072	Deputy City Manager	\$17,803	\$19,781	\$21,363

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P008	Assistant City Attorney I	\$6,753	\$7,503	\$8,103
P014	Assistant City Attorney II	\$8,601	\$9,557	\$10,322
P216	Communications Manager	\$7,770	\$8,633	\$9,324
P239	Legal Administrator/Paralegal	\$4,994	\$5,549	\$5,993
P126	Prosecuting Attorney I	\$6,908	\$7,676	\$8,290
P127	Prosecuting Attorney II	\$8,046	\$8,940	\$9,655
P085	Public Information Officer	\$6,292	\$6,991	\$7,550
P131	Public Information Specialist	\$5,546	\$6,162	\$6,655
P262	Sr Assistant City Attorney	\$10,264	\$11,404	\$12,316

EXTERNAL SERVICES DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A011	Executive Assistant	\$4,171	\$4,634	\$5,005
A015	Library Assistant	\$2,810	\$3,122	\$3,372
A025	Library Page	\$2,668	\$2,964	\$3,201
A004	Library Technician	\$3,620	\$4,022	\$4,344
A002	Office Assistant	\$2,840	\$3,156	\$3,408
A031	Parking Enforcement Officer	\$3,422	\$3,802	\$4,106
A006	Sr. Library Technician	\$4,210	\$4,678	\$5,052

LABOR TRADES

Salary #	Title	2021 Min	2021 Mid	2021 Max
L075	Campus Supervisor	\$4,097	\$4,552	\$4,916
L064	Custodian	\$2,927	\$3,252	\$3,512
L016	Golf Course Equipment Mechanic	\$3,953	\$4,392	\$4,743
L020	Golf Course Supervisor	\$5,933	\$6,592	\$7,119
L066	Graffiti Removal Specialist	\$3,443	\$3,826	\$4,132
L053	Grounds Maintenance Technician I	\$3,036	\$3,373	\$3,643
L048	Grounds Maintenance Technician II	\$3,443	\$3,826	\$4,132
L052	Head Lifeguard	\$3,267	\$3,630	\$3,920
L081	Lead Custodian	\$3,931	\$4,368	\$4,717
L014	Pool Technician	\$4,063	\$4,514	\$4,875
L051	Sr. Grounds Maintenance Technician	\$4,073	\$4,525	\$4,887

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M054	Assistant Chief Building Official	\$6,993	\$7,770	\$8,392
M049	Assistant City Manager	\$12,529	\$13,921	\$15,035
M056	CDBG Disaster Recovery Manager	\$8,659	\$9,621	\$10,391
M008	Chief Building Official	\$8,005	\$8,894	\$9,606
M055	Community & Neighborhood Resources Manager	\$6,918	\$7,687	\$8,302
M024	CYF Manager	\$6,783	\$7,537	\$8,140
M006	Director of Community Services	\$11,470	\$12,744	\$13,764
M028	Golf Operations Manager	\$7,971	\$8,857	\$9,566
M011	Library Director	\$9,438	\$10,487	\$11,326
M022	Museum Director	\$7,774	\$8,638	\$9,329
M081	Planning Director	\$9,806	\$10,896	\$11,768

EXTERNAL SERVICES DEPARTMENT

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M066	Planning Manager	\$8,041	\$8,934	\$9,649
M021	Recreation & Golf Manager	\$8,787	\$9,763	\$10,544
M031	Redevelopment Revitalization Manager	\$7,207	\$8,008	\$8,649
M023	Seniors Services Manager	\$6,783	\$7,537	\$8,140
M053	Special Projects Manager	\$8,091	\$8,990	\$9,709
M070	Transportation Planning Manager	\$8,041	\$8,934	\$9,649

PROFESSIONAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P189	Accountant	\$4,988	\$5,542	\$5,985
P076	Airport Manager	\$7,654	\$8,504	\$9,184
P208	Application Support Analyst, Fixed Term	\$5,916	\$6,802	\$7,346
P202	Art In Public Places Administrator	\$4,529	\$5,032	\$5,435
P122	Assistant Librarian	\$3,597	\$3,997	\$4,317
P021	Associate Planner	\$4,683	\$5,203	\$5,619
P151	Auditorium and Event Manager	\$4,926	\$5,473	\$5,911
P036	Building Inspection Supervisor	\$6,476	\$7,196	\$7,772
P123	Building Inspector	\$5,028	\$5,587	\$6,034
P080	Building Permit Technician	\$3,884	\$4,316	\$4,661
P215	Building Permit Tech II	\$4,331	\$4,812	\$5,197
P178	Callahan House Manager	\$4,822	\$5,358	\$5,787
P045	CDBG Coordinator	\$5,711	\$6,346	\$6,854
P087	Circulation Desk Manager	\$4,755	\$5,283	\$5,706
P173	Code Enforcement Inspector	\$4,351	\$4,834	\$5,221
P082	Code Enforcement Manager	\$5,776	\$6,418	\$6,931
P218	Communications & Marketing Specialist	\$5,123	\$5,692	\$6,147
P029	Community Relations Program Coordinator	\$6,112	\$6,791	\$7,334
P192	Community Relations Specialist	\$5,557	\$6,174	\$6,668
P048	CYF Counselor	\$4,887	\$5,430	\$5,864
P055	CYF Community Coordinator	\$5,427	\$6,030	\$6,512
P196	CYF Program Leader	\$4,320	\$4,800	\$5,184
P190	CYF Program Specialist	\$4,721	\$5,245	\$5,665
P120	Device Specialist	\$4,611	\$5,123	\$5,533
P059	Electrical Inspector	\$5,248	\$5,831	\$6,297
P268	Environmental/Sustainability Planner	\$6,288	\$6,987	\$7,546
P153	Fitness Specialist	\$3,960	\$4,400	\$4,752

EXTERNAL SERVICES DEPARTMENT

PROFESSIONAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P159	Fund Development & Marketing Specialist	\$5,729	\$6,365	\$6,874
P078	Housing/Community Investment Prog Spec	\$5,197	\$5,774	\$6,236
P142	Housing Rehabilitation Inspector	\$5,028	\$5,587	\$6,034
P111	Librarian I	\$4,494	\$4,993	\$5,392
P184	Librarian I, NE	\$4,494	\$4,993	\$5,392
P047	Librarian II	\$6,266	\$6,962	\$7,519
P155	Marketing Coordinator	\$5,123	\$5,692	\$6,147
P199	Marketing Coordinator, NE	\$5,123	\$5,692	\$6,147
P183	Museum Curator	\$4,529	\$5,032	\$5,435
P249	Museum Exhibitions Tech	\$3,032	\$3,369	\$3,639
P186	Museum Program Leader	\$4,320	\$4,800	\$5,184
P022	Planner	\$5,363	\$5,959	\$6,436
P150	Planning Technician	\$4,379	\$4,865	\$5,254
P060	Plans Examiner	\$5,180	\$5,756	\$6,216
P030	Principal Planner	\$7,572	\$8,413	\$9,086
P101	Project Manager II	\$6,383	\$7,092	\$7,659
P141	Public Relations & Marketing Specialist	\$5,059	\$5,621	\$6,071
P041	Recreation Area Supervisor	\$6,008	\$6,676	\$7,210
P061	Recreation Program Supervisor	\$5,343	\$5,937	\$6,412
P062	Recreation Program Coordinator	\$4,320	\$4,800	\$5,184
P160	Registrar	\$3,322	\$3,691	\$3,986
P174	Resiliency Environmental Planner	\$6,383	\$7,092	\$7,659
P049	Seniors Counseling & Resource Educ Coord	\$4,887	\$5,430	\$5,864
P103	Seniors Recreation Program Coordinator	\$4,320	\$4,800	\$5,184
P051	Seniors Recreation Program Supervisor	\$5,343	\$5,937	\$6,412
P195	Seniors Resource Specialist	\$4,721	\$5,245	\$5,665
P124	Sr Building Inspector	\$5,379	\$5,977	\$6,455
P104	Sr Code Enforcement/Housing Inspector	\$5,028	\$5,587	\$6,034
P212	Sr Electrical Inspector	\$5,772	\$6,413	\$6,926
P086	Sr Fire Code Inspector	\$6,368	\$7,075	\$7,641
P023	Sr Planner	\$6,288	\$6,987	\$7,546
P043	Sr Plans Examiner	\$5,846	\$6,495	\$7,015
P231	Sr Project Manager/Plans Examiner	\$6,625	\$7,361	\$7,950
P154	Swim Lesson Specialist	\$3,959	\$4,399	\$4,751
P012	Transportation Planner	\$6,673	\$7,414	\$8,007

HUMAN RESOURCE SERVICES DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A019	Human Resources Administrator	\$4,324	\$4,804	\$5,188

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M046	Chief Human Resources Officer	\$10,540	\$11,711	\$12,648
M067	Human Resources Asst Director	\$6,848	\$7,609	\$8,218

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P037	Benefits Administrator	\$7,523	\$8,359	\$9,028
P264	Compensation & Benefit Specialist	\$5,105	\$5,672	\$6,126
P263	Human Resources Partner I	\$4,838	\$5,375	\$5,805
P050	Human Resources Partner II	\$5,841	\$6,490	\$7,009

MUNICIPAL COURT

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P034	Chief Probation Officer	\$6,296	\$6,996	\$7,556
P071	Community Service Coordinator	\$3,913	\$4,348	\$4,696
P108	Court Administrator	\$5,723	\$6,359	\$6,868
P074	Probation Officer	\$4,496	\$4,996	\$5,396

LONGMONT POWER & COMMUNICATIONS

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A024	Administrative Supervisor	\$5,121	\$5,690	\$6,145
A027	Fiber Customer Service Representative	\$3,549	\$3,943	\$4,258
A002	Office Assistant	\$2,840	\$3,156	\$3,408

LABOR

Salary #	Title	2021 Min	2021 Mid	2021 Max
L041	Fiber Install Technician	\$4,516	\$5,018	\$5,419
L040	Fiber Optic Technician	\$5,580	\$6,200	\$6,696
L042	Fiber Service Technician	\$5,314	\$5,904	\$6,376
L061	Meter Reader	\$3,622	\$4,024	\$4,346
L067	Meter Reading Supervisor	\$5,305	\$5,894	\$6,366
L057	Sr Meter Reader	\$4,345	\$4,828	\$5,214
L078	Utility Parts Buyer/Inventory Control Technician	\$4,249	\$4,721	\$5,099
L047	Warehouse Supervisor	\$5,292	\$5,880	\$6,350
L058	Warehouse Worker	\$3,316	\$3,684	\$3,979
L072	Warehouse Worker II	\$4,045	\$4,494	\$4,854

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M080	AMI Project Manager	\$8,930	\$9,922	\$10,716
M052	Broadband Network Operations Manager	\$9,563	\$10,625	\$11,475
M074	Director of Broadband Services	\$12,947	\$14,386	\$15,537
M073	Director of Electric Services	\$12,947	\$14,386	\$15,537
M064	Director of Electric Customer Service	\$9,821	\$10,912	\$11,785
M009	Director of Electric Engineering	\$10,751	\$11,946	\$12,902
M082	Director of Power Delivery	\$10,334	\$11,482	\$12,401
M027	Electric Construction Coordinator	\$8,800	\$9,778	\$10,560
M032	Electric Technology Services Coordinator	\$8,295	\$9,217	\$9,954
M076	Fiber Network Director	\$11,025	\$12,250	\$13,230
M077	LPC Internal Services Director	\$9,862	\$10,958	\$11,835

LONGMONT POWER & COMMUNICATIONS

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P289	Business Process Improvement Coordinator	\$6,296	\$6,996	\$7,556
P017	Electric Distribution Field Engineer I	\$5,802	\$6,447	\$6,963
P013	Electric Distribution Field Engineer II	\$6,107	\$6,785	\$7,328
P083	Electric Distribution Field Engineer Trainee	\$5,191	\$5,768	\$6,229
P024	Electric Engineering Project Coordinator	\$8,207	\$9,119	\$9,849
P026	Electrical Engineer	\$7,959	\$8,843	\$9,550
P090	Energy Services Program Coordinator	\$4,465	\$4,961	\$5,358
P089	Energy Services Specialist	\$6,065	\$6,739	\$7,278
P283	Fiber Construction Coordinator	\$6,161	\$6,845	\$7,393
P276	Fiber Field Engineer I	\$5,802	\$6,447	\$6,963
P229	Fiber Optic Outside Plant Engineer	\$6,107	\$6,785	\$7,328
P275	Fiber Outside Plant Manager	\$7,089	\$7,877	\$8,507
P294	Fiber Service & Quality Assurance Specialist	\$4,127	\$4,585	\$4,952
P140	Fiber Technical Service Representative	\$4,443	\$4,937	\$5,332
P182	Field Service Supervisor	\$6,138	\$6,820	\$7,366
P105	Key Account Manager	\$7,466	\$8,296	\$8,960
P177	LPC Communications & Marketing Manager	\$6,579	\$7,310	\$7,895
P270	LPC Customer Process & Billing Analyst	\$5,796	\$6,440	\$6,955
P271	LPC Customer Sales & Service Manager	\$5,682	\$6,313	\$6,818
P277	LPC Marketing Coordinator	\$5,123	\$5,692	\$6,147
P136	LPC Network Engineer	\$7,835	\$8,705	\$9,401
P293	LPC Sr Electrical Inspector	\$6,952	\$7,724	\$8,342
P139	MDU & Commercial Sales Engineer	\$7,100	\$7,889	\$8,520
P273	Network Operations Center Technician	\$4,888	\$5,431	\$5,865
P280	Process Analyst/Project Manager	\$5,934	\$6,593	\$7,120
P272	Product Marketing & Distribution Manager	\$7,331	\$8,145	\$8,797
P141	Public Relations & Marketing Specialist	\$5,059	\$5,621	\$6,071
P278	Renewable Energy Strategy Manager	\$7,802	\$8,669	\$9,363
P284	Sales Coordinator	\$4,982	\$5,536	\$5,979
P279	Sales & Distribution Manager	\$6,187	\$6,874	\$7,424
P282	Sales Engineer	\$5,732	\$6,369	\$6,879
P027	Sr Electrical Engineer	\$9,022	\$10,024	\$10,826
P128	Sr GIS Analyst	\$5,845	\$6,494	\$7,014
P007	Sr Programmer Analyst	\$7,616	\$8,462	\$9,139
P109	Utility Rate Analyst	\$7,169	\$7,965	\$8,602

LONGMONT POWER & COMMUNICATIONS

LABOR TRADES - OPEN RANGE POSITIONS

Salary #	Title	2021 Min	2021 Mid	2021 Max
E013	Line Crew Supervisor	\$8,341	\$9,268	\$10,009
E014	Substation Supervisor	\$8,341	\$9,268	\$10,009
E015	Journey Lineworker	\$7,724	\$8,582	\$9,269
E016	Journey Substation Worker	\$7,724	\$8,582	\$9,269
E017	Meter Shop Supervisor	\$7,834	\$8,704	\$9,400
E018	Electric Meter Technician	\$7,122	\$7,913	\$8,546

LABOR TRADES - STEP POSITIONS

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
E004	Apprentice Lineworker	\$6,238	\$6,334	\$6,463	\$6,663	\$6,869	\$7,118	\$7,415	\$7,724
E007	Apprentice Substation Worker	\$6,238	\$6,334	\$6,463	\$6,663	\$6,869	\$7,118	\$7,415	\$7,724
E008	Apprentice Meter Technician	\$6,067	\$6,158	\$6,282	\$6,407	\$6,535	\$6,731	\$6,950	\$7,193
E012	Street Light Technician	\$6,869	\$7,118	\$7,415					
E006	Groundworker	\$5,181	\$5,512	\$5,864					

PS GRANT FUNDED

Salary #	Title	2021 Min	2021 Mid	2021 Max
P224	Case Management Coordinator, NE	\$4,913	\$5,459	\$5,896
P274	Clinician I	\$3,911	\$4,345	\$4,693
P220	Clinician II (Licensed)	\$4,887	\$5,430	\$5,864
P221	Co-Responder Paramedic, NE	\$4,253	\$4,725	\$5,103
P261	Community Health & Diversion Program Mngr	\$6,159	\$6,843	\$7,390
P225	Peer Case Manager	\$3,178	\$3,531	\$3,813
P219	Supervising Clinician	\$5,376	\$5,973	\$6,451

PUBLIC SAFETY CBU OPEN RANGE POSITIONS

Salary #	Title	2021 Min	2021 Mid	2021 Max
C011	Communications Shift Supervisor	\$5,595	\$6,217	\$6,714
C010	Communications Specialist	\$4,295	\$4,772	\$5,154
C007	CSO Animal Control	\$3,966	\$4,407	\$4,760
C009	CSO Detectives	\$4,333	\$4,814	\$5,199
C014	CSO Crime Scene Investigator	\$5,378	\$5,976	\$6,454
C012	CSO Emergency Comm Tech Systems Support	\$5,202	\$5,780	\$6,242
C008	CSO Field Investigator	\$4,333	\$4,814	\$5,199
C015	CSO Patrol	\$4,333	\$4,814	\$5,199
C013	CSO Property & Evidence Custodian	\$4,102	\$4,558	\$4,923
C005	Police Services Technician	\$3,555	\$3,950	\$4,266
C006	Sr Police Services Technician	\$3,923	\$4,359	\$4,708

PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS

Step Positions

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C004	Police Sergeant	\$9,458	\$9,956				
C003	Master Police Officer	\$7,955					
C002	Police Officer	\$5,442	\$5,869	\$6,295	\$6,721	\$7,148	\$7,576
C001	Police Recruit	\$5,442					
F07N	Fire Captain	\$9,618					
F07S	Fire Captain Shift	\$9,618					
F05N	Fire Lieutenant*	\$8,576					
F05S	Fire Lieutenant Shift	\$8,576					
F04N	Firefighter/Paramedic/Engineer	\$8,058					
F04S	Firefighter/Paramedic/Engineer Shift	\$8,058					
F03N	Firefighter/Engineer	\$7,780					
F03S	Firefighter/Engineer Shift	\$7,780					
F02N	Firefighter/Paramedic	\$6,333	\$6,685	\$7,780			
F02S	Firefighter/Paramedic Shift	\$6,333	\$6,685	\$7,780			
F01N	Firefighter	\$4,926	\$5,630	\$5,982	\$7,037		
F01S	Firefighter Shift	\$4,926	\$5,630	\$5,982	\$7,037		

PUBLIC SAFETY DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A022	Administrative Analyst	\$3,880	\$4,537	\$4,900
A017	Public Safety Records Supervisor	\$5,161	\$5,734	\$6,193

LABOR

Salary #	Title	2021 Min	2021 Mid	2021 Max
L064	Custodian	\$2,927	\$3,252	\$3,512

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M047	Assistant Fire Chief	\$9,757	\$10,841	\$11,708
M048	Assistant Fire Chief, Non Shift	\$9,757	\$10,841	\$11,708
M037	Assistant Public Safety Chief	\$9,689	\$10,766	\$11,627
M061	Chief of Public Safety	\$14,360	\$15,955	\$17,231
M033	Communications Center Manager	\$8,031	\$8,923	\$9,637
M051	Deputy Public Safety Chief	\$11,487	\$12,763	\$13,784
M014	Police Commander	\$10,135	\$11,261	\$12,162
M060	Public Safety Information & Technology Manager	\$8,130	\$9,033	\$9,756

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P020	Assistant Fire Marshal	\$7,133	\$7,926	\$8,560
P257	Digital Media Records/Evidence Tech	\$4,102	\$4,558	\$4,923
P145	Emergency CommTech Sys Administrator	\$6,474	\$7,193	\$7,768
P240	Emergency Management Coordinator	\$6,073	\$7,016	\$7,577
P020	Fire Protection Engineer	\$6,755	\$7,505	\$8,105
P244	PS Communications & Marketing Manager	\$6,579	\$7,310	\$7,895
P144	PS Data/Statistical Analyst	\$5,292	\$5,880	\$6,350
P171	PS IT Applications Support Analyst	\$4,611	\$5,123	\$5,533
P255	PS Network & Tech Support	\$5,367	\$5,963	\$6,440
P118	Public Safety Outreach Manager	\$5,232	\$5,813	\$6,278
P066	Public Safety Technical Support	\$4,611	\$5,123	\$5,533
P102	Range Coordinator	\$5,623	\$6,248	\$6,748
P116	Research & Community Engagement Manager	\$6,154	\$6,838	\$7,385

PUBLIC SAFETY DEPARTMENT

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P166	Safety Education Coordinator	\$5,358	\$5,953	\$6,429
P234	SR CJF Technical Functional Analyst	\$7,383	\$8,203	\$8,859
P250	Sr PS Tech Support	\$5,367	\$5,963	\$6,440
P091	Victim Services Coordinator	\$5,729	\$6,365	\$6,874

PUBLIC WORKS & NATURAL RESOURCES

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A022	Administrative Analyst	\$4,083	\$4,537	\$4,900
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A024	Administrative Supervisor	\$5,121	\$5,690	\$6,145
A009	Customer Service Representative	\$3,549	\$3,943	\$4,258
A011	Executive Assistant	\$4,171	\$4,634	\$5,005
A002	Office Assistant	\$2,840	\$3,156	\$3,408
A021	Transportation Engineering Assistant	\$4,083	\$4,537	\$4,900

LABOR TRADES

Salary #	Title	2021 Min	2021 Mid	2021 Max
L054	Arborist Technician I	\$3,198	\$3,553	\$3,837
L055	Arborist Technician II	\$3,998	\$4,442	\$4,797
L033	Chief Plant Operator	\$5,699	\$6,332	\$6,839
L049	City Forester	\$6,065	\$6,739	\$7,278
L043	Control Systems Operations Supervisor	\$6,430	\$7,144	\$7,716
L064	Custodian	\$2,927	\$3,252	\$3,512
L005	Electrician	\$5,897	\$6,552	\$7,076
L076	Facilities Maintenance Supervisor	\$5,335	\$5,928	\$6,402
L032	Facilities Maintenance Technician I	\$3,684	\$4,093	\$4,420
L046	Facilities Maintenance Technician II	\$4,421	\$4,912	\$5,305
L053	Grounds Maintenance Technician I	\$3,036	\$3,373	\$3,643
L048	Grounds Maintenance Technician II	\$3,443	\$3,826	\$4,132
L030	Instrumentation Technician	\$5,468	\$6,075	\$6,561
L018	Maintenance Supervisor	\$6,430	\$7,144	\$7,716
L034	Natural Resources Technician	\$4,028	\$4,476	\$4,834
L023	Operations & Maintenance Technician	\$4,878	\$5,420	\$5,854
L024	Operations & Maintenance Technician Lead	\$5,228	\$5,809	\$6,274
L044	Operations Support Specialist	\$4,810	\$5,344	\$5,772
L063	Park Ranger Technician I	\$3,036	\$3,373	\$3,643
L065	Park Ranger Technician II	\$3,443	\$3,826	\$4,132
L080	Parks/Open Space Ranger	\$4,097	\$4,552	\$4,916
L021	Parks Supervisor	\$5,936	\$6,596	\$7,124
L029	Public Works Technician I	\$3,877	\$4,308	\$4,653
L045	Public Works Technician II	\$4,176	\$4,640	\$5,011

PUBLIC WORKS & NATURAL RESOURCES

LABOR TRADES

Salary #	Title	2021 Min	2021 Mid	2021 Max
L035	Sanitation Supervisor	\$5,614	\$6,238	\$6,737
L017	Sr Arborist Technician	\$4,530	\$5,033	\$5,436
L051	Sr Grounds Maintenance Technician	\$4,073	\$4,525	\$4,887
L077	Sr Natural Resource Technician	\$4,738	\$5,264	\$5,685
L062	Sr Parks/Open Space Ranger	\$5,108	\$5,675	\$6,129
L056	Sr Park Ranger Technician	\$4,097	\$4,552	\$4,916
L006	Sr Traffic Signal Technician	\$5,110	\$5,678	\$6,132
L059	Sr Watershed Ranger	\$5,108	\$5,675	\$6,129
L037	System Operations Supervisor	\$6,430	\$7,144	\$7,716
L012	Traffic Signal Technician I	\$4,060	\$4,511	\$4,872
L008	Traffic Signal Technician II	\$4,511	\$5,012	\$5,413
L025	Treatment Operations Supervisor	\$6,430	\$7,144	\$7,716
L074	Utility & Streets Maintenance Supervisor	\$5,898	\$6,553	\$7,077
L060	Utility Worker	\$2,966	\$3,295	\$3,559
L079	Watershed Ranger	\$4,097	\$4,552	\$4,916
L027	Water Utility Technician	\$4,375	\$4,861	\$5,250
L028	Water Utility Technician Lead	\$4,829	\$5,365	\$5,794

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M075	Facilities Manager	\$7,803	\$8,670	\$9,364
M063	Facilities Operations & CIP Manager	\$6,583	\$7,314	\$7,899
M058	Flood Recovery Manager	\$6,314	\$7,016	\$7,577
M050	Land Program Administrator	\$8,508	\$9,453	\$10,209
M065	Parks Superintendent	\$7,933	\$8,814	\$9,519
M083	PWNR Asst Director of Business Services	\$10,159	\$11,288	\$12,191
M078	PWNR Director Business & Environmental Services	\$11,289	\$12,543	\$13,546
M041	PWNR Director of Engineering Services	\$11,289	\$12,543	\$13,546
M040	PWNR Director of Operations	\$11,289	\$12,543	\$13,546
M045	PWNR Engineering Administrator	\$9,138	\$10,153	\$10,965
M043	PWNR Environmental Services Manager	\$10,159	\$11,288	\$12,191
M079	PWNR Director of Parks & Natural Resources	\$11,289	\$12,543	\$13,546
M069	PWNR Technical Services Manager	\$8,130	\$9,033	\$9,756
M039	Traffic Engineering Administrator	\$9,138	\$10,153	\$10,965

PUBLIC WORKS & NATURAL RESOURCES

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M084	Transportation System Maintenance Manager	\$8,497	\$9,441	\$10,196
M036	Treatment Operations Manager	\$9,203	\$10,225	\$11,043
M018	Utility O&M Manager	\$8,497	\$9,441	\$10,196
M068	Waste Services Manager	\$7,980	\$8,867	\$9,576
M025	Water Resources Manager	\$9,138	\$10,153	\$10,965

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P269	Air Quality/Oil & Gas Coordinator	\$7,089	\$7,877	\$8,507
P100	Business Analyst	\$5,796	\$6,440	\$6,955
P289	Business Process Improvement Coordinator	\$6,296	\$6,996	\$7,556
P056	Civil Engineer I	\$6,383	\$7,092	\$7,659
P057	Civil Engineer II	\$7,089	\$7,877	\$8,507
P039	Construction Inspection Supervisor	\$7,089	\$7,877	\$8,507
P108	Construction Inspector	\$4,929	\$5,477	\$5,915
P242	Economic Sustainability Specialist	\$5,469	\$6,077	\$6,563
P084	Engineering & Surveying Technician Sup	\$7,089	\$7,877	\$8,507
P016	Engineering Technician	\$4,955	\$5,505	\$5,945
P065	Environmental Project Specialist	\$5,400	\$6,000	\$6,480
P132	Environmental Regulatory Specialist	\$4,348	\$4,831	\$5,217
P092	Field Engineer	\$5,687	\$6,319	\$6,825
P018	GIS/Mapping Technician	\$4,119	\$4,577	\$4,943
P267	Grant Coordinator	\$4,488	\$4,987	\$5,386
P031	Industrial Pre-Treatment Coordinator	\$6,681	\$7,423	\$8,017
P288	Laboratory Support Technician	\$3,724	\$4,138	\$4,469
P098	Lead GIS Analyst	\$5,845	\$6,494	\$7,014
P133	Multi Media/Marketing Specialist	\$5,034	\$5,593	\$6,040
P201	Multi Media/Marketing Specialist, NE	\$5,034	\$5,593	\$6,040
P248	Natural Resources Analyst	\$4,083	\$4,537	\$4,900
P094	Natural Resources Specialist	\$5,280	\$5,867	\$6,336
P281	Natural Resources Supervisor/Project Manager II	\$5,649	\$6,277	\$6,779
P146	Project Manager I	\$5,687	\$6,319	\$6,825
P101	Project Manager II	\$6,383	\$7,092	\$7,659
P175	PWNR Communications Coordinator	\$6,579	\$7,310	\$7,895

PUBLIC WORKS & NATURAL RESOURCES

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P227	PWNR Project Manager II/Volunteer Coord	\$5,638	\$6,264	\$6,765
P179	PWNR Rate Analyst/Manager	\$7,886	\$8,762	\$9,463
P058	Sr Civil Engineer	\$8,053	\$8,948	\$9,664
P009	Sr Construction Inspector	\$5,423	\$6,025	\$6,507
P207	Sr Electrical & Control Systems Engineer	\$9,022	\$10,024	\$10,826
P004	Sr Engineering Technician	\$5,687	\$6,319	\$6,825
P019	Sr GIS/Mapping Technician	\$5,149	\$5,721	\$6,179
P143	Sr Project Manager	\$7,089	\$7,877	\$8,507
P267	Sustainability Grant & Program Coordinator	\$4,488	\$4,987	\$5,386
P205	Sustainability Program Manager	\$7,087	\$7,874	\$8,504
P265	Technical Functional Analyst	\$6,952	\$7,724	\$8,342
P253	Water Conservation & Sustainability Specialist	\$5,768	\$6,409	\$6,922
P290	Water Quality Analyst I	\$4,103	\$4,559	\$4,924
P291	Water Quality Analyst II	\$4,758	\$5,287	\$5,710
P010	Water Quality Lab Supervisor	\$6,878	\$7,642	\$8,253
P292	Water Quality Specialist I	\$5,439	\$6,043	\$6,526
P287	Water Quality Specialist II	\$6,159	\$6,843	\$7,390
P042	Water Resource Analyst	\$6,152	\$6,835	\$7,382
P247	Water Resources Engineer	\$8,053	\$8,948	\$9,664

SHARED SERVICES DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2021 Min	2021 Mid	2021 Max
A003	Accounting Assistant	\$3,443	\$3,825	\$4,131
A013	Accounting Technician	\$3,837	\$4,263	\$4,604
A022	Administrative Analyst	\$4,083	\$4,537	\$4,900
A008	Administrative Assistant	\$3,810	\$4,233	\$4,572
A014	Cashier	\$3,029	\$3,366	\$3,635
A009	Customer Service Representative	\$3,549	\$3,943	\$4,258
A001	Executive Assistant	\$4,171	\$4,634	\$5,005
A033	Fleet Administrative Assistant	\$3,810	\$4,233	\$4,572
A023	Head Cashier	\$3,817	\$4,241	\$4,580
A016	Mail Room Clerk	\$2,709	\$3,010	\$3,251
A007	Payroll Administrator	\$4,355	\$4,839	\$5,226
A018	Public Information Assistant	\$2,993	\$3,326	\$3,592
A020	Purchasing Technician	\$4,109	\$4,565	\$4,930
A005	Sales Tax Technician	\$3,789	\$4,210	\$4,547
A012	Sr Customer Service Representative	\$3,899	\$4,332	\$4,679
A026	Treasury Supervisor	\$5,043	\$5,603	\$6,051
A032	Utility Billing Customer Service Supervisor	\$5,121	\$5,690	\$6,145

LABOR TRADES

Salary #	Title	2021 Min	2021 Mid	2021 Max
L011	Equipment Technician I	\$3,753	\$4,170	\$4,504
L007	Equipment Technician II	\$4,078	\$4,531	\$4,893
L031	EVT Technician	\$5,491	\$6,101	\$6,589
L013	Fleet Operations Supervisor	\$6,045	\$6,717	\$7,254
L073	Fleet Parts Buyer	\$4,249	\$4,721	\$5,099
L009	Fleet Service Coordinator	\$4,836	\$5,373	\$5,803
L069	Fleet Warehouse Worker	\$3,505	\$3,894	\$4,206
L039	Lead Master Equipment Technician	\$5,491	\$6,101	\$6,589
L018	Maintenance Supervisor	\$6,430	\$7,144	\$7,716
L026	Master ASE Equipment Technician I	\$4,494	\$4,993	\$5,392
L038	Master ASE Equipment Technician II	\$4,862	\$5,402	\$5,834

SHARED SERVICES DEPARTMENT

MANAGEMENT

Salary #	Title	2021 Min	2021 Mid	2021 Max
M057	Accounting Manager	\$8,852	\$9,835	\$10,622
M049	Assistant City Manager	\$12,529	\$13,921	\$15,035
M017	Assistant Director of Finance	\$10,083	\$11,203	\$12,099
M016	Budget Manager	\$9,187	\$10,208	\$11,025
M005	Chief Financial Officer	\$11,680	\$12,978	\$14,016
M035	City Clerk	\$8,958	\$9,953	\$10,749
M071	ETS Director	\$10,622	\$11,802	\$12,746
M058	Flood Recovery Manager	\$6,314	\$7,016	\$7,577
M019	Fleet Manager	\$7,736	\$8,595	\$9,283
M020	Purchasing & Contracts Manager	\$7,707	\$8,563	\$9,248
M029	Risk Manager	\$7,966	\$8,851	\$9,559

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P189	Accountant	\$4,988	\$5,542	\$5,985
P106	Accounting/Budget Analyst	\$5,855	\$6,506	\$7,026
P130	Accounting Supervisor	\$7,345	\$8,161	\$8,814
P152	Billing Specialist	\$4,611	\$5,123	\$5,533
P193	Budget Analyst	\$5,796	\$6,440	\$6,955
P194	Buyer I	\$4,154	\$4,615	\$4,984
P168	Buyer II	\$5,016	\$5,573	\$6,019
P203	CIS Technical Functional Analyst	\$6,952	\$7,724	\$8,342
P216	Communications Manager	\$7,770	\$8,633	\$9,324
P120	Device Specialist	\$4,611	\$5,123	\$5,533
P266	ERP Business Analyst	\$6,296	\$6,996	\$7,556
P204	ERP Technical Functional Analyst	\$6,952	\$7,724	\$8,342
P107	Fleet Analyst	\$5,796	\$6,440	\$6,955
P044	GIS Coordinator	\$6,161	\$6,845	\$7,393
P228	Lead Accountant	\$6,433	\$7,148	\$7,720
P169	Lead ERP Tech Function Analyst	\$8,204	\$9,115	\$9,844
P286	Lead Infrastructure Analyst	\$7,624	\$8,471	\$9,149
P164	Lead Systems Integration Analyst	\$7,391	\$8,212	\$8,869
P237	Licensing Coordinator	\$4,230	\$4,778	\$5,160
P035	Network Analyst	\$6,210	\$6,900	\$7,452

SHARED SERVICES DEPARTMENT

PROFESSIONAL/TECHNICAL

Salary #	Title	2021 Min	2021 Mid	2021 Max
P052	Procurement Specialist	\$6,024	\$6,693	\$7,228
P101	Project Manager II	\$6,383	\$7,092	\$7,659
P085	Public Information Officer	\$6,292	\$6,991	\$7,550
P131	Public Information Specialist	\$5,546	\$6,162	\$6,655
P138	Purchasing Card Administrator	\$4,415	\$4,906	\$5,298
P081	Records Manager/Deputy City Clerk	\$5,994	\$6,660	\$7,193
P054	Risk Management Claims Adjuster	\$6,069	\$6,743	\$7,282
P117	Safety Officer	\$6,188	\$6,875	\$7,425
P188	Sales Tax Accountant	\$4,988	\$5,542	\$5,985
P147	Sales Tax Administrator	\$6,794	\$7,549	\$8,153
P114	Sales Tax Auditor	\$5,408	\$6,009	\$6,490
P213	Security Analyst	\$7,181	\$7,979	\$8,617
P297	Sharepoint/O365 Architect	\$7,181	\$7,979	\$8,617
P115	Sr Accountant	\$5,855	\$6,506	\$7,026
P156	Sr Budget Analyst	\$6,711	\$7,457	\$8,054
P234	Sr CJF Technical Functional Analyst	\$7,383	\$8,203	\$8,859
P238	Sr CIS Technical Functional Analyst	\$7,383	\$8,203	\$8,859
P005	Sr Network Analyst	\$7,633	\$8,481	\$9,159
P251	Sr Technical Functional Analyst	\$7,383	\$8,203	\$8,859
P157	Systems Admin/Analyst	\$6,285	\$6,983	\$7,542
P226	Systems Administrator I	\$5,299	\$5,888	\$6,359
P095	Systems Administrator II	\$6,216	\$6,907	\$7,460
P158	Systems Analyst/DBA	\$6,952	\$7,724	\$8,342
P265	Technical Functional Analyst	\$6,952	\$7,724	\$8,342
P170	Training Coordinator	\$5,486	\$6,096	\$6,584
P191	Utility Billing Manager	\$8,067	\$8,963	\$9,680
P172	Website Coordinator	\$6,902	\$7,669	\$8,283
P046	Wellness Coordinator	\$4,923	\$5,470	\$5,908

Temporary and Part Time Non Benefited Pay Grades

TEMPORARY POSITIONS

PTNB	TN	Title	2021 Min	2021 Mid	2021 Max
N127	T127	Accounting Assistant	\$19.86	\$22.07	\$23.83
N001	T001	Activity Assistant, CYF	\$12.32	\$13.24	\$14.30
N002	T002	Administrative Temp Pool	\$12.32	\$26.10	\$42.00
N087	T087	Arborist Tech I	\$16.60	\$18.45	\$19.92
N088	T088	Arborist Tech II	\$20.76	\$23.06	\$24.91
N005	T005	ASL Interpreter, <2 HR	\$162.00	\$180.00	\$192.60
N004	T004	ASL Interpreter, <48 HR	\$81.00	\$90.00	\$96.30
N003	T003	ASL Interpreter, General	\$45.00	\$50.00	\$53.50
N006	T006	Babysitter	\$12.32	\$13.24	\$14.30
N007	T007	Bartender	\$14.38	\$15.98	\$17.26
N090	T090	Building Inspector	\$29.01	\$32.23	\$34.81
N008	T008	Bus Driver	\$15.12	\$16.80	\$18.14
N009	T009	Bus Driver, CDL	\$18.90	\$21.00	\$22.68
N126	T126	Campus Attendant	\$17.73	\$19.70	\$21.27
N091	T091	Campus Supervisor	\$23.64	\$26.26	\$28.36
N010	T010	Catering Assistant	\$12.80	\$14.22	\$15.36
N011	T011	Climbing Wall Attendant	\$12.32	\$13.24	\$14.30
N012	T012	Coach, Assistant	\$12.79	\$14.21	\$15.35
N013	T013	Coach, Head, Level 1	\$14.07	\$15.63	\$16.88
N014	T014	Coach, Head, Level 2	\$16.09	\$17.88	\$19.31
N015	T015	Coach, Head, Level 3	\$18.99	\$21.10	\$22.79
N016	T016	Coach, Head, Level 4	\$22.40	\$24.89	\$26.89
N092	T092	Code Enforcement	\$25.10	\$27.89	\$30.12
N135	T135	Communications Specialist	\$24.78	\$27.53	\$29.46
N130	T130	Community Park Ranger	\$19.87	\$22.07	\$23.84
N017	T017	Concession Manager	\$17.87	\$19.85	\$21.44
N018	T018	Concessionaire	\$12.32	\$13.24	\$14.30
N093	T093	Construction Inspector	\$28.44	\$31.60	\$34.13
N019	T019	Customer Service Representative	\$20.42	\$22.69	\$24.51
N020	T020	Day Camp Director	\$21.03	\$23.37	\$25.24
N108	T108	Day Camp Director, Assistant	\$14.00	\$15.56	\$16.80
N116	T116	Day Camp Director, Assistant SN	\$14.25	\$15.83	\$17.10
N025	T025	Day Camp Leader SN, Level 1	\$12.65	\$14.06	\$15.18
N026	T026	Day Camp Leader SN, Level 2	\$13.15	\$14.61	\$15.78
N027	T027	Day Camp Leader SN, Level 3	\$13.65	\$15.17	\$16.38
N022	T022	Day Camp Leader, Level 1	\$12.40	\$13.78	\$14.88

TEMPORARY POSITIONS

PTNB	TN	Title	2021 Min	2021 Mid	2021 Max
N023	T023	Day Camp Leader, Level 2 (1 season exp)	\$12.90	\$14.33	\$15.48
N024	T024	Day Camp Leader, Level 3 (State Qualified)	\$13.40	\$14.89	\$16.08
N121	T121	Digital Communications Specialist	\$23.68	\$26.31	\$28.41
N122	T122	Economic Sustainability Specialist	\$31.55	\$35.06	\$36.90
N028	T028	Electrical Eng Project Coord	\$47.35	\$52.61	\$56.82
N094	T094	Electrical Inspector	\$30.28	\$33.64	\$36.33
N124	T124	Environmental Regulatory Specialist	\$23.48	\$27.81	\$30.04
N134	T134	Equipment Technician I	\$21.65	\$24.06	\$25.98
N029	T029	Facility Event Attendant/Coord	\$14.94	\$16.60	\$17.93
N030	T030	Fitness Maintenance Technician	\$23.64	\$26.27	\$28.37
N031	T031	Front Desk Receptionist Level 1	\$12.32	\$13.24	\$14.30
N032	T032	Front Desk Receptionist Level 2	\$13.63	\$15.14	\$16.35
N033	T033	Front Desk Receptionist Level 3	\$16.06	\$17.84	\$19.27
N034	T034	Gate Attendant	\$12.32	\$13.24	\$14.30
N035	T035	Gift Shop Buyer	\$15.41	\$17.12	\$18.49
N095	T095	GIS/Mapping Technician	\$23.77	\$26.41	\$28.52
N132	T132	Golf Course Mower	\$12.32	\$13.24	\$14.30
N096	T096	Grounds Maint Tech I	\$13.05	\$14.51	\$15.67
N119	T119	Grounds Maint Tech II	\$14.36	\$15.96	\$17.23
N117	T117	Grounds Maint Tech, Athletic	\$14.36	\$15.96	\$17.23
N037	T037	Ice Rink Coordinator, Outdoor	\$23.22	\$25.80	\$27.86
N036	T036	Ice Rink Skate Guard	\$12.32	\$13.24	\$14.30
N038	T038	Ice Rink Supervisor	\$17.31	\$19.23	\$20.77
N039	T039	Instructor Level 1 (Entry Level)	\$12.32	\$13.24	\$14.30
N040	T040	Instructor Level 2	\$12.42	\$13.80	\$14.91
N041	T041	Instructor Level 3	\$14.63	\$16.25	\$17.55
N042	T042	Instructor Level 4	\$17.23	\$19.14	\$20.67
N043	T043	Instructor Level 5	\$20.29	\$22.55	\$24.35
N044	T044	Instructor Level 6	\$23.89	\$26.54	\$28.66
N045	T045	Instructor Level 7	\$28.13	\$31.26	\$33.76
N046	T046	Instructor Level 8	\$33.12	\$36.80	\$39.74
N047	T047	Instructor Level 9	\$38.99	\$43.32	\$46.79
N114	T114	Instructor, Fitness	\$38.99	\$43.32	\$46.79
N051	T051	Instructor, Private Swim	\$19.45	\$21.61	\$23.34
N111	T111	Instructor, Specialized Recreation	\$38.99	\$43.32	\$46.79
N050	T050	Instructor, Swim	\$12.47	\$13.86	\$14.97

TEMPORARY POSITIONS

PTNB	TN	Title	2021 Min	2021 Mid	2021 Max
N052	T052	Instructor, Water Safety (WSI, Red Cross)	\$13.03	\$14.48	\$15.64
N053	T053	Intern - No benchmark, Case by Case	\$12.32	\$44.22	\$47.76
N098	T098	Lab Technician	\$23.67	\$26.30	\$28.41
N054	T054	LEVI Project Coordinator, Grant Funded	\$29.96	\$33.29	\$35.95
N055	T055	Library Assistant	\$16.21	\$18.01	\$19.45
N019	T019	Library Customer Service Assistant	\$20.47	\$22.75	\$24.57
N128	T128	Library Page	\$15.39	\$17.10	\$18.47
N056	T056	Library Shelver	\$12.32	\$13.24	\$14.30
N057	T057	Library Technician	\$20.88	\$23.20	\$25.06
N058	T058	Lifeguard	\$12.32	\$13.24	\$14.30
N059	T059	Lifeguard, Lead	\$13.83	\$15.37	\$16.60
N060	T060	Lifeguard, Senior	\$13.83	\$15.37	\$16.60
N099	T099	Meter Reader	\$20.89	\$23.21	\$25.07
N061	T061	Museum Technician	\$13.50	\$15.00	\$16.20
N100	T100	Natural Resources Tech	\$20.92	\$23.24	\$25.10
N138	T138	Operations & Maintenance Technician	\$28.14	\$31.27	\$33.77
N136	T136	Parking Enforcement Officer	\$19.74	\$21.93	\$23.69
N123	T123	Peer Support	\$15.31	\$18.12	\$19.56
N062	T062	Personal Trainer I	\$23.42	\$26.02	\$28.10
N063	T063	Personal Trainer II	\$25.76	\$28.62	\$30.91
N064	T064	Pool Manager	\$17.31	\$19.23	\$20.77
N065	T065	Pool Manager, Assistant	\$15.00	\$16.67	\$18.00
N131	T131	POST Certified Community Services Officer	\$31.40	\$31.40	\$31.40
N129	T129	Procurement Specialist	\$34.75	\$38.61	\$41.70
N115	T115	Program Assistant Level I	\$13.27	\$14.75	\$15.93
N069	T069	Program Assistant Level II	\$15.92	\$17.69	\$19.10
N070	T070	Program Coordinator	\$17.51	\$19.46	\$22.00
N071	T071	Program Specialist	\$24.99	\$27.77	\$29.99
N125	T125	Project Field Engineer	\$32.81	\$36.46	\$39.37
N103	T103	Public Works Tech	\$18.48	\$20.53	\$22.18
N072	T072	Range Safety Officer	\$13.73	\$15.26	\$16.48
N073	T073	School Crossing Guard	\$12.32	\$13.24	\$14.30
N120	T120	School Crossing Guard, Substitute	\$12.32	\$13.24	\$14.30
N074	T074	Scorekeeper	\$12.32	\$13.24	\$14.30
N075	T075	Seasonal Landscape Grounds	\$12.56	\$13.95	\$15.07
N077	T077	Special Projects Assistant	\$12.32	\$27.01	\$100.00

TEMPORARY POSITIONS

PTNB	TN	Title	2021 Min	2021 Mid	2021 Max
N078	T078	Sports Official Youth Level I	\$12.32	\$13.24	\$14.30
N079	T079	Sports Official Youth Level II	\$13.30	\$14.78	\$22.17
N080	T080	Sports Official Youth Level III	\$15.54	\$17.27	\$18.65
N081	T081	Sports Official, Adult Level I	\$18.95	\$21.05	\$22.74
N082	T082	Sports Official, Adult Level II	\$22.53	\$25.04	\$27.04
N083	T083	Sports Official, Single Man Adult	\$26.80	\$29.77	\$32.16
N133	T133	Sr. Accountant	\$33.78	\$37.53	\$40.53
N089	T089	Sr. Arborist Tech	\$28.75	\$31.94	\$34.50
N101	T101	Sr. Project Mngr	\$49.61	\$55.12	\$59.53
N084	T084	Supervisor, Building	\$17.31	\$19.23	\$20.77
N137	T137	Supervisor, Building OT Rate	\$25.97	\$28.85	\$31.16
N085	T085	Supervisor, Facility /Field	\$17.31	\$19.23	\$20.77
N086	T086	Swim Beach Manager	\$15.08	\$16.76	\$18.10
N076	T076	Temporary Ranger	\$14.81	\$16.46	\$17.77
N102	T102	Utility Worker	\$17.11	\$19.01	\$20.53
N105	T105	Utility Worker, Snow Plow Driver	\$30.38	\$33.76	\$36.46
N106	T106	Volunteer Coordinator	\$15.92	\$17.69	\$19.10
N104	T104	Water Utility Tech	\$25.24	\$28.04	\$30.29
N118	T118	Victim Services Advocate, NE, PS Grant	\$15.68	\$17.72	\$19.14
N107	T107	Weight Room Attendant	\$12.32	\$13.24	\$14.30

Bilingual Pay Rates

Bilingual Pay - City wide

	Hourly Rate Based on 2080 Hours	Hourly Rate Based on 2912 Hours
Tier I \$50.00 per month	\$0.2885	\$0.2060
Tier II \$150.00 per month	\$0.8654	\$0.6181
Tier III \$200.00 per month	\$1.1538	\$0.8242

2021

Begin	End	Pay
12/28/20	01/10/21	01/15/21
01/11/21	01/24/21	01/29/21
01/25/21	02/07/21	02/12/21
02/08/21	02/21/21	02/26/21
02/22/21	03/07/21	03/12/21
03/08/21	03/21/21	03/26/21
03/22/21	04/04/21	04/09/21
04/05/21	04/18/21	04/23/21
04/19/21	05/02/21	05/07/21
05/03/21	05/16/21	05/21/21
05/17/21	05/30/21	06/04/21
05/31/21	06/13/21	06/18/21
06/14/21	06/27/21	07/02/21
06/28/21	07/11/21	07/16/21
07/12/21	07/25/21	07/30/21
07/26/21	08/08/21	08/13/21
08/09/21	08/22/21	08/27/21
08/23/21	09/05/21	09/10/21
09/06/21	09/19/21	09/24/21
09/20/21	10/03/21	10/08/21
10/04/21	10/17/21	10/22/21
10/18/21	10/31/21	11/05/21
11/01/21	11/14/21	11/19/21
11/15/21	11/28/21	12/03/21
11/29/21	12/12/21	12/17/21
12/13/21	12/26/21	12/31/21