

**City of Longmont
2022 Final
Classification & Pay Plan**



December 27, 2021

Human Resource Services

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Overview

Providing City services is a labor-intensive endeavor. Close to three-quarters of the expenditures in the General Fund are employee related. Since the quality of services provided is directly related to the quality of employee providing them, it is necessary to provide competitive wages and benefits in order to attract and retain highly skilled and motivated employees. Additionally, labor market dynamics currently require a strong competitive posture in order to ensure adequate staffing in many crucial positions.

The City's Pay Plan is based primarily on open range, individualized salary bands. Open ranges exist for all employees except sworn Public Safety positions and designated electric line positions in Longmont Power & Communications. Open ranges allow for employees to move through the range based on market position and job performance. Step pay systems are only for Public Safety and the noted LPC positions because the step system is the prevailing method for establishing pay for these jobs throughout the region to which we compare. Step employees typically receive annual pay increases when market adjustments are made to the steps.

Each year the Human Resources Department uses various salary surveys conducted by the Employers Council and the Colorado Municipal League as well as other market- and department-specific surveys to assess the City's competitive position with regard to comparable labor markets within defined recruiting areas. Surveys also provide information on salary structure projections as well as overall pay increase projections. Both private and public employers in the Denver/Boulder and Northern Colorado areas are included in these surveys plus fire districts, parks and recreation districts, public and private utility associations, housing authorities, and rural electric authorities. The City currently has 407 open range positions. There were 319 valid job matches derived from these surveys. Many of the other positions are linked to others of similar scope or have had an individual market survey completed. The results of these comparisons indicate that, on average, our salary ranges are .48% below the defined labor market midpoint for open range positions while our actual rates of pay are 0.22% above market midpoint salaries for 2021.

During the planning process for the 2021 budget, market data was considered to be unstable due to salary changes and position adjustments in our comparison organization. As a result, and due to budget contingencies, the 2021 pay plan was initially proposed with no increase to positions. A mid-year revision increased salary ranges by 2% to account for general market changes. The 2022 pay plan has been prepared with individual benchmarks which again review the market competitive position of each position.

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. Employers Council is projecting that pay ranges in 2022 will increase by 2.5% and actual salaries will increase by 3.1%.

Considering the projected market range movement of 2.5% in the coming year, we are recommending a 2.5% increase to pay ranges. In doing so, the City's pay ranges would remain competitive at 100% of market. Within this proposed budget we are adjusting the market midpoints for 118 positions that have experienced market fluctuation of more than plus 2% in the last year to the current market midpoint of those positions. This proposed budget includes funding to implement 4 job audits that reclassify employees to a new job classification based on a change in the duties they are or will be performing.

Since 2015, the City has consistently maintained a goal of benchmarking positions at 102% of market range. This goal was based on our high expectations and accountability levels for our employees. As an organization we continue to ask our employees to do more with less. As our expectations are higher than normal or average, our employees should be compensated for meeting those expectations at an amount higher than midpoint or average. This proposed 2022 budget has pay budgeted at 101% of market.

In order to align actual salaries with the City's compensation philosophy to strive to pay employees meeting or exceeding expectations at 100% of market-level pay this proposed 2022 budget allows for up to a 5% increase to base pay for open range employees who are below the 2022 position pay range midpoint. The increase may not exceed the amount required to take the employee's salary to 101% of the 2022 position midpoint. Employees who receive step pay and are eligible for step increases will also remain eligible for these adjustments.

This proposed 2022 budget also includes funding of 2% of pay in each department budget to allow for employees who meet certain criteria in delivering extraordinary performance to be compensated between 101% and 108% of the range midpoint. This is a component of our compensation program that is designed to both reward exceptional performance and provide an opportunity for employees to be compensated beyond the range midpoint.

In 2021, three year contracts for both the Police and the Fire collective bargaining units were negotiated and approved for 2022, 2023 and 2024. This proposed 2022 budget includes the increases that were negotiated in those contracts.

The 2022 budget includes \$218,540 to continue the bilingual pay compensation program, which includes an increase of \$23,000 for bilingual pay for temporary and part time non-benefited employees. This program recognizes regular employees who can provide translation and interpretation services in Spanish and American Sign Language, which enhances our capacity to deliver services to our diverse customers.

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 2022 Proposed Pay Plan is based on the following:

- 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 2021 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 2022, 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 2022 target pay has been set at 101% of the 2022 market midpoint.
- 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

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 2021 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 407 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 2021 for the 2022 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 2021 for the 2022 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	99.60%	99.57%	100.66%
Labor Trades	98.69%	99.92%	99.72%
Management	99.47%	99.92%	101.78%
Professional	100.33%	101.44%	101.43%
Citywide	99.52%	100.22%	100.90%

- 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.

2022 Recommendations

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.

Increases greater than 5% are allowed when the market for a position increases greater than 5% from one year to the next. 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 06/28/21) will not be eligible for an increase to basepay.

Positions with 2021 range midpoints above or below 2022 market:

In addition to comparing the City's pay ranges and actual salaries to market by job family, staff also evaluates each individual position from year to year. The purpose of this is to track market movement for benchmarked positions and identify those with market fluctuation of greater than 2%. Using this methodology, no positions were identified as higher than their current market. One Hundred Eighteen positions were identified as lower than their current market.

Per Administrative Regulation A-35, Section 2.01 E, position pay ranges should be adjusted in the following year's pay plan if the market/midpoint for a position fluctuates greater than plus or minus 2% from one year to the next. Each of the one hundred and eighteen positions showing higher market data should be adjusted upward.

2022 Positions with market midpoint below current midpoint: Administrative Analyst, Administrative Coordinator, Executive Assistant, Legal Support Specialist, Library Assistant, Load Analyst, Mail Room Clerk, Purchasing Technician, Transportation Engineering Assistant, Campus Supervisor, City Forester, Control Systems Operations Supervisor, Custodian, Facilities Maintenance Technician I, Fleet Operations Supervisor, Fleet Parts Buyer, Fleet Service Coordinator, Golf Course Equipment Mechanic, Golf Course Supervisor, Head Lifeguard, Lead Custodian, Maintenance Supervisor, Natural Resources Technician, Parks Open Space Ranger, Sr. Park Ranger Technician, System Operations Supervisor, Treatment Operations Supervisor, Utility & Streets Maintenance Supervisor, Utility Parts Buyer/Inventory Control Tech, Utility Worker, Warehouse Worker I, Watershed Ranger, Accounting Manager, Assistant Fire Chief, Assistant PS Chief, Chief Building Official, Chief Financial Officer, Chief Human Resources Officer, Communications Center Manager, Director of Broadband Services, Director of Electric Services, Director of Power Delivery & Operations, Electric Operations Manager, ETS Director, Museum Director, PS Technical Services Manager, Purchasing & Contracts Manager, PWNR Technical Services Manager, Redevelopment Revitalization Manager, Risk Manager, Waste Services Manager, Accounting/Budget Analyst, Business Process & Technology Support Coordinator, Buyer I, CDBG Coordinator, Citywide Branding & Digital Communications Specialist, Community Services Project Coordinator, Compensation and Benefit Specialist, Court Administrator, CYF Counselor, Database Administrator, Digital Media Records/Evidence Tech, Emergency Communications Tech Sys Administrator, Environmental Regulatory Specialist, ERP Business Analyst, Fiber Construction Coordinator, Fiber Optic Outside Plant Engineer, Fiber Service & Quality Assurance Specialist, Field Service Supervisor, GIS Analyst, GIS Coordinator, Key Account Manager, Laboratory Support Technician, Lead Accountant, Lead Systems Integration Analyst, LPC Customer Sales & Service Manager, Museum Exhibitions Technician, Museum Manager of Fund Development, Museum Program Leader, Natural Resources Analyst, Natural Resources Specialist, Network Analyst, Probation Officer, Process Analyst/Project Manager, Procurement Specialist, Prosecuting Attorney I, PS Data/Statistical Analyst, PS Network & Tech Support, PS Outreach Manager, PWNR Tech Services Manager, Range Coordinator, Records Manager/Deputy City Clerk, Recreation Program Supervisor, Recreation Program Coordinator,

2022 Positions with market midpoint below current midpoint Continued:

Registrar, Renewable Energy Strategy Manager, Research & Community Engagement Manager, Safety Education Coordinator, Sales & Distribution Manager, Seniors Counseling & Resource Education Coordinator, Seniors Recreation Program Supervisor, Sr. Accountant, Sr. Budget Analyst, Sr. Civil Engineer, Sr. Key Accounts Manager, Sr. Programmer Analyst, Sr. PS Tech Support, Sustainability Grant & Program Coordinator, Transportation Planner, Utility Rate Analyst, Visitor Services Manager, Water Quality Specialist I, Water Resources Engineer.

2022 Positions Reclassified due to job audits: Sr. GIS Analyst, Peer Case Manager, Supervising Clinician, and Clinician Career Series.

2022 Positions with Benchmark Reviews: In-depth benchmark reviews were conducted for the following: Environmental Regulatory Specialist, Sanitation Supervisor, Meter Technician Series, Waste Services Manager, Fiber Outside Plant Manager, Chief of Public Safety, Sr. Parks and Open Space Ranger.

Collectively Bargained Positions: Position compensation was negotiated in 2021; a 2022-2024 contract for both Police and Fire has been approved by Council and is reflected in this pay plan.

Longmont Power and Communications (LPC) Step Positions: Staff is recommending an average increase of 2.5% to the step amounts in 2022 to remain competitive with the defined labor market for the LPC Step Positions. Line positions designated in 2022 as open range positions will be eligible for the 101% of market pay as well as exceptional pay.

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 were increased 2021. These rates remain consistent for 2022, details can be found under Appendix D. The 2022 budget includes \$218,540 to continue the bilingual pay compensation program, which includes an increase of \$23,000 for bilingual pay for temporary and part time non-benefited employees. This program recognizes regular, temporary and part time non benefited employees who can provide translation and interpretation services in Spanish and American Sign Language, which enhances our capacity to deliver services to our diverse customers.

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 2022 minimum wage has been set at \$12.57/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 2022 will continue to be set at \$17.42/hr. All regular benefited employees at the City of Longmont will meet or exceed this minimum threshold in 2022.

**CITYWIDE
JOB FAMILY
PAY GRADES**

ADMINISTRATIVE JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
A003	Accounting Assistant	\$3,599	\$3,999	\$4,319
A013	Accounting Technician	\$4,011	\$4,457	\$4,814
A035	Accounting Technician, LHA	\$4,011	\$4,457	\$4,813
A022	Administrative Analyst	\$4,449	\$4,944	\$5,339
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A037	Administrative Coordinator	\$4,557	\$5,064	\$5,469
A024	Administrative Supervisor	\$5,354	\$5,949	\$6,425
A014	Cashier	\$3,167	\$3,519	\$3,801
A009	Customer Service Representative	\$3,710	\$4,122	\$4,452
A011	Executive Assistant	\$4,557	\$5,064	\$5,469
A027	Fiber Customer Service Representative	\$3,710	\$4,122	\$4,452
A034	Fiber Sr Customer Service Representative	\$4,076	\$4,529	\$4,891
A033	Fleet Administrative Assistant	\$3,983	\$4,426	\$4,780
A023	Head Cashier	\$3,991	\$4,434	\$4,789
A019	Human Resources Administrator	\$4,520	\$5,023	\$5,424
A001	Legal Support Specialist	\$4,804	\$5,338	\$5,765
A015	Library Assistant	\$3,032	\$3,369	\$3,638
A025	Library Page	\$2,789	\$3,099	\$3,347
A004	Library Technician	\$3,785	\$4,205	\$4,541
A036	Load Analyst	\$4,449	\$4,944	\$5,339
A016	Mail Room Clerk	\$3,006	\$3,340	\$3,608
A002	Office Assistant	\$2,970	\$3,300	\$3,564
A031	Parking Enforcement Officer	\$3,577	\$3,975	\$4,293
A007	Payroll Administrator	\$4,553	\$5,059	\$5,464
A018	Public Information Assistant	\$3,130	\$3,477	\$3,756
A017	Public Safety Records Supervisor	\$5,395	\$5,995	\$6,474
A020	Purchasing Technician	\$4,449	\$4,944	\$5,339
A005	Sales Tax Technician	\$3,961	\$4,402	\$4,754
A012	Sr Customer Service Representative	\$4,076	\$4,529	\$4,891
A006	Sr Library Technician	\$4,402	\$4,891	\$5,282
A021	Transportation Engineering Assistant	\$4,449	\$4,944	\$5,339
A026	Treasury Supervisor	\$5,272	\$5,858	\$6,327
A032	Utility Billing Customer Service Supervisor	\$5,354	\$5,949	\$6,425

LABOR TRADES JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
L083	Airport Operations & Maintenance Tech	\$3,174	\$3,526	\$3,809
L054	Arborist Technician I	\$3,343	\$3,715	\$4,012
L055	Arborist Technician II	\$4,180	\$4,644	\$5,016
L075	Campus Supervisor	\$4,493	\$4,992	\$5,391
L033	Chief Plant Operator	\$5,958	\$6,620	\$7,150
L049	City Forester	\$6,709	\$7,455	\$8,051
L043	Control Systems Operations Supervisor	\$7,078	\$7,865	\$8,494
L064	Custodian	\$3,201	\$3,557	\$3,841
L005	Electrician	\$6,165	\$6,850	\$7,398
L011	Equipment Technician I	\$3,924	\$4,360	\$4,709
L007	Equipment Technician II	\$4,263	\$4,737	\$5,116
L031	EVT Technician	\$5,741	\$6,379	\$6,889
L076	Facilities Maintenance Supervisor	\$5,578	\$6,198	\$6,694
L032	Facilities Maintenance Technician I	\$3,980	\$4,422	\$4,776
L046	Facilities Maintenance Technician II	\$4,622	\$5,135	\$5,546
L041	Fiber Install Technician	\$4,722	\$5,246	\$5,666
L040	Fiber Optic Technician	\$5,834	\$6,482	\$7,001
L042	Fiber Service Technician	\$5,555	\$6,173	\$6,666
L013	Fleet Operations Supervisor	\$6,600	\$7,333	\$7,919
L073	Fleet Parts Buyer	\$4,739	\$5,265	\$5,687
L009	Fleet Service Coordinator	\$5,279	\$5,866	\$6,335
L069	Fleet Warehouse Worker	\$3,664	\$4,071	\$4,397
L016	Golf Course Equipment Mechanic	\$4,327	\$4,807	\$5,192
L020	Golf Course Supervisor	\$6,494	\$7,216	\$7,793
L066	Graffiti Removal Specialist	\$3,600	\$4,000	\$4,320
L053	Grounds Maintenance Technician I	\$3,174	\$3,526	\$3,809
L048	Grounds Maintenance Technician II	\$3,600	\$4,000	\$4,320
L052	Head Lifeguard	\$3,614	\$4,015	\$4,337
L030	Instrumentation Technician	\$5,716	\$6,351	\$6,860
L081	Lead Custodian	\$4,377	\$4,864	\$5,253
L039	Lead Master Equipment Technician	\$5,741	\$6,379	\$6,889
L018	Maintenance Supervisor	\$7,078	\$7,865	\$8,494
L026	Master ASE Equipment Technician I	\$4,698	\$5,220	\$5,638
L038	Master ASE Equipment Technician II	\$5,083	\$5,648	\$6,100
L061	Meter Reader	\$3,786	\$4,207	\$4,544

LABOR TRADES JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
L067	Meter Reading Supervisor	\$5,546	\$6,162	\$6,655
L034	Natural Resources Technician	\$4,324	\$4,805	\$5,189
L023	Operations & Maintenance Technician	\$5,100	\$5,667	\$6,120
L024	Operations & Maintenance Technician Lead	\$5,466	\$6,073	\$6,559
L044	Operations Support Specialist	\$5,028	\$5,587	\$6,034
L063	Park Ranger Technician I	\$3,174	\$3,526	\$3,809
L065	Park Ranger Technician II	\$3,600	\$4,000	\$4,320
L080	Parks/Open Space Ranger	\$4,493	\$4,992	\$5,391
L021	Parks Supervisor	\$6,207	\$6,896	\$7,448
L014	Pool Technician	\$4,247	\$4,719	\$5,097
L029	Public Works Technician I	\$4,054	\$4,504	\$4,864
L045	Public Works Technician II	\$4,366	\$4,851	\$5,239
L035	Sanitation Supervisor	\$5,870	\$6,522	\$7,044
L017	Sr Arborist Technician	\$4,736	\$5,262	\$5,683
L051	Sr Grounds Maintenance Technician	\$4,258	\$4,731	\$5,109
L057	Sr Meter Reader	\$4,543	\$5,048	\$5,451
L077	Sr Natural Resource Technician	\$4,953	\$5,504	\$5,944
L056	Sr Park Ranger Technician	\$4,493	\$4,992	\$5,391
L062	Sr Parks/Open Space Ranger	\$5,340	\$5,933	\$6,408
L006	Sr Traffic Signal Technician	\$5,343	\$5,936	\$6,411
L059	Sr Watershed Ranger	\$5,340	\$5,933	\$6,408
L037	System Operations Supervisor	\$7,078	\$7,865	\$8,494
L012	Traffic Signal Technician I	\$4,245	\$4,716	\$5,094
L008	Traffic Signal Technician II	\$4,716	\$5,240	\$5,659
L025	Treatment Operations Supervisor	\$7,078	\$7,865	\$8,494
L074	Utility & Streets Maintenance Supervisor	\$6,719	\$7,465	\$8,062
L078	Utility Parts Buyer/Inventory Control Technician	\$4,739	\$5,265	\$5,687
L060	Utility Worker	\$3,218	\$3,575	\$3,861
L047	Warehouse Supervisor	\$5,533	\$6,148	\$6,639
L058	Warehouse Worker	\$3,577	\$3,975	\$4,293
L072	Warehouse Worker II	\$4,229	\$4,698	\$5,074
L079	Watershed Ranger	\$4,493	\$4,992	\$5,391
L027	Water Utility Technician	\$4,574	\$5,082	\$5,489
L028	Water Utility Technician Lead	\$5,048	\$5,609	\$6,058

MANAGEMENT JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
M057	Accounting Manager	\$9,503	\$10,559	\$11,403
M080	AMI Project Manager	\$9,336	\$10,373	\$11,203
M054	Assistant Chief Building Official	\$7,311	\$8,124	\$8,773
M049	Assistant City Manager	\$13,099	\$14,554	\$15,719
M017	Assistant Director of Finance	\$10,541	\$11,713	\$12,650
M088	Assistant Director of Engineering Services	\$8,924	\$9,915	\$10,708
M047	Assistant Fire Chief	\$10,636	\$11,818	\$12,763
M048	Assistant Fire Chief, Non Shift	\$10,636	\$11,818	\$12,763
M037	Assistant Public Safety Chief	\$10,427	\$11,586	\$12,512
M052	Broadband Network Operations Manager	\$9,998	\$11,108	\$11,997
M016	Budget Manager	\$9,605	\$10,672	\$11,526
M056	CDBG Disaster Recovery Manager	\$9,053	\$10,059	\$10,863
M008	Chief Building Official	\$8,667	\$9,630	\$10,400
M005	Chief Financial Officer	\$12,615	\$14,017	\$15,138
M046	Chief Human Resources Officer	\$11,495	\$12,773	\$13,794
M061	Chief of Public Safety	\$15,013	\$16,681	\$18,015
M024	CYF Manager	\$7,092	\$7,880	\$8,510
M035	City Clerk	\$9,365	\$10,406	\$11,238
M033	Communications Center Manager	\$8,664	\$9,627	\$10,397
M055	Community & Neighborhood Resources Manager	\$7,233	\$8,037	\$8,680
M013	Deputy City Attorney	\$11,153	\$12,392	\$13,384
M072	Deputy City Manager	\$18,613	\$20,681	\$22,336
M051	Deputy Public Safety Chief	\$12,009	\$13,344	\$14,411
M074	Director of Broadband Services	\$13,904	\$15,448	\$16,684
M006	Director of Community Services	\$11,991	\$13,324	\$14,390
M064	Director of Electric Customer Service	\$10,381	\$11,534	\$12,457
M009	Director of Electric Engineering	\$11,241	\$12,490	\$13,489
M073	Director of Electric Services	\$13,904	\$15,448	\$16,684
M082	Director of Power Delivery	\$11,076	\$12,307	\$13,291
M086	Director of Project Deployment	\$13,591	\$15,101	\$16,309
M027	Electric Operations Manager	\$9,832	\$10,925	\$11,799
M032	Electric Technology Services Coordinator	\$8,673	\$9,636	\$10,407
M089	Energy Portfolio Development Manager	\$9,805	\$10,894	\$11,766
M071	ETS Director	\$11,547	\$12,830	\$13,856
M087	Executive Director of Consolidated Services	\$11,829	\$13,144	\$14,195
M075	Facilities Manager	\$8,158	\$9,064	\$9,790
M063	Facilities Operations & CIP Manager	\$6,882	\$7,647	\$8,259

MANAGEMENT JOB FAMILY

Position	Title	2022 Min	2022 Mid	2022 Max
M076	Fiber Network Director	\$11,527	\$12,807	\$13,832
M058	Flood Recovery Manager	\$6,602	\$7,335	\$7,922
M019	Fleet Manager	\$8,087	\$8,986	\$9,705
M028	Golf Operations Manager	\$8,334	\$9,260	\$10,001
M067	Human Resources Asst Director	\$7,160	\$7,955	\$8,592
M050	Land Program Administrator	\$8,895	\$9,883	\$10,674
M011	Library Director	\$9,868	\$10,964	\$11,841
M077	LPC Internal Services Director	\$10,311	\$11,456	\$12,373
M022	Museum Director	\$8,599	\$9,554	\$10,318
M065	Parks Superintendent	\$8,294	\$9,215	\$9,952
M081	Planning Director	\$10,253	\$11,392	\$12,303
M066	Planning Manager	\$8,406	\$9,340	\$10,088
M014	Police Commander	\$10,596	\$11,773	\$12,715
M060	Public Safety Technical Services Manager	\$9,190	\$10,211	\$11,028
M020	Purchasing & Contracts Manager	\$8,375	\$9,306	\$10,050
M083	PWNR Asst Director of Business Services	\$10,621	\$11,802	\$12,746
M078	PWNR Director of Business & Environmental Services	\$11,802	\$13,114	\$14,163
M041	PWNR Director of Engineering Services	\$11,802	\$13,114	\$14,163
M040	PWNR Director of Operations	\$11,802	\$13,114	\$14,163
M045	PWNR Engineering Administrator	\$9,553	\$10,615	\$11,464
M043	PWNR Environmental Services Manager	\$10,622	\$11,802	\$12,746
M079	PWNR Director of Parks & Natural Resources	\$11,802	\$13,114	\$14,163
M069	PWNR Technical Services Manager	\$9,190	\$10,211	\$11,028
M021	Recreation & Golf Manager	\$9,186	\$10,207	\$11,024
M031	Redevelopment Revitalization Manager	\$7,744	\$8,604	\$9,292
M029	Risk Manager	\$8,606	\$9,562	\$10,327
M023	Seniors Services Manager	\$7,092	\$7,880	\$8,510
M053	Special Projects Manager	\$8,459	\$9,399	\$10,151
M039	Traffic Engineering Administrator	\$9,553	\$10,615	\$11,464
M070	Transportation Planning Manager	\$8,406	\$9,340	\$10,088
M084	Transportation System Maintenance Manager	\$8,884	\$9,871	\$10,660
M085	Treatment Operations Assistant Manager	\$8,172	\$9,080	\$9,807
M036	Treatment Operations Manager	\$9,621	\$10,690	\$11,545
M018	Utility O&M Manager	\$8,884	\$9,871	\$10,660
M068	Waste Services Manager	\$8,706	\$9,673	\$10,447
M025	Water Resources Manager	\$9,553	\$10,615	\$11,464

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
P189	Accountant	\$5,215	\$5,794	\$6,258
P295	Accountant, LHA	\$5,215	\$5,794	\$6,258
P106	Accounting/Budget Analyst	\$6,348	\$7,053	\$7,618
P130	Accounting Supervisor	\$7,679	\$8,532	\$9,215
P296	Accounting Supervisor, LHA	\$7,679	\$8,532	\$9,215
P076	Airport Manager	\$8,002	\$8,891	\$9,602
P269	Air Quality/Oil & Gas Coordinator	\$7,412	\$8,236	\$8,895
P208	Application Support Analyst, Fixed Term	\$6,601	\$7,335	\$7,922
P202	Art In Public Places Administrator	\$4,735	\$5,261	\$5,682
P008	Assistant City Attorney I	\$7,060	\$7,844	\$8,472
P014	Assistant City Attorney II	\$8,993	\$9,992	\$10,791
P020	Assistant Fire Marshal	\$7,458	\$8,287	\$8,950
P122	Assistant Librarian	\$3,761	\$4,179	\$4,513
P025	Associate Electrical Engineer	\$7,689	\$8,543	\$9,227
P021	Associate Planner	\$4,896	\$5,440	\$5,875
P151	Auditorium and Event Manager	\$5,149	\$5,722	\$6,179
P152	Billing Specialist	\$4,820	\$5,356	\$5,784
P193	Budget Analyst	\$6,060	\$6,733	\$7,272
P036	Building Inspection Supervisor	\$6,771	\$7,524	\$8,125
P123	Building Inspector	\$5,257	\$5,841	\$6,309
P080	Building Permit Technician	\$4,061	\$4,512	\$4,873
P215	Building Permit Tech II	\$4,528	\$5,031	\$5,433
P100	Business Analyst	\$6,060	\$6,733	\$7,272
P289	Business Process Improvement Coordinator	\$6,712	\$7,458	\$8,054
P194	Buyer I	\$4,561	\$5,068	\$5,474
P168	Buyer II	\$5,243	\$5,826	\$6,292
P178	Callahan House Manager	\$5,041	\$5,602	\$6,050
P045	CDBG Coordinator	\$6,273	\$6,970	\$7,527
P034	Chief Probation Officer	\$6,583	\$7,314	\$7,900
P087	Circulation Desk Manager	\$4,971	\$5,524	\$5,966
P259	CIS Business Analyst, Fixed Term	\$6,060	\$6,733	\$7,272
P285	Citywide Branding & Digital Communications Specialist	\$5,639	\$6,265	\$6,767
P056	Civil Engineer I	\$6,673	\$7,415	\$8,008
P057	Civil Engineer II	\$7,412	\$8,236	\$8,895
P173	Code Enforcement Inspector	\$4,549	\$5,054	\$5,459

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
P082	Code Enforcement Manager	\$6,039	\$6,710	\$7,246
P181	Commercial Broadband Sales Coord	\$6,680	\$7,422	\$8,016
P216	Communications Manager	\$8,124	\$9,026	\$9,748
P218	Communications & Marketing Specialist	\$5,356	\$5,951	\$6,427
P029	Community Relations Program Coordinator	\$6,390	\$7,100	\$7,668
P192	Community Relations Specialist	\$5,809	\$6,454	\$6,970
P071	Community Service Coordinator	\$4,091	\$4,546	\$4,910
P217	Community Service Project Coordinator	\$6,714	\$7,461	\$8,057
P309	Compensation and Benefit Manager	\$8,076	\$8,973	\$9,691
P264	Compensation & Benefit Specialist	\$5,518	\$6,131	\$6,621
P039	Construction Inspection Supervisor	\$7,412	\$8,236	\$8,895
P015	Construction Inspector	\$5,154	\$5,727	\$6,185
P108	Court Administrator	\$6,318	\$7,020	\$7,582
P305	CS Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P306	Customer Service & Administrative Manager	\$6,432	\$7,146	\$7,718
P048	CYF Clinician II	\$5,358	\$5,954	\$6,430
P055	CYF Community Coordinator	\$5,674	\$6,305	\$6,809
P196	CYF Program Leader	\$4,517	\$5,018	\$5,420
P190	CYF Program Specialist	\$4,935	\$5,484	\$5,922
P312	Data and Innovation Analyst	\$6,591	\$7,323	\$7,909
P125	Database Administrator	\$7,578	\$8,420	\$9,094
P313	Development Project Administrator	\$7,916	\$8,796	\$9,499
P120	Device Specialist	\$4,820	\$5,356	\$5,784
P257	Digital Media Records/Evidence Tech	\$4,600	\$5,111	\$5,520
P242	Economic Sustainability Specialist	\$5,719	\$6,354	\$6,862
P017	Electric Distribution Field Engineer I	\$6,066	\$6,740	\$7,280
P013	Electric Distribution Field Engineer II	\$6,385	\$7,094	\$7,662
P083	Electric Distribution Field Engineer Trainee	\$5,427	\$6,030	\$6,512
P024	Electric Engineering Project Coordinator	\$8,580	\$9,534	\$10,296
P026	Electrical Engineer	\$8,321	\$9,246	\$9,985
P059	Electrical Inspector	\$5,487	\$6,097	\$6,584
P145	Emergency CommTech Sys Administrator	\$7,002	\$7,780	\$8,402
P240	Emergency Management Coordinator	\$6,601	\$7,335	\$7,922
P090	Energy Services Program Coordinator	\$4,668	\$5,187	\$5,601
P089	Energy Services Specialist	\$6,341	\$7,046	\$7,610

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
P084	Engineering & Surveying Technician Sup	\$7,412	\$8,236	\$8,895
P016	Engineering Technician	\$5,180	\$5,755	\$6,216
P065	Environmental Project Specialist	\$5,646	\$6,273	\$6,775
P132	Environmental Regulatory Specialist	\$5,156	\$5,729	\$6,187
P268	Environmental/Sustainability Planner	\$6,575	\$7,305	\$7,890
P303	Equity and Engagement Specialist	\$5,809	\$6,454	\$6,970
P266	ERP Business Analyst	\$6,712	\$7,458	\$8,054
P283	Fiber Construction Coordinator	\$6,715	\$7,461	\$8,058
P276	Fiber Field Engineer I	\$6,066	\$6,740	\$7,280
P229	Fiber Optic Outside Plant Engineer	\$6,561	\$7,290	\$7,873
P275	Fiber Outside Plant Manager	\$7,412	\$8,236	\$8,895
P294	Fiber Service & Quality Assurance Specialist	\$4,512	\$5,014	\$5,415
P140	Fiber Technical Service Representative	\$4,646	\$5,162	\$5,575
P092	Field Engineer	\$5,946	\$6,606	\$7,135
P182	Field Service Supervisor	\$6,561	\$7,290	\$7,873
P214	Fire Protection Engineer	\$7,062	\$7,846	\$8,474
P153	Fitness Specialist	\$4,140	\$4,600	\$4,968
P107	Fleet Analyst	\$6,060	\$6,733	\$7,272
P148	Flood Recovery Specialist	\$6,673	\$7,415	\$8,008
P159	Fund Development & Marketing Specialist	\$5,989	\$6,654	\$7,187
P006	GIS Analyst	\$5,386	\$5,985	\$6,463
P044	GIS Coordinator	\$6,798	\$7,553	\$8,157
P018	GIS/Mapping Technician	\$4,307	\$4,786	\$5,169
P314	Grant Coordinator	\$4,886	\$5,429	\$5,863
P078	Housing/Community Investment Prog Spec	\$5,433	\$6,036	\$6,519
P142	Housing Rehabilitation Inspector	\$5,257	\$5,841	\$6,309
P263	Human Resources Partner I	\$5,058	\$5,620	\$6,070
P050	Human Resources Partner II	\$6,107	\$6,786	\$7,328
P031	Industrial Pre-Treatment Coordinator	\$6,984	\$7,760	\$8,381
P105	Key Account Manager	\$8,007	\$8,897	\$9,609
P288	Laboratory Support Technician	\$4,124	\$4,582	\$4,948
P228	Lead Accountant	\$6,982	\$7,758	\$8,379
P169	Lead ERP Tech Function Analyst	\$8,576	\$9,529	\$10,292
P098	Lead GIS Analyst	\$6,111	\$6,790	\$7,333
P286	Lead Infrastructure Analyst	\$7,970	\$8,856	\$9,564

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
P164	Lead Systems Integration Analyst	\$8,355	\$9,283	\$10,025
P239	Legal Administrator/Paralegal	\$5,221	\$5,802	\$6,266
P111	Librarian I	\$4,698	\$5,220	\$5,638
P184	Librarian I, NE	\$4,698	\$5,220	\$5,638
P047	Librarian II	\$6,551	\$7,279	\$7,861
P237	Licensing Coordinator	\$4,496	\$4,996	\$5,396
P177	LPC Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P270	LPC Customer Process & Billing Analyst	\$6,060	\$6,733	\$7,272
P271	LPC Customer Sales & Service Manager	\$6,189	\$6,877	\$7,427
P277	LPC Marketing Coordinator	\$5,356	\$5,951	\$6,427
P136	LPC Network Engineer	\$8,191	\$9,101	\$9,829
P209	LPC Safety Coordinator	\$5,822	\$6,469	\$6,986
P293	LPC Sr Electrical Inspector	\$7,267	\$8,075	\$8,721
P210	LPC Sr Network Engineer	\$8,997	\$9,997	\$10,797
P155	Marketing Coordinator	\$5,356	\$5,951	\$6,427
P199	Marketing Coordinator, NE	\$5,356	\$5,951	\$6,427
P139	MDU & Commercial Sales Engineer	\$7,423	\$8,248	\$8,908
P133	Multi Media/Marketing Specialist	\$5,263	\$5,848	\$6,315
P201	Multi Media/Marketing Specialist, NE	\$5,263	\$5,848	\$6,315
P183	Museum Curator	\$4,735	\$5,261	\$5,682
P249	Museum Exhibitions Technician	\$3,487	\$3,875	\$4,184
P300	Museum Manager of Fund Development	\$7,057	\$7,841	\$8,469
P186	Museum Program Leader	\$4,638	\$5,154	\$5,566
P248	Natural Resources Analyst	\$4,449	\$4,944	\$5,339
P094	Natural Resources Specialist	\$5,795	\$6,439	\$6,954
P281	Natural Resources Supervisor/Project Manager II	\$5,907	\$6,563	\$7,088
P315	Neighborhood Resource Coordinator	\$6,390	\$7,100	\$7,668
P068	Neighborhood Resource Specialist	\$5,809	\$6,454	\$6,970
P035	Network Analyst	\$6,688	\$7,431	\$8,026
P273	Network Operations Center Technician	\$5,111	\$5,679	\$6,133
P022	Planner	\$5,607	\$6,230	\$6,728
P150	Planning Technician	\$4,577	\$5,086	\$5,493
P060	Plans Examiner	\$5,416	\$6,018	\$6,499
P030	Principal Planner	\$7,916	\$8,796	\$9,499
P074	Probation Officer	\$4,825	\$5,361	\$5,790

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
P280	Process Analyst/Project Manager	\$6,423	\$7,137	\$7,708
P052	Procurement Specialist	\$6,505	\$7,227	\$7,805
P272	Product Marketing & Distribution Manager	\$7,664	\$8,516	\$9,197
P146	Project Manager I	\$5,946	\$6,606	\$7,135
P101	Project Manager II	\$6,673	\$7,415	\$8,008
P126	Prosecuting Attorney I	\$7,468	\$8,297	\$8,961
P127	Prosecuting Attorney II	\$8,412	\$9,347	\$10,095
P244	PS Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P144	PS Data/Statistical Analyst	\$5,686	\$6,318	\$6,824
P171	PS IT Application Support Analyst	\$4,820	\$5,356	\$5,784
P255	PS Network & Tech Support	\$6,159	\$6,843	\$7,391
P085	Public Information Officer	\$6,578	\$7,309	\$7,894
P131	Public Information Specialist	\$5,798	\$6,442	\$6,957
P141	Public Relations & Marketing Specialist	\$5,289	\$5,876	\$6,346
P118	Public Safety Outreach Manager	\$5,767	\$6,407	\$6,920
P066	Public Safety Technical Support	\$4,820	\$5,356	\$5,784
P138	Purchasing Card Administrator	\$4,616	\$5,129	\$5,539
P175	PWNR Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P179	PWNR Rate Analyst/Manager	\$8,715	\$9,684	\$10,459
P304	PWNR Volunteer Coordinator	\$4,978	\$5,531	\$5,973
P102	Range Coordinator	\$6,111	\$6,790	\$7,333
P081	Records Manager/Deputy City Clerk	\$6,395	\$7,105	\$7,674
P041	Recreation Area Supervisor	\$6,282	\$6,980	\$7,539
P061	Recreation Program Supervisor	\$5,725	\$6,361	\$6,870
P062	Recreation Program Coordinator	\$4,638	\$5,154	\$5,566
P160	Registrar	\$3,597	\$3,996	\$4,316
P278	Renewable Energy Strategy Manager	\$8,691	\$9,657	\$10,430
P116	Research & Community Engagement Manager	\$6,704	\$7,449	\$8,045
P174	Resiliency Environmental Planner	\$6,673	\$7,415	\$8,008
P316	Retirement Administrator	\$7,068	\$7,853	\$8,481
P054	Risk Management Claims Adjuster	\$6,345	\$7,050	\$7,614
P166	Safety Education Coordinator	\$5,819	\$6,466	\$6,983
P117	Safety Officer	\$6,469	\$7,188	\$7,763
P284	Sales Coordinator	\$5,209	\$5,788	\$6,251
P279	Sales & Distribution Manager	\$6,833	\$7,592	\$8,200

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
P282	Sales Engineer	\$5,993	\$6,658	\$7,191
P188	Sales Tax Accountant	\$5,215	\$5,794	\$6,258
P147	Sales Tax Administrator	\$7,103	\$7,893	\$8,524
P114	Sales Tax Auditor	\$5,654	\$6,282	\$6,785
P213	Security Analyst	\$7,508	\$8,342	\$9,010
P317	Seniors Clinician II	\$5,359	\$5,954	\$6,431
P049	Seniors Counseling & Resource Educ Coord	\$5,359	\$5,954	\$6,431
P103	Seniors Recreation Program Coordinator	\$4,639	\$5,154	\$5,566
P051	Seniors Recreaton Program Supervisor	\$5,725	\$6,361	\$6,870
P195	Seniors Resource Specialist	\$4,935	\$5,484	\$5,922
P297	Sharepoint/O365 Architect	\$7,508	\$8,342	\$9,010
P318	Social Equity Coordinator	\$6,390	\$7,100	\$7,668
P115	Sr Accountant	\$6,348	\$7,053	\$7,618
P262	Sr Assistant City Attorney	\$10,731	\$11,923	\$12,877
P156	Sr Budget Analyst	\$7,307	\$8,119	\$8,768
P124	Sr Building Inspector	\$5,624	\$6,249	\$6,749
P234	Sr CJF Technical Functional Analyst	\$7,719	\$8,576	\$9,262
P238	Sr CIS Technical Functional Analyst	\$7,719	\$8,576	\$9,262
P058	Sr Civil Engineer	\$8,692	\$9,658	\$10,430
P104	Sr Code Enforcement/Housing Inspector	\$5,257	\$5,841	\$6,309
P311	Sr Communication & Marketing Manager	\$7,565	\$8,406	\$9,078
P009	Sr Construction Inspector	\$5,670	\$6,300	\$6,804
P299	Sr Electric Distribution Field Engineer	\$7,023	\$7,803	\$8,428
P207	Sr Electrical & Control Systems Engineer	\$9,432	\$10,480	\$11,318
P027	Sr Electrical Engineer	\$9,432	\$10,480	\$11,318
P212	Sr Electrical Inspector	\$6,034	\$6,705	\$7,241
P004	Sr Engineering Technician	\$5,946	\$6,606	\$7,135
P086	Sr Fire Code Inspector	\$6,658	\$7,397	\$7,989
P128	Sr GIS Analyst	\$6,111	\$6,790	\$7,333
P019	Sr GIS/Mapping Technician	\$5,383	\$5,981	\$6,459
P301	Sr Key Accounts Manager	\$8,808	\$9,787	\$10,570
P005	Sr Network Analyst	\$7,183	\$7,981	\$8,619
P023	Sr Planner	\$6,575	\$7,305	\$7,890
P043	Sr Plans Examiner	\$6,112	\$6,791	\$7,334
P231	Sr Plans Examiner/Sr Project Manager	\$6,437	\$7,152	\$7,724

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2022 Min	2022 Mid	2022 Max
P007	Sr Programmer Analyst	\$8,469	\$9,410	\$10,163
P143	Sr Project Manager	\$7,412	\$8,236	\$8,895
P250	Sr PS Tech Support	\$6,159	\$6,843	\$7,391
P251	Sr Technical Functional Analyst	\$7,719	\$8,576	\$9,262
P252	Storm Water Tech	\$5,371	\$5,968	\$6,445
P267	Sustainability Grant & Program Coordinator	\$4,886	\$5,429	\$5,864
P205	Sustainability Program Manager	\$7,409	\$8,232	\$8,890
P319	Sustainability Specialist	\$5,810	\$6,456	\$6,972
P154	Swim Lesson Specialist	\$4,139	\$4,599	\$4,967
P157	Systems Admin/Analyst	\$6,571	\$7,301	\$7,885
P158	Systems Analyst/DBA	\$7,267	\$8,075	\$8,721
P226	Systems Administrator I	\$5,541	\$6,156	\$6,649
P095	Systems Administrator II	\$6,499	\$7,221	\$7,799
P265	Technical Functional Analyst	\$7,267	\$8,075	\$8,721
P298	Traffic Safety Coordinator	\$6,034	\$6,705	\$7,241
P170	Training Coordinator	\$5,736	\$6,373	\$6,883
P012	Transportation Planner	\$7,198	\$7,998	\$8,638
P191	Utility Billing Manager	\$8,433	\$9,371	\$10,120
P109	Utility Rate Analyst	\$7,923	\$8,803	\$9,508
P091	Victim Services Coordinator	\$5,989	\$6,654	\$7,187
P206	Visitor Services Manager	\$4,644	\$5,160	\$5,573
P320	Volunteer and Evaluation Coordinator	\$3,110	\$3,455	\$3,731
P253	Water Conservation & Sustainability Specialist	\$6,030	\$6,700	\$7,236
P290	Water Quality Analyst I	\$4,290	\$4,766	\$5,148
P291	Water Quality Analyst II	\$4,975	\$5,528	\$5,970
P010	Water Quality Lab Supervisor	\$7,191	\$7,990	\$8,629
P292	Water Quality Specialist I	\$5,801	\$6,445	\$6,961
P287	Water Quality Specialist II	\$6,439	\$7,155	\$7,727
P042	Water Resource Analyst	\$6,432	\$7,146	\$7,718
P247	Water Resources Engineer	\$8,692	\$9,658	\$10,430
P321	Watershed Coordinator	\$6,052	\$6,724	\$7,262
P172	Website Coordinator	\$7,216	\$8,018	\$8,659
P046	Wellness Coordinator	\$5,147	\$5,718	\$6,176

TITLES AND PAY GRADES BY DEPARTMENT

CITY MANAGER'S/CITY ATTORNEY'S OFFICE

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A011	Executive Assistant	\$4,557	\$5,064	\$5,469
A001	Legal Support Specialist	\$4,804	\$5,338	\$5,765

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M049	Assistant City Manager	\$13,099	\$14,554	\$15,719
M013	Deputy City Attorney	\$11,153	\$12,392	\$13,384
M072	Deputy City Manager	\$18,613	\$20,681	\$22,336

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P008	Assistant City Attorney I	\$7,060	\$7,844	\$8,472
P014	Assistant City Attorney II	\$8,993	\$9,992	\$10,791
P216	Communications Manager	\$8,124	\$9,026	\$9,748
P239	Legal Administrator/Paralegal	\$5,221	\$5,802	\$6,266
P126	Prosecuting Attorney I	\$7,468	\$8,297	\$8,961
P127	Prosecuting Attorney II	\$8,412	\$9,347	\$10,095
P085	Public Information Officer	\$6,578	\$7,309	\$7,894
P131	Public Information Specialist	\$5,798	\$6,442	\$6,957
P262	Sr Assistant City Attorney	\$10,731	\$11,923	\$12,877
P311	Sr Communication & Marketing Manager	\$7,565	\$8,406	\$9,078

COMMUNITY SERVICES DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A037	Administrative Coordinator	\$4,557	\$5,064	\$5,469
A011	Executive Assistant	\$4,557	\$5,064	\$5,469
A015	Library Assistant	\$3,032	\$3,369	\$3,638
A025	Library Page	\$2,789	\$3,099	\$3,347
A004	Library Technician	\$3,785	\$4,205	\$4,541
A002	Office Assistant	\$2,970	\$3,300	\$3,564
A006	Sr Library Technician	\$4,402	\$4,891	\$5,282

LABOR TRADES

Salary #	Title	2022 Min	2022 Mid	2022 Max
L075	Campus Supervisor	\$4,493	\$4,992	\$5,391
L064	Custodian	\$3,201	\$3,557	\$3,841
L016	Golf Course Equipment Mechanic	\$4,327	\$4,807	\$5,192
L020	Golf Course Supervisor	\$6,494	\$7,216	\$7,793
L066	Graffiti Removal Specialist	\$3,600	\$4,000	\$4,320
L053	Grounds Maintenance Technician I	\$3,174	\$3,526	\$3,809
L048	Grounds Maintenance Technician II	\$3,600	\$4,000	\$4,320
L052	Head Lifeguard	\$3,614	\$4,015	\$4,337
L081	Lead Custodian	\$4,377	\$4,864	\$5,253
L014	Pool Technician	\$4,247	\$4,719	\$5,097
L051	Sr. Grounds Maintenance Technician	\$4,258	\$4,731	\$5,109

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M056	CDBG Disaster Recovery Manager	\$9,053	\$10,059	\$10,863
M055	Community & Neighborhood Resources Manager	\$7,233	\$8,037	\$8,680
M024	CYF Manager	\$7,092	\$7,880	\$8,510
M006	Director of Community Services	\$11,991	\$13,324	\$14,390
M028	Golf Operations Manager	\$8,334	\$9,260	\$10,001
M011	Library Director	\$9,868	\$10,964	\$11,841
M022	Museum Director	\$8,599	\$9,554	\$10,318
M021	Recreation & Golf Manager	\$9,186	\$10,207	\$11,024
M023	Seniors Services Manager	\$7,092	\$7,880	\$8,510
P202	Art In Public Places Administrator	\$4,735	\$5,261	\$5,682

COMMUNITY SERVICES DEPARTMENT

PROFESSIONAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P122	Assistant Librarian	\$3,761	\$4,179	\$4,513
P151	Auditorium and Event Manager	\$5,149	\$5,722	\$6,179
P178	Callahan House Manager	\$5,041	\$5,602	\$6,050
P045	CDBG Coordinator	\$6,273	\$6,970	\$7,527
P087	Circulation Desk Manager	\$4,971	\$5,524	\$5,966
P218	Communications & Marketing Specialist	\$5,356	\$5,951	\$6,427
P029	Community Relations Program Coordinator	\$6,390	\$7,100	\$7,668
P192	Community Relations Specialist	\$5,809	\$6,454	\$6,970
P305	CS Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P048	CYF Clinician II	\$5,358	\$5,954	\$6,430
P055	CYF Community Coordinator	\$5,674	\$6,305	\$6,809
P196	CYF Program Leader	\$4,517	\$5,018	\$5,420
P190	CYF Program Specialist	\$4,935	\$5,484	\$5,922
P303	Equity and Engagement Specialist	\$5,809	\$6,454	\$6,970
P153	Fitness Specialist	\$4,140	\$4,600	\$4,968
P159	Fund Development & Marketing Specialist	\$5,989	\$6,654	\$7,187
P078	Housing/Community Investment Prog Spec	\$5,433	\$6,036	\$6,519
P142	Housing Rehabilitation Inspector	\$5,257	\$5,841	\$6,309
P111	Librarian I	\$4,698	\$5,220	\$5,638
P184	Librarian I, NE	\$4,698	\$5,220	\$5,638
P047	Librarian II	\$6,551	\$7,279	\$7,861
P155	Marketing Coordinator	\$5,356	\$5,951	\$6,427
P199	Marketing Coordinator, NE	\$5,356	\$5,951	\$6,427
P183	Museum Curator	\$4,735	\$5,261	\$5,682
P249	Museum Exhibitions Technician	\$3,487	\$3,875	\$4,184
P186	Museum Program Leader	\$4,638	\$5,154	\$5,566
P315	Neighborhood Resource Coordinator	\$6,390	\$7,100	\$7,668
P068	Neighborhood Resource Specialist	\$5,809	\$6,454	\$6,970
P041	Recreation Area Supervisor	\$6,282	\$6,980	\$7,539
P061	Recreation Program Supervisor	\$5,725	\$6,361	\$6,870
P062	Recreation Program Coordinator	\$4,638	\$5,154	\$5,566
P160	Registrar	\$3,597	\$3,996	\$4,316
P317	Seniors Clinician II	\$5,359	\$5,954	\$6,431
P049	Seniors Counseling & Resource Educ Coord	\$5,359	\$5,954	\$6,431
P103	Seniors Recreation Program Coordinator	\$4,517	\$5,018	\$5,420

COMMUNITY SERVICES DEPARTMENT

PROFESSIONAL				
Salary #	Title	2022 Min	2022 Mid	2022 Max
P051	Seniors Recreation Program Supervisor	\$5,725	\$6,361	\$6,870
P195	Seniors Resource Specialist	\$4,935	\$5,484	\$5,922
P318	Social Equity Coordinator	\$6,390	\$7,100	\$7,668
P154	Swim Lesson Specialist	\$4,139	\$4,599	\$4,967
P320	Volunteer and Evaluation Coordinator	\$3,110	\$3,455	\$3,731

EXTERNAL SERVICES DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A037	Administrative Coordinator	\$4,557	\$5,064	\$5,469
A011	Executive Assistant	\$4,557	\$5,064	\$5,469
A002	Office Assistant	\$2,970	\$3,300	\$3,564
A031	Parking Enforcement Officer	\$3,577	\$3,975	\$4,293

LABOR TRADES

Salary #	Title	2022 Min	2022 Mid	2022 Max
L083	Airport Operations & Maintenance Tech	\$3,174	\$3,526	\$3,809
L064	Custodian	\$3,201	\$3,557	\$3,841
L066	Graffiti Removal Specialist	\$3,600	\$4,000	\$4,320
L053	Grounds Maintenance Technician I	\$3,174	\$3,526	\$3,809
L048	Grounds Maintenance Technician II	\$3,600	\$4,000	\$4,320
L081	Lead Custodian	\$4,377	\$4,864	\$5,253
L051	Sr. Grounds Maintenance Technician	\$4,258	\$4,731	\$5,109

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M054	Assistant Chief Building Official	\$7,311	\$8,124	\$8,773
M049	Assistant City Manager	\$13,099	\$14,554	\$15,719
M008	Chief Building Official	\$8,667	\$9,630	\$10,400
M081	Planning Director	\$10,253	\$11,392	\$12,303
M066	Planning Manager	\$8,406	\$9,340	\$10,088
M031	Redevelopment Revitalization Manager	\$7,744	\$8,604	\$9,292
M053	Special Projects Manager	\$8,459	\$9,399	\$10,151
M070	Transportation Planning Manager	\$8,406	\$9,340	\$10,088

PROFESSIONAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P189	Accountant	\$5,215	\$5,794	\$6,258
P076	Airport Manager	\$8,002	\$8,891	\$9,602
P208	Application Support Analyst, Fixed Term	\$6,601	\$7,335	\$7,922
P021	Associate Planner	\$4,896	\$5,440	\$5,875
P036	Building Inspection Supervisor	\$6,771	\$7,524	\$8,125
P123	Building Inspector	\$5,257	\$5,841	\$6,309

EXTERNAL SERVICES DEPARTMENT

PROFESSIONAL		2022 Min	2022 Mid	2022 Max
Salary #	Title			
P080	Building Permit Technician	\$4,061	\$4,512	\$4,873
P215	Building Permit Tech II	\$4,528	\$5,031	\$5,433
P173	Code Enforcement Inspector	\$4,549	\$5,054	\$5,459
P082	Code Enforcement Manager	\$6,039	\$6,710	\$7,246
P313	Development Project Administrator	\$7,916	\$8,796	\$9,500
P120	Device Specialist	\$4,820	\$5,356	\$5,784
P059	Electrical Inspector	\$5,487	\$6,097	\$6,584
P268	Environmental/Sustainability Planner	\$6,575	\$7,305	\$7,890
P022	Planner	\$5,607	\$6,230	\$6,728
P150	Planning Technician	\$4,577	\$5,086	\$5,493
P060	Plans Examiner	\$5,416	\$6,018	\$6,499
P030	Principal Planner	\$7,916	\$8,796	\$9,499
P101	Project Manager II	\$6,673	\$7,415	\$8,008
P174	Resiliency Environmental Planner	\$6,673	\$7,415	\$8,008
P124	Sr Building Inspector	\$5,624	\$6,249	\$6,749
P104	Sr Code Enforcement/Housing Inspector	\$5,257	\$5,841	\$6,309
P212	Sr Electrical Inspector	\$6,034	\$6,705	\$7,241
P086	Sr Fire Code Inspector	\$6,658	\$7,397	\$7,989
P023	Sr Planner	\$6,575	\$7,305	\$7,890
P043	Sr Plans Examiner	\$6,112	\$6,791	\$7,334
P231	Sr Plans Examiner/Sr Project Manager	\$6,437	\$7,152	\$7,724
P012	Transportation Planner	\$7,198	\$7,998	\$8,638

HUMAN RESOURCE SERVICES DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A019	Human Resources Administrator	\$4,520	\$5,023	\$5,424

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M046	Chief Human Resources Officer	\$11,495	\$12,773	\$13,794
M067	Human Resources Asst Director	\$7,160	\$7,955	\$8,592

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P309	Compensation and Benefit Manager	\$8,076	\$8,973	\$9,691
P264	Compensation & Benefit Specialist	\$5,518	\$6,131	\$6,621
P263	Human Resources Partner I	\$5,058	\$5,620	\$6,070
P050	Human Resources Partner II	\$6,107	\$6,786	\$7,328

MUNICIPAL COURT

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P034	Chief Probation Officer	\$6,583	\$7,314	\$7,900
P071	Community Service Coordinator	\$4,091	\$4,546	\$4,910
P108	Court Administrator	\$6,318	\$7,020	\$7,582
P074	Probation Officer	\$4,825	\$5,361	\$5,790

LONGMONT POWER & COMMUNICATIONS

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A024	Administrative Supervisor	\$5,354	\$5,949	\$6,425
A027	Fiber Customer Service Representative	\$3,710	\$4,122	\$4,452
A034	Fiber Sr Customer Service Representative	\$4,076	\$4,529	\$4,891
A002	Office Assistant	\$2,970	\$3,300	\$3,564

LABOR

Salary #	Title	2022 Min	2022 Mid	2022 Max
L041	Fiber Install Technician	\$4,722	\$5,246	\$5,666
L040	Fiber Optic Technician	\$5,834	\$6,482	\$7,001
L042	Fiber Service Technician	\$5,555	\$6,173	\$6,666
L061	Meter Reader	\$3,786	\$4,207	\$4,544
L067	Meter Reading Supervisor	\$5,546	\$6,162	\$6,655
L057	Sr Meter Reader	\$4,543	\$5,048	\$5,451
L078	Utility Parts Buyer/Inventory Control Technician	\$4,739	\$5,265	\$5,687
L047	Warehouse Supervisor	\$5,533	\$6,148	\$6,639
L058	Warehouse Worker	\$3,577	\$3,975	\$4,293
L072	Warehouse Worker II	\$4,229	\$4,698	\$5,074

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M080	AMI Project Manager	\$9,336	\$10,373	\$11,203
M052	Broadband Network Operations Manager	\$9,998	\$11,108	\$11,997
M074	Director of Broadband Services	\$13,904	\$15,448	\$16,684
M073	Director of Electric Services	\$13,904	\$15,448	\$16,684
M064	Director of Electric Customer Service	\$10,381	\$11,534	\$12,457
M009	Director of Electric Engineering	\$11,241	\$12,490	\$13,489
M082	Director of Power Delivery	\$11,076	\$12,307	\$13,291
M086	Director of Project Deployment	\$13,591	\$15,101	\$16,309
M027	Electric Operations Manager	\$9,832	\$10,925	\$11,799
M032	Electric Technology Services Coordinator	\$8,673	\$9,636	\$10,407
M089	Energy Portfolio Development Manager	\$9,805	\$10,894	\$11,766
M076	Fiber Network Director	\$11,527	\$12,807	\$13,832
M077	LPC Internal Services Director	\$10,311	\$11,456	\$12,373

LONGMONT POWER & COMMUNICATIONS

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P289	Business Process Improvement Coordinator	\$6,712	\$7,458	\$8,054
P017	Electric Distribution Field Engineer I	\$6,066	\$6,740	\$7,280
P013	Electric Distribution Field Engineer II	\$6,385	\$7,094	\$7,662
P083	Electric Distribution Field Engineer Trainee	\$5,427	\$6,030	\$6,512
P024	Electric Engineering Project Coordinator	\$8,580	\$9,534	\$10,296
P026	Electrical Engineer	\$8,321	\$9,246	\$9,985
P090	Energy Services Program Coordinator	\$4,668	\$5,187	\$5,601
P089	Energy Services Specialist	\$6,341	\$7,046	\$7,610
P283	Fiber Construction Coordinator	\$6,715	\$7,461	\$8,058
P276	Fiber Field Engineer I	\$6,066	\$6,740	\$7,280
P229	Fiber Optic Outside Plant Engineer	\$6,561	\$7,290	\$7,873
P275	Fiber Outside Plant Manager	\$7,412	\$8,236	\$8,895
P294	Fiber Service & Quality Assurance Specialist	\$4,512	\$5,014	\$5,415
P140	Fiber Technical Service Representative	\$4,646	\$5,162	\$5,575
P182	Field Service Supervisor	\$6,561	\$7,290	\$7,873
P105	Key Account Manager	\$8,007	\$8,897	\$9,609
P177	LPC Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P270	LPC Customer Process & Billing Analyst	\$6,060	\$6,733	\$7,272
P271	LPC Customer Sales & Service Manager	\$6,189	\$6,877	\$7,427
P277	LPC Marketing Coordinator	\$5,356	\$5,951	\$6,427
P136	LPC Network Engineer	\$8,191	\$9,101	\$9,829
P293	LPC Sr Electrical Inspector	\$7,267	\$8,075	\$8,721
P139	MDU & Commercial Sales Engineer	\$7,423	\$8,248	\$8,908
P273	Network Operations Center Technician	\$5,111	\$5,679	\$6,133
P280	Process Analyst/Project Manager	\$6,423	\$7,137	\$7,708
P272	Product Marketing & Distribution Manager	\$7,664	\$8,516	\$9,197
P141	Public Relations & Marketing Specialist	\$5,289	\$5,876	\$6,346
P278	Renewable Energy Strategy Manager	\$8,691	\$9,657	\$10,430
P284	Sales Coordinator	\$5,209	\$5,788	\$6,251
P279	Sales & Distribution Manager	\$6,833	\$7,592	\$8,200
P282	Sales Engineer	\$5,993	\$6,658	\$7,191
P299	Sr Electric Distribution Field Engineer	\$7,023	\$7,803	\$8,428
P027	Sr Electrical Engineer	\$9,432	\$10,480	\$11,318
P128	Sr GIS Analyst	\$6,111	\$6,790	\$7,333

LONGMONT POWER & COMMUNICATIONS

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P301	Sr Key Accounts Manager	\$8,808	\$9,787	\$10,570
P007	Sr Programmer Analyst	\$8,469	\$9,410	\$10,163
P109	Utility Rate Analyst	\$7,923	\$8,803	\$9,508

LONGMONT POWER & COMMUNICATIONS

LABOR TRADES - OPEN RANGE POSITIONS

Salary #	Title	2022 Min	2022 Mid	2022 Max
E013	Line Crew Supervisor	\$8,720	\$9,689	\$10,464
E014	Substation Supervisor	\$8,720	\$9,689	\$10,464
E015	Journey Lineworker	\$8,076	\$8,973	\$9,691
E016	Journey Substation Worker	\$8,076	\$8,973	\$9,691
E017	Meter Shop Supervisor	\$8,190	\$9,099	\$9,827
E018	Electric Meter Technician	\$7,447	\$8,274	\$8,935

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	\$6,474	\$6,575	\$6,712	\$6,926	\$7,147	\$7,416	\$7,739	\$8,076
E007	Apprentice Substation Worker	\$6,474	\$6,575	\$6,712	\$6,926	\$7,147	\$7,416	\$7,739	\$8,076
E008	Apprentice Meter Technician	\$6,347	\$6,443	\$6,571	\$6,703	\$6,837	\$7,042	\$7,274	\$7,529
E012	Street Light Technician	\$7,147	\$7,416	\$7,739					
E006	Groundworker	\$5,417	\$5,763	\$6,131					

PS GRANT FUNDED

Salary #	Title	2022 Min	2022 Mid	2022 Max
P224	Case Management Coordinator, NE	\$5,137	\$5,707	\$6,164
P274	Clinician I	\$4,287	\$4,763	\$5,144
P220	Clinician II	\$5,359	\$5,954	\$6,431
P308	Clinician III	\$6,162	\$6,847	\$7,395
P221	Co-Responder Paramedic, NE	\$4,446	\$4,940	\$5,335
P261	Community Health & Diversion Program Mngr	\$6,439	\$7,154	\$7,727
P302	Outreach Victim's Advocate	\$4,623	\$5,137	\$5,547
P225	Peer Case Manager	\$4,087	\$4,541	\$4,905
P219	Supervising Clinician	\$6,431	\$7,145	\$7,717

PUBLIC SAFETY CBU OPEN RANGE POSITIONS

Salary #	Title	2022 Min	2022 Mid	2022 Max
C011	Communications Shift Supervisor	\$6,281	\$6,979	\$7,537
C010	Communications Specialist	\$4,616	\$5,129	\$5,539
C007	CSO Animal Control	\$4,229	\$4,699	\$5,075
C009	CSO Detectives	\$4,494	\$4,993	\$5,392
C014	CSO Crime Scene Investigator	\$5,461	\$6,068	\$6,553
C012	CSO Emergency Comm Tech Systems Support	\$5,522	\$6,135	\$6,626
C008	CSO Field Investigator	\$4,494	\$4,993	\$5,392
C015	CSO Patrol	\$4,494	\$4,993	\$5,392
C013	CSO Property & Evidence Custodian	\$4,487	\$4,986	\$5,385
C005	Police Services Technician	\$3,840	\$4,267	\$4,608
C006	Sr Police Services Technician	\$4,186	\$4,651	\$5,023

**PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS
Step Positions**

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C004	Police Sergeant	\$9,836	\$10,354				
C003	Master Police Officer	\$8,273					
C002	Police Officer	\$5,660	\$6,104	\$6,547	\$6,990	\$7,434	\$7,879
C001	Police Recruit	\$5,660					
F07N	Fire Captain	\$10,264					
F07S	Fire Captain Shift	\$10,264					
F05N	Fire Lieutenant*	\$9,175					
F05S	Fire Lieutenant Shift	\$9,175					
F04N	Firefighter/Paramedic/Engineer	\$8,756					
F04S	Firefighter/Paramedic/Engineer Shift	\$8,756					
F03N	Firefighter/Engineer	\$8,338					
F03S	Firefighter/Engineer Shift	\$8,338					
F02N	Firefighter/Paramedic	\$6,713	\$7,086	\$8,153			
F02S	Firefighter/Paramedic Shift	\$6,713	\$7,086	\$8,153			
F01N	Firefighter	\$5,221	\$5,967	\$6,340	\$7,459		
F01S	Firefighter Shift	\$5,221	\$5,967	\$6,340	\$7,459		

PUBLIC SAFETY DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A022	Administrative Analyst	\$4,449	\$4,944	\$5,339
A017	Public Safety Records Supervisor	\$5,395	\$5,995	\$6,474

LABOR

Salary #	Title	2022 Min	2022 Mid	2022 Max
L064	Custodian	\$3,201	\$3,557	\$3,841

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M047	Assistant Fire Chief	\$10,636	\$11,818	\$12,763
M048	Assistant Fire Chief, Non Shift	\$10,636	\$11,818	\$12,763
M037	Assistant Public Safety Chief	\$10,427	\$11,586	\$12,512
M061	Chief of Public Safety	\$15,013	\$16,681	\$18,015
M033	Communications Center Manager	\$8,664	\$9,627	\$10,397
M051	Deputy Public Safety Chief	\$12,009	\$13,344	\$14,411
M014	Police Commander	\$10,596	\$11,773	\$12,715
M060	Public Safety Technical Services Manager	\$9,190	\$10,211	\$11,028

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P020	Assistant Fire Marshal	\$7,458	\$8,287	\$8,950
P257	Digital Media Records/Evidence Tech	\$4,600	\$5,111	\$5,520
P145	Emergency CommTech Sys Administrator	\$7,002	\$7,780	\$8,402
P240	Emergency Management Coordinator	\$6,601	\$7,335	\$7,922
P214	Fire Protection Engineer	\$7,062	\$7,846	\$8,474
P244	PS Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P144	PS Data/Statistical Analyst	\$5,686	\$6,318	\$6,824
P171	PS IT Application Support Analyst	\$4,820	\$5,356	\$5,784
P255	PS Network & Tech Support	\$6,159	\$6,843	\$7,391
P118	Public Safety Outreach Manager	\$5,767	\$6,407	\$6,920
P066	Public Safety Technical Support	\$4,820	\$5,356	\$5,784
P102	Range Coordinator	\$6,111	\$6,790	\$7,333
P116	Research & Community Engagement Manager	\$6,704	\$7,449	\$8,045

PUBLIC SAFETY DEPARTMENT

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P166	Safety Education Coordinator	\$5,819	\$6,466	\$6,983
P234	SR CJF Technical Functional Analyst	\$7,719	\$8,576	\$9,262
P250	Sr PS Tech Support	\$6,159	\$6,843	\$7,391
P091	Victim Services Coordinator	\$5,989	\$6,654	\$7,187

PUBLIC WORKS & NATURAL RESOURCES

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A022	Administrative Analyst	\$4,449	\$4,944	\$5,339
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A024	Administrative Supervisor	\$5,354	\$5,949	\$6,425
A009	Customer Service Representative	\$3,710	\$4,122	\$4,452
A011	Executive Assistant	\$4,557	\$5,064	\$5,469
A002	Office Assistant	\$2,970	\$3,300	\$3,564
A021	Transportation Engineering Assistant	\$4,449	\$4,944	\$5,339

LABOR TRADES

Salary #	Title	2022 Min	2022 Mid	2022 Max
L054	Arborist Technician I	\$3,343	\$3,715	\$4,012
L055	Arborist Technician II	\$4,180	\$4,644	\$5,016
L033	Chief Plant Operator	\$5,958	\$6,620	\$7,150
L049	City Forester	\$6,709	\$7,455	\$8,051
L043	Control Systems Operations Supervisor	\$7,078	\$7,865	\$8,494
L064	Custodian	\$3,201	\$3,557	\$3,841
L005	Electrician	\$6,165	\$6,850	\$7,398
L076	Facilities Maintenance Supervisor	\$5,578	\$6,198	\$6,694
L032	Facilities Maintenance Technician I	\$3,980	\$4,422	\$4,776
L046	Facilities Maintenance Technician II	\$4,622	\$5,135	\$5,546
L053	Grounds Maintenance Technician I	\$3,174	\$3,526	\$3,809
L048	Grounds Maintenance Technician II	\$3,600	\$4,000	\$4,320
L030	Instrumentation Technician	\$5,716	\$6,351	\$6,860
L018	Maintenance Supervisor	\$7,078	\$7,865	\$8,494
L034	Natural Resources Technician	\$4,324	\$4,805	\$5,189
L023	Operations & Maintenance Technician	\$5,100	\$5,667	\$6,120
L024	Operations & Maintenance Technician Lead	\$5,466	\$6,073	\$6,559
L044	Operations Support Specialist	\$5,028	\$5,587	\$6,034
L063	Park Ranger Technician I	\$3,174	\$3,526	\$3,809
L065	Park Ranger Technician II	\$3,600	\$4,000	\$4,320
L080	Parks/Open Space Ranger	\$4,493	\$4,992	\$5,391
L021	Parks Supervisor	\$6,207	\$6,896	\$7,448
L029	Public Works Technician I	\$4,054	\$4,504	\$4,864
L045	Public Works Technician II	\$4,366	\$4,851	\$5,239

PUBLIC WORKS & NATURAL RESOURCES

LABOR TRADES

Salary #	Title	2022 Min	2022 Mid	2022 Max
L035	Sanitation Supervisor	\$5,870	\$6,522	\$7,044
L017	Sr Arborist Technician	\$4,736	\$5,262	\$5,683
L051	Sr Grounds Maintenance Technician	\$4,258	\$4,731	\$5,109
L077	Sr Natural Resource Technician	\$4,953	\$5,504	\$5,944
L062	Sr Parks/Open Space Ranger	\$5,340	\$5,933	\$6,408
L056	Sr Park Ranger Technician	\$4,493	\$4,992	\$5,391
L006	Sr Traffic Signal Technician	\$5,343	\$5,936	\$6,411
L059	Sr Watershed Ranger	\$5,340	\$5,933	\$6,408
L037	System Operations Supervisor	\$7,078	\$7,865	\$8,494
L012	Traffic Signal Technician I	\$4,245	\$4,716	\$5,094
L008	Traffic Signal Technician II	\$4,716	\$5,240	\$5,659
L025	Treatment Operations Supervisor	\$7,078	\$7,865	\$8,494
L074	Utility & Streets Maintenance Supervisor	\$6,719	\$7,465	\$8,062
L060	Utility Worker	\$3,218	\$3,575	\$3,861
L079	Watershed Ranger	\$4,493	\$4,992	\$5,391
L027	Water Utility Technician	\$4,574	\$5,082	\$5,489
L028	Water Utility Technician Lead	\$5,048	\$5,609	\$6,058

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M088	Assistant Director of Engineering Services	\$8,924	\$9,915	\$10,708
M075	Facilities Manager	\$8,158	\$9,064	\$9,790
M063	Facilities Operations & CIP Manager	\$6,882	\$7,647	\$8,259
M058	Flood Recovery Manager	\$6,602	\$7,335	\$7,922
M050	Land Program Administrator	\$8,895	\$9,883	\$10,674
M065	Parks Superintendent	\$8,294	\$9,215	\$9,952
M083	PWNR Asst Director of Business Services	\$10,621	\$11,802	\$12,746
M078	PWNR Director of Business & Environmental Services	\$11,802	\$13,114	\$14,163
M041	PWNR Director of Engineering Services	\$11,802	\$13,114	\$14,163
M040	PWNR Director of Operations	\$11,802	\$13,114	\$14,163
M045	PWNR Engineering Administrator	\$9,553	\$10,615	\$11,464
M043	PWNR Environmental Services Manager	\$10,622	\$11,802	\$12,746
M079	PWNR Director of Parks & Natural Resources	\$11,802	\$13,114	\$14,163
M069	PWNR Technical Services Manager	\$9,190	\$10,211	\$11,028

PUBLIC WORKS & NATURAL RESOURCES

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M039	Traffic Engineering Administrator	\$9,553	\$10,615	\$11,464
M084	Transportation System Maintenance Manager	\$8,884	\$9,871	\$10,660
M085	Treatment Operations Assistant Manager	\$8,172	\$9,080	\$9,807
M036	Treatment Operations Manager	\$9,621	\$10,690	\$11,545
M018	Utility O&M Manager	\$8,884	\$9,871	\$10,660
M068	Waste Services Manager	\$8,706	\$9,673	\$10,447
M025	Water Resources Manager	\$9,553	\$10,615	\$11,464

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P269	Air Quality/Oil & Gas Coordinator	\$7,412	\$8,236	\$8,895
P100	Business Analyst	\$6,060	\$6,733	\$7,272
P289	Business Process Improvement Coordinator	\$6,712	\$7,458	\$8,054
P056	Civil Engineer I	\$6,673	\$7,415	\$8,008
P057	Civil Engineer II	\$7,412	\$8,236	\$8,895
P039	Construction Inspection Supervisor	\$7,412	\$8,236	\$8,895
P015	Construction Inspector	\$5,154	\$5,727	\$6,185
P306	Customer Service & Administrative Manager	\$6,432	\$7,146	\$7,718
P312	Data and Innovation Analyst	\$6,591	\$7,323	\$7,909
P242	Economic Sustainability Specialist	\$5,719	\$6,354	\$6,862
P084	Engineering & Surveying Technician Sup	\$7,412	\$8,236	\$8,895
P016	Engineering Technician	\$5,180	\$5,755	\$6,216
P065	Environmental Project Specialist	\$5,646	\$6,273	\$6,775
P132	Environmental Regulatory Specialist	\$5,156	\$5,729	\$6,187
P303	Equity and Engagement Specialist	\$5,353	\$5,948	\$6,424
P092	Field Engineer	\$5,946	\$6,606	\$7,135
P018	GIS/Mapping Technician	\$4,307	\$4,786	\$5,169
P314	Grant Coordinator	\$4,886	\$5,429	\$5,863
P031	Industrial Pre-Treatment Coordinator	\$6,984	\$7,760	\$8,381
P288	Laboratory Support Technician	\$4,124	\$4,582	\$4,948
P098	Lead GIS Analyst	\$6,111	\$6,790	\$7,333
P133	Multi Media/Marketing Specialist	\$5,263	\$5,848	\$6,315
P201	Multi Media/Marketing Specialist, NE	\$5,263	\$5,848	\$6,315
P248	Natural Resources Analyst	\$4,449	\$4,944	\$5,339

PUBLIC WORKS & NATURAL RESOURCES

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P094	Natural Resources Specialist	\$5,795	\$6,439	\$6,954
P281	Natural Resources Supervisor/Project Manager II	\$5,907	\$6,563	\$7,088
P146	Project Manager I	\$5,946	\$6,606	\$7,135
P101	Project Manager II	\$6,673	\$7,415	\$8,008
P175	PWNR Communications & Marketing Manager	\$6,878	\$7,642	\$8,254
P179	PWNR Rate Analyst/Manager	\$8,715	\$9,684	\$10,459
P304	PWNR Volunteer Coordinator	\$4,978	\$5,531	\$5,973
P058	Sr Civil Engineer	\$8,692	\$9,658	\$10,430
P009	Sr Construction Inspector	\$5,670	\$6,300	\$6,804
P207	Sr Electrical & Control Systems Engineer	\$9,432	\$10,480	\$11,318
P004	Sr Engineering Technician	\$5,946	\$6,606	\$7,135
P019	Sr GIS/Mapping Technician	\$5,383	\$5,981	\$6,459
P143	Sr Project Manager	\$7,412	\$8,236	\$8,895
P267	Sustainability Grant & Program Coordinator	\$4,886	\$5,429	\$5,864
P205	Sustainability Program Manager	\$7,409	\$8,232	\$8,890
P319	Sustainability Specialist	\$5,810	\$6,456	\$6,972
P265	Technical Functional Analyst	\$7,267	\$8,075	\$8,721
P298	Traffic Safety Coordinator	\$6,034	\$6,705	\$7,241
P253	Water Conservation & Sustainability Specialist	\$6,030	\$6,700	\$7,236
P290	Water Quality Analyst I	\$4,290	\$4,766	\$5,148
P291	Water Quality Analyst II	\$4,975	\$5,528	\$5,970
P010	Water Quality Lab Supervisor	\$7,191	\$7,990	\$8,629
P292	Water Quality Specialist I	\$5,801	\$6,445	\$6,961
P287	Water Quality Specialist II	\$6,439	\$7,155	\$7,727
P042	Water Resource Analyst	\$6,432	\$7,146	\$7,718
P247	Water Resources Engineer	\$8,692	\$9,658	\$10,430
P321	Watershed Coordinator	\$5,904	\$6,560	\$7,085

SHARED SERVICES DEPARTMENT

ADMINISTRATIVE

Salary #	Title	2022 Min	2022 Mid	2022 Max
A003	Accounting Assistant	\$3,599	\$3,999	\$4,319
A013	Accounting Technician	\$4,011	\$4,457	\$4,814
A022	Administrative Analyst	\$4,449	\$4,944	\$5,339
A008	Administrative Assistant	\$3,983	\$4,426	\$4,780
A014	Cashier	\$3,167	\$3,519	\$3,801
A009	Customer Service Representative	\$3,710	\$4,122	\$4,452
A011	Executive Assistant	\$4,557	\$5,064	\$5,469
A033	Fleet Administrative Assistant	\$3,983	\$4,426	\$4,780
A023	Head Cashier	\$3,991	\$4,434	\$4,789
A016	Mail Room Clerk	\$3,006	\$3,340	\$3,608
A007	Payroll Administrator	\$4,553	\$5,059	\$5,464
A018	Public Information Assistant	\$3,130	\$3,477	\$3,756
A020	Purchasing Technician	\$4,449	\$4,944	\$5,339
A005	Sales Tax Technician	\$3,961	\$4,402	\$4,754
A012	Sr Customer Service Representative	\$4,076	\$4,529	\$4,891
A026	Treasury Supervisor	\$5,272	\$5,858	\$6,327
A032	Utility Billing Customer Service Supervisor	\$5,354	\$5,949	\$6,425

LABOR TRADES

Salary #	Title	2022 Min	2022 Mid	2022 Max
L011	Equipment Technician I	\$3,924	\$4,360	\$4,709
L007	Equipment Technician II	\$4,263	\$4,737	\$5,116
L031	EVT Technician	\$5,741	\$6,379	\$6,889
L013	Fleet Operations Supervisor	\$6,600	\$7,333	\$7,919
L073	Fleet Parts Buyer	\$4,739	\$5,265	\$5,687
L009	Fleet Service Coordinator	\$5,279	\$5,866	\$6,335
L069	Fleet Warehouse Worker	\$3,664	\$4,071	\$4,397
L039	Lead Master Equipment Technician	\$5,741	\$6,379	\$6,889
L018	Maintenance Supervisor	\$7,078	\$7,865	\$8,494
L026	Master ASE Equipment Technician I	\$4,698	\$5,220	\$5,638
L038	Master ASE Equipment Technician II	\$5,083	\$5,648	\$6,100
M057	Accounting Manager	\$9,503	\$10,559	\$11,403
M049	Assistant City Manager	\$13,099	\$14,554	\$15,719
M017	Assistant Director of Finance	\$10,541	\$11,713	\$12,650
M016	Budget Manager	\$9,605	\$10,672	\$11,526

SHARED SERVICES DEPARTMENT

MANAGEMENT

Salary #	Title	2022 Min	2022 Mid	2022 Max
M005	Chief Financial Officer	\$12,615	\$14,017	\$15,138
M035	City Clerk	\$9,365	\$10,406	\$11,238
M071	ETS Director	\$11,547	\$12,830	\$13,856
M058	Flood Recovery Manager	\$6,602	\$7,335	\$7,922
M019	Fleet Manager	\$8,087	\$8,986	\$9,705
M020	Purchasing & Contracts Manager	\$8,375	\$9,306	\$10,050
M029	Risk Manager	\$8,606	\$9,562	\$10,327

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P189	Accountant	\$5,215	\$5,794	\$6,258
P295	Accountant, LHA	\$5,215	\$5,794	\$6,258
P106	Accounting/Budget Analyst	\$6,348	\$7,053	\$7,618
P130	Accounting Supervisor	\$7,679	\$8,532	\$9,215
P296	Accounting Supervisor, LHA	\$7,679	\$8,532	\$9,215
P152	Billing Specialist	\$4,820	\$5,356	\$5,784
P193	Budget Analyst	\$6,060	\$6,733	\$7,272
P194	Buyer I	\$4,561	\$5,068	\$5,474
P168	Buyer II	\$5,243	\$5,826	\$6,292
P285	Citywide Branding & Digital Communications Specialist	\$5,639	\$6,265	\$6,767
P216	Communications Manager	\$8,124	\$9,026	\$9,748
P120	Device Specialist	\$4,820	\$5,356	\$5,784
P266	ERP Business Analyst	\$6,712	\$7,458	\$8,054
P107	Fleet Analyst	\$6,060	\$6,733	\$7,272
P044	GIS Coordinator	\$6,798	\$7,553	\$8,157
P228	Lead Accountant	\$6,982	\$7,758	\$8,379
P169	Lead ERP Tech Function Analyst	\$8,576	\$9,529	\$10,292
P286	Lead Infrastructure Analyst	\$7,970	\$8,856	\$9,564
P164	Lead Systems Integration Analyst	\$8,355	\$9,283	\$10,025
P237	Licensing Coordinator	\$4,496	\$4,996	\$5,396
P035	Network Analyst	\$6,688	\$7,431	\$8,026
P052	Procurement Specialist	\$6,505	\$7,227	\$7,805
P101	Project Manager II	\$6,673	\$7,415	\$8,008
P085	Public Information Officer	\$6,578	\$7,309	\$7,894
P131	Public Information Specialist	\$5,798	\$6,442	\$6,957

SHARED SERVICES DEPARTMENT

PROFESSIONAL/TECHNICAL

Salary #	Title	2022 Min	2022 Mid	2022 Max
P138	Purchasing Card Administrator	\$4,616	\$5,129	\$5,539
P081	Records Manager/Deputy City Clerk	\$6,395	\$7,105	\$7,674
P316	Retirement Administrator (New 2022, Proposed)	\$7,068	\$7,853	\$8,481
P054	Risk Management Claims Adjuster	\$6,345	\$7,050	\$7,614
P117	Safety Officer	\$6,469	\$7,188	\$7,763
P188	Sales Tax Accountant	\$5,215	\$5,794	\$6,258
P147	Sales Tax Administrator	\$7,103	\$7,893	\$8,524
P114	Sales Tax Auditor	\$5,654	\$6,282	\$6,785
P213	Security Analyst	\$7,508	\$8,342	\$9,010
P297	Sharepoint/O365 Architect	\$7,508	\$8,342	\$9,010
P115	Sr Accountant	\$6,348	\$7,053	\$7,618
P156	Sr Budget Analyst	\$7,307	\$8,119	\$8,768
P234	Sr CJF Technical Functional Analyst	\$7,719	\$8,576	\$9,262
P238	Sr CIS Technical Functional Analyst	\$7,719	\$8,576	\$9,262
P005	Sr Network Analyst	\$7,183	\$7,981	\$8,619
P251	Sr Technical Functional Analyst	\$7,719	\$8,576	\$9,262
P157	Systems Admin/Analyst	\$6,571	\$7,301	\$7,885
P226	Systems Administrator I	\$5,541	\$6,156	\$6,649
P095	Systems Administrator II	\$6,499	\$7,221	\$7,799
P158	Systems Analyst/DBA	\$7,267	\$8,075	\$8,721
P265	Technical Functional Analyst	\$7,267	\$8,075	\$8,721
P170	Training Coordinator	\$5,736	\$6,373	\$6,883
P191	Utility Billing Manager	\$8,433	\$9,371	\$10,120
P172	Website Coordinator	\$7,216	\$8,018	\$8,659
P046	Wellness Coordinator	\$5,147	\$5,718	\$6,176

Temporary and Part Time Non Benefited Pay Grades

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2022 Min	2022 Mid	2022 Max
N127	T127	Accounting Assistant	\$20.7642	\$23.0714	\$24.9171
N001	T001	Activity Assistant, CYF	\$12.5700	\$13.8300	\$14.9400
N002	T002	Administrative Temp Pool	\$12.5700	\$26.1000	\$42.0000
N087	T087	Arborist Tech I	\$19.2877	\$21.4307	\$23.1452
N088	T088	Arborist Tech II	\$24.1137	\$26.7929	\$28.9364
N005	T005	ASL Interpreter, <2 HR	\$162.0000	\$180.0000	\$192.6000
N004	T004	ASL Interpreter, <48 HR	\$81.0000	\$90.0000	\$96.3000
N003	T003	ASL Interpreter, General	\$45.0000	\$50.0000	\$53.5000
N006	T006	Babysitter	\$12.5700	\$13.8300	\$14.9400
N007	T007	Bartender	\$14.3814	\$15.9794	\$17.2577
N090	T090	Building Inspector	\$30.3307	\$33.7008	\$36.3969
N008	T008	Bus Driver	\$15.1200	\$16.8000	\$18.1440
N009	T009	Bus Driver, CDL	\$18.9000	\$21.0000	\$22.6800
N126	T126	Campus Attendant	\$17.7266	\$19.6962	\$21.2719
N091	T091	Campus Supervisor	\$19.4390	\$21.5989	\$23.3268
N010	T010	Catering Assistant	\$12.7980	\$14.2200	\$15.3576
N011	T011	Climbing Wall Attendant	\$12.5700	\$13.8300	\$14.9400
N012	T012	Coach, Assistant	\$12.7900	\$14.2100	\$15.3500
N013	T013	Coach, Head, Level 1	\$14.0700	\$15.6300	\$16.8800
N014	T014	Coach, Head, Level 2	\$16.0922	\$17.8802	\$19.3107
N015	T015	Coach, Head, Level 3	\$18.9923	\$21.1025	\$22.7907
N016	T016	Coach, Head, Level 4	\$22.4047	\$24.8941	\$26.8856
N092	T092	Code Enforcement Inspector	\$26.2434	\$29.1593	\$31.4920
N135	T135	Communications Specialist	\$26.6313	\$29.5904	\$31.9576
N130	T130	Community Park Ranger	\$20.7697	\$23.0774	\$24.9236
N017	T017	Concession Manager	\$17.8670	\$19.8522	\$21.4404
N018	T018	Concessionaire	\$12.5700	\$13.8300	\$14.9400
N093	T093	Construction Inspector	\$29.7347	\$33.0385	\$35.6816
N019	T019	Customer Service Representative	\$21.4048	\$23.7831	\$25.6858
N020	T020	Day Camp Director	\$21.0300	\$23.3700	\$25.2400
N108	T108	Day Camp Director, Assistant	\$14.0000	\$15.5600	\$16.8000
N116	T116	Day Camp Director, Assistant SN	\$14.2500	\$15.8300	\$17.1000
N025	T025	Day Camp Leader SN, Level 1	\$12.6500	\$14.0600	\$15.1800
N026	T026	Day Camp Leader SN, Level 2	\$13.1500	\$14.6100	\$15.7800
N027	T027	Day Camp Leader SN, Level 3	\$13.6500	\$15.1726	\$16.3800

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2022 Min	2022 Mid	2022 Max
N022	T022	Day Camp Leader, Level 1	\$12.5700	\$13.8300	\$14.9400
N023	T023	Day Camp Leader, Level 2 (1 season exp)	\$12.9000	\$14.3300	\$15.4800
N024	T024	Day Camp Leader, Level 3 (State Qualified)	\$13.4000	\$14.8900	\$16.0800
N121	T121	Digital Communications Specialist	\$26.5124	\$29.4582	\$31.8148
N122	T122	Economic Sustainability Specialist	\$32.9918	\$36.6575	\$39.5902
N028	T028	Electrical Eng Project Coord	\$49.5010	\$55.0011	\$59.4012
N094	T094	Electrical Inspector	\$31.6559	\$35.1733	\$37.9871
N124	T124	Environmental Regulatory Specialist	\$29.7453	\$33.0503	\$35.6944
N134	T134	Equipment Technician I	\$22.6371	\$25.1523	\$27.1645
N029	T029	Facility Event Coordinator	\$15.1860	\$16.8733	\$18.2232
N142	T142	Field Engineer	\$34.3010	\$38.1123	\$41.1612
N030	T030	Fitness Maintenance Technician	\$24.0298	\$26.6998	\$28.8357
N031	T031	Front Desk Receptionist Level 1	\$12.5700	\$13.8300	\$14.9400
N032	T032	Front Desk Receptionist Level 2	\$13.6260	\$15.1400	\$16.3512
N033	T033	Front Desk Receptionist Level 3	\$16.0560	\$17.8400	\$19.2672
N034	T034	Gate Attendant	\$12.5700	\$13.8300	\$14.9400
N140	T140	Gate Attendant Level 2	\$13.6300	\$15.1400	\$16.3500
N035	T035	Gift Shop Buyer	\$15.6603	\$17.4003	\$18.7923
N095	T095	GIS/Mapping Technician	\$24.8490	\$27.6100	\$29.8187
N132	T132	Golf Course Mower	\$12.5700	\$13.8300	\$14.9400
N141	T141	Grant Assistant	\$22.5512	\$25.0569	\$27.0615
N096	T096	Grounds Maint Tech I	\$18.3105	\$20.3450	\$21.9726
N119	T119	Grounds Maint Tech II	\$20.7697	\$23.0774	\$24.9236
N117	T117	Grounds Maint Tech, Athletic	\$20.7697	\$23.0774	\$24.9236
N037	T037	Ice Rink Coordinator, Outdoor	\$23.6031	\$26.2257	\$28.3238
N036	T036	Ice Rink Skate Guard	\$12.5700	\$13.8300	\$14.9400
N038	T038	Ice Rink Supervisor	\$17.3100	\$19.2300	\$20.7700
N039	T039	Instructor Level 1 (Entry Level)	\$12.5700	\$13.8300	\$14.9400
N040	T040	Instructor Level 2	\$13.0770	\$14.5300	\$15.6924
N041	T041	Instructor Level 3	\$14.6285	\$16.2538	\$17.5541
N042	T042	Instructor Level 4	\$17.2266	\$19.1407	\$22.4400
N043	T043	Instructor Level 5	\$20.2914	\$22.4400	\$24.3496
N044	T044	Instructor Level 6	\$23.8867	\$26.5408	\$28.6641
N045	T045	Instructor Level 7	\$28.1316	\$31.2574	\$33.7580
N046	T046	Instructor Level 8	\$33.1176	\$36.7973	\$39.7411

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2022 Min	2022 Mid	2022 Max
N047	T047	Instructor Level 9	\$38.9909	\$43.3232	\$47.7258
N114	T114	Instructor, Fitness	\$38.9909	\$43.3232	\$47.7258
N051	T051	Instructor, Private Swim	\$19.4500	\$21.6100	\$23.3400
N111	T111	Instructor, Specialized Recreation	\$38.9909	\$43.3232	\$47.7258
N050	T050	Instructor, Swim	\$12.5700	\$13.8300	\$14.9400
N052	T052	Instructor, Water Safety (WSI, Red Cross)	\$13.0320	\$14.4800	\$15.6384
N053	T053	Intern - No benchmark, Case by Case	\$12.5700	\$44.2200	\$47.7600
N098	T098	Lab Technician	\$23.7899	\$26.4332	\$28.5478
N054	T054	LEVI Project Coordinator, Grant Funded	\$30.4557	\$33.8397	\$36.5468
N055	T055	Library Assistant	\$17.4911	\$17.4911	\$17.4911
N019	T019	Library Customer Service Assistant	\$20.4732	\$22.7480	\$24.5678
N128	T128	Library Page	\$16.0902	\$17.8781	\$19.3083
N056	T056	Library Shelver	\$12.5700	\$13.8300	\$14.9400
N057	T057	Library Technician	\$21.8337	\$24.2596	\$26.2004
N058	T058	Lifeguard	\$12.5700	\$13.8300	\$14.9400
N059	T059	Lifeguard, Lead	\$13.8330	\$15.3700	\$16.5996
N060	T060	Lifeguard, Senior	\$13.8330	\$15.3700	\$16.5996
N099	T099	Meter Reader	\$21.8445	\$24.2717	\$26.2134
N061	T061	Museum Technician	\$13.7260	\$15.2511	\$16.4712
N100	T100	Natural Resources Tech	\$22.4531	\$24.9479	\$26.9437
N139	T139	Office Assistant	\$17.1325	\$19.0361	\$20.5590
N138	T138	Operations Maintenance Tech	\$29.4228	\$32.6920	\$35.3073
N136	T136	Parking Enforcement Officer	\$20.6394	\$22.9326	\$24.7673
N123	T123	Peer Case Manager	\$23.5807	\$26.2008	\$28.2969
N062	T062	Personal Trainer I	\$23.8884	\$26.4200	\$28.5336
N063	T063	Personal Trainer II	\$25.7600	\$28.6200	\$30.9100
N064	T064	Pool Manager	\$17.8670	\$19.8522	\$21.4404
N065	T065	Pool Manager, Assistant	\$15.2163	\$16.9070	\$18.2596
N131	T131	POST Cert Community Service Officer	\$32.6538	\$32.6538	\$32.6538
N129	T129	Procurement Specialist	\$37.5262	\$41.6958	\$45.0315
N115	T115	Program Assistant Level I	\$13.4935	\$14.9928	\$16.1922
N069	T069	Program Assistant Level II	\$16.1810	\$17.9789	\$19.4173
N070	T070	Program Coordinator	\$17.8000	\$19.7800	\$22.0000
N071	T071	Program Specialist	\$25.4061	\$28.2290	\$30.4873
N125	T125	Project Field Engineer	\$34.3010	\$38.1123	\$41.1612

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2022 Min	2022 Mid	2022 Max
N103	T103	Public Works Tech, CDL	\$18.7849	\$20.8721	\$22.5419
N072	T072	Range Safety Officer	\$15.8100	\$17.3400	\$18.7300
N073	T073	School Crossing Guard	\$12.5700	\$13.2400	\$14.2992
N120	T120	School Crossing Guard, Substitute	\$12.5700	\$13.8300	\$14.9400
N074	T074	Scorekeeper	\$12.5700	\$13.8300	\$14.9400
N075	T075	Seasonal Landscape Grounds	\$12.5700	\$13.9500	\$15.0660
N077	T077	Special Projects Assistant	\$12.5700	\$27.0084	\$100.0000
N078	T078	Sports Official Youth Level I	\$12.5700	\$13.8300	\$14.9400
N079	T079	Sports Official Youth Level II	\$13.3019	\$14.9401	\$20.0124
N080	T080	Sports Official Youth Level III	\$15.5433	\$19.0230	\$22.7359
N081	T081	Sports Official, Adult Level I	\$18.9465	\$21.0517	\$22.7359
N082	T082	Sports Official, Adult Level II	\$22.7359	\$25.0364	\$27.5400
N083	T083	Sports Official, Single Man Adult	\$26.7960	\$29.7733	\$32.1551
N133	T133	Sr. Accountant	\$36.6228	\$40.6920	\$43.9474
N089	T089	Sr. Arborist Tech	\$33.0595	\$36.7328	\$39.6714
N101	T101	Sr. Project Mngr	\$42.7632	\$47.5147	\$51.3158
N084	T084	Supervisor, Building	\$17.6562	\$19.2300	\$20.7700
N137	T137	Supervisor, Building OT Rate (Salary Table Only)	\$26.4900	\$28.8500	\$31.1600
N085	T085	Supervisor, Facility /Field	\$17.6562	\$19.2300	\$20.7700
N086	T086	Swim Beach Manager	\$15.0840	\$16.7600	\$18.1008
N076	T076	Temporary Ranger	\$14.8114	\$16.4571	\$17.7737
N102	T102	Utility Worker, No CDL, Entry Level	\$18.5635	\$20.6262	\$22.2762
N105	T105	Utility Worker, Snow Plow Driver	\$30.8835	\$34.3150	\$37.0602
N106	T106	Volunteer Coordinator	\$16.1810	\$17.9789	\$19.4173
N104	T104	Water Utility Tech	\$26.3882	\$29.3202	\$31.6659
N118	T118	Victim Services Advocate, NE, PS Grant	\$16.6689	\$18.5210	\$20.0026
N107	T107	Weight Room Attendant	\$12.5700	\$13.8300	\$14.9400

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

2022		
Begin	End	Pay
12/27/21	01/09/22	01/14/22
01/10/22	01/23/22	01/28/22
01/24/22	02/06/22	02/11/22
02/07/22	02/20/22	02/25/22
02/21/22	03/06/22	03/11/22
03/07/22	03/20/22	03/25/22
03/21/22	04/03/22	04/08/22
04/04/22	04/17/22	04/22/22
04/18/22	05/01/22	05/06/22
05/02/22	05/15/22	05/20/22
05/16/22	05/29/22	06/03/22
05/30/22	06/12/22	06/17/22
06/13/22	06/26/22	07/01/22
06/27/22	07/10/22	07/15/22
07/11/22	07/24/22	07/29/22
07/25/22	08/07/22	08/12/22
08/08/22	08/21/22	08/26/22
08/22/22	09/04/22	09/09/22
09/05/22	09/18/22	09/23/22
09/19/22	10/02/22	10/07/22
10/03/22	10/16/22	10/21/22
10/17/22	10/30/22	11/04/22
10/31/22	11/13/22	11/18/22
11/14/22	11/27/22	12/02/22
11/28/22	12/11/22	12/16/22
12/12/22	12/25/22	12/30/22