

City of Longmont 2023 Proposed Classification & Pay Plan



Effective 12/26/2022

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Employee Compensation 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. As stated previously in the public safety section, the most significant issue that the organization has faced over the last year is filling vacancies. This situation is not unique to Longmont and there are numerous national articles that discuss the challenges of hiring qualified individuals. The level of competition in the north metro area has increased dramatically over the last year. Our competition has been moving very fast and we are seeing local governments do things that are more aligned with what you would see from private employers. It is not uncommon to now see hiring bonuses, significant changes to vacation and how it is accrued, and entities adjust their compensation in the middle of the fiscal year. Like Longmont, the majority of cities that we compete with for staff are either currently in or starting compensation studies.

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 (CML) 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'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 projected earlier this year that pay ranges in 2023 will increase by 4.0% and the same was expected for actual salaries.

Staff identified earlier this year that survey data from Employers Council and CML was not fully capturing the market due to a lack of sufficient participation by other local governments, especially those that compete with Longmont in either size or location. Staff also identified a goal to have our compensation system reviewed and benchmarked against others to determine whether we were following best practices and/or how we could make improvements to our compensation system that will prepare us for the future. Thus the staff requested approval from the City Council for an appropriation for a compensation study to commence in 2022.

During the planning process for the 2023 budget, market data was considered to be unstable due to salary changes, under-reporting and position adjustments in our comparison organizations. In reviewing the information that we received from Employers Council and CML we began seeing several significant differences between what was in pay plans versus what was reported in surveys. Human Resources staff began evaluating pay plans and comparing them to the survey data in order to get a more accurate view of the current state of compensation. We also could not reconcile the 4.0% projection for pay range movement compared to what we were seeing presented nationally. Ad hoc surveys of other local governments in the state alerted us to entities granting mid-year increases and planning for 2023 pay adjustments that combined were in the neighborhood of 6%.

Employee Compensation Overview Cont'd

Given the extremely tight hiring market and our recent loss of employees to other entities the decision was made to recommend a minimum of a 6% range increase for our open range employees. Additionally, for those positions which the survey data indicated were more than 6% behind market, that market gap would be covered up to an additional 6%, for a total range increase of up to 12%. Staff believes that these recommended adjustments should keep most of our positions at or close to market. For the few exceptions that may be greater than 12% behind market they will at least be receiving a fairly significant increase. In the meantime, the compensation study should provide us with more reliable market data early in 2023. If individual positions are found to be significantly behind market at that point staff will evaluate and make recommendations at that time. Within the proposed budget there is an increase in the amount of one-time funds designated for the City Manager contingency. This increase is specifically related to the compensation study and will give us the ability to make adjustments mid-year should the compensation study indicate they are needed.

This proposed budget includes funding to implement 19 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. Once the compensation study is completed, staff will have clear direction on what it will take to hit the 102% target. In addition, we will have a more robust on-going data set that will be more timely and reliable.

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 2023 budget includes all open range salaries budgeted at 101% and allows for performance-based movement within the open range for open range employees who are below the 2023 position pay range midpoint. Performance-based movement through the range will be reviewed and is allowed, as long as the movement does not take the employee's salary beyond 101% of the 2023 position midpoint.

This proposed 2023 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 2023 budget includes the increases that were negotiated in those contracts.

The 2023 budget includes \$193,515 to continue the bilingual pay compensation program. This program recognizes regular, temporary and part time non-benefitted 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.

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 2023 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. Positions without a CML or EC match were individually benchmarked using industry specific surveys.

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, the Compensation and Benefit Manager and the Compensation and Benefit 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 2022 for the 2023 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.
- 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 projected pay range movements and projected salary increases by others in the appropriate market.
- 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.

2023 Recommendations

Pay Range Movements and Salary Adjustments

2023 Positions Reclassified due to job audits: Seniors Counseling & Resources Education Coordinator; Fire Marshall; Operations & Maintenance Technician III; Water Utility Technician III; Public Works Technician III; Instrumentation Technician II; Waste Services Technician I; Waste Services Technician II; Electrician II; Communications & Engagement Director; Assistant Communications & Engagement Director; Sr. Communications & Marketing Manager; Communications & Marketing Manager; Communications and Marketing Specialist; Director of Recreation, Golf, & Culture; Director of Human Services; Director of Planning & Development Services; Project Manager II; Sr. Project Manager.

2022 Positions with Benchmark Reviews: In-depth benchmark reviews were conducted for the following positions: Supervising Electrical Engineer, Museum Building Supervisor, Emergency Communications Technical System Administrator, LPC Safety Coordinator, City Funded LHA positions, Water Quality and Environmental Compliance Coordinator, Police Commander, Electric Engineering Project Manager, Code Enforcement Manager, Visitor Services Administrative Assistant, Seniors Clinician II, Museum Registrar, Exhibit Technician, Civil Engineers I and II, Construction Inspection Supervisor, Water Quality and Environmental Compliance Coordinator, Project Manager II, Parks Supervisor, Land Program Administrator, Environmental Sustainability Planner, AMI System Administrator, Customer Experience and Community Relations Analyst, Director of Recreation, Golf, and Culture, Director of Human Services, Fleet Mechanic Series, Parks/OS/Watershed Ranger Series, Lead Program Administrator, Air Quality Oil & Gas Coordinator, Technical Services Manager, CSO Field Investigator, Environmental Regulatory Specialist, Sustainability Coordinator, Nextlight Sales Coordinator, Fire Marshall, Natural Resources/Project Manager II, Sr GIS Analyst, PWNR Technical Functional Analyst, Assistant Police Chief, Seniors Counseling and Resource Education Coordinator, Recreation Administrative Assistant, Pool Technician, Community Services Coordinator, Lead System Integration Analyst, Database Administrator, Sustainability Program Manager, Fire Chief, Police Chief, Sr. Security Analyst, Community Health and Resilience Director, Nextlight Digital Operations Manager, Director of Electric Strategy and Solutions, Victim Services Coordinator, Community Services Director, Planning Director.

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 2023 minimum wage has been set at \$13.60/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 2023 will be set at \$21.07/hr. with Council approval.

**CITYWIDE
JOB FAMILY
PAY GRADES**

ADMINISTRATIVE JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
A003	Accounting Assistant	\$3,970	\$4,411	\$4,764
A013	Accounting Technician	\$4,362	\$4,847	\$5,235
A035	Accounting Technician, LHA	\$4,362	\$4,847	\$5,235
A022	Administrative Analyst	\$4,717	\$5,241	\$5,660
A008	Administrative Assistant	\$4,223	\$4,692	\$5,067
A037	Administrative Coordinator	\$4,960	\$5,511	\$5,952
A024	Administrative Supervisor	\$5,675	\$6,306	\$6,810
A014	Cashier	\$3,403	\$3,781	\$4,083
A009	Customer Service Representative	\$3,932	\$4,369	\$4,719
A011	Executive Assistant	\$4,960	\$5,511	\$5,952
A033	Fleet Administrative Assistant	\$4,223	\$4,692	\$5,067
A023	Head Cashier	\$4,289	\$4,765	\$5,146
A019	Human Resources Administrator	\$4,889	\$5,432	\$5,867
Prop	Human Resources Coordinator	\$4,287	\$4,763	\$5,144
A001	Legal Support Specialist	\$5,186	\$5,762	\$6,223
A015	Library Assistant	\$3,214	\$3,571	\$3,857
A025	Library Page	\$2,957	\$3,285	\$3,548
A004	Library Technician	\$4,042	\$4,491	\$4,850
A027	Nextlight Customer Service Representative	\$3,932	\$4,369	\$4,719
A036	Nextlight Load Analyst	\$4,717	\$5,241	\$5,660
A034	Nextlight Sr Customer Service Representative	\$4,076	\$4,529	\$4,891
A016	Mail Room Clerk	\$3,308	\$3,676	\$3,970
A002	Office Assistant	\$3,185	\$3,539	\$3,822
A031	Parking Enforcement Officer	\$4,007	\$4,452	\$4,808
A007	Payroll Administrator	\$4,923	\$5,470	\$5,908
A018	Public Information Assistant	\$3,380	\$3,755	\$4,055
A017	Public Safety Records Supervisor	\$5,755	\$6,394	\$6,906
A020	Purchasing Technician	\$4,717	\$5,241	\$5,660
A005	Sales Tax Technician	\$4,199	\$4,666	\$5,039
A012	Sr Customer Service Representative	\$4,321	\$4,801	\$5,185
A006	Sr Library Technician	\$4,666	\$5,184	\$5,599
A021	Transportation Engineering Assistant	\$4,717	\$5,241	\$5,660
A026	Treasury Supervisor	\$5,588	\$6,209	\$6,706
A032	Utility Billing Customer Service Supervisor	\$5,673	\$6,303	\$6,807

LABOR TRADES JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
L083	Airport Operations & Maintenance Tech	\$3,453	\$3,837	\$4,144
L054	Arborist Technician I	\$3,544	\$3,938	\$4,253
L055	Arborist Technician II	\$4,431	\$4,923	\$5,317
L084	Building Supervisor	\$3,360	\$3,733	\$4,032
L075	Campus Supervisor	\$4,802	\$5,336	\$5,763
L033	Chief Plant Operator	\$6,508	\$7,231	\$7,809
L049	City Forester	\$7,112	\$7,902	\$8,534
L043	Control Systems Operations Supervisor	\$7,503	\$8,337	\$9,004
L064	Custodian	\$3,406	\$3,784	\$4,087
Prop	Custodial Supervisor	\$5,104	\$5,671	\$6,125
L005	Electrician I	\$6,535	\$7,261	\$7,842
Prop	Electrician II	\$7,058	\$7,842	\$8,469
L011	Equipment Technician I	\$4,293	\$4,770	\$5,152
L007	Equipment Technician II	\$4,770	\$5,300	\$5,724
L031	EVT Technician	\$6,199	\$6,888	\$7,439
L076	Facilities Maintenance Supervisor	\$5,913	\$6,570	\$7,096
L032	Facilities Maintenance Technician I	\$4,368	\$4,853	\$5,241
L046	Facilities Maintenance Technician II	\$4,899	\$5,443	\$5,878
L013	Fleet Operations Supervisor	\$7,339	\$8,154	\$8,806
L073	Fleet Parts Buyer	\$5,091	\$5,657	\$6,110
L009	Fleet Service Coordinator	\$5,871	\$6,523	\$7,045
L069	Fleet Warehouse Worker	\$4,104	\$4,560	\$4,925
L016	Golf Course Equipment Mechanic	\$4,597	\$5,108	\$5,517
L020	Golf Course Supervisor	\$6,979	\$7,754	\$8,374
L066	Graffiti Removal Specialist	\$3,974	\$4,416	\$4,769
L053	Grounds Maintenance Technician I	\$3,453	\$3,837	\$4,144
L048	Grounds Maintenance Technician II	\$3,974	\$4,416	\$4,769
L052	Head Lifeguard	\$3,830	\$4,256	\$4,596
L030	Instrumentation Technician I	\$6,304	\$7,004	\$7,564
Prop	Instrumentation Technician II	\$6,544	\$7,271	\$7,853
L081	Lead Custodian	\$4,723	\$5,248	\$5,668
L039	Lead Master Equipment Technician	\$6,199	\$6,888	\$7,439
L018	Maintenance Supervisor	\$7,503	\$8,337	\$9,004
L026	Master ASE Equipment Technician I	\$5,261	\$5,846	\$6,314
L038	Master ASE Equipment Technician II	\$5,388	\$5,987	\$6,466
L061	Meter Reader	\$4,171	\$4,634	\$5,005

LABOR TRADES JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
L067	Meter Reading Supervisor	\$6,006	\$6,673	\$7,207
L034	Natural Resources Technician	\$4,648	\$5,164	\$5,577
L040	Nextlight Fiber Technician	\$6,184	\$6,871	\$7,421
L041	Nextlight Installation Technician	\$5,005	\$5,561	\$6,006
L082	Nextlight Lead Installation Technician	\$6,476	\$7,195	\$7,771
L042	Nextlight Service Technician	\$5,889	\$6,543	\$7,066
L023	Operations & Maintenance Technician I	\$5,430	\$6,033	\$6,516
L024	Operations & Maintenance Technician II	\$5,861	\$6,512	\$7,033
Prop	Operations & Maintenance Technician III	\$6,258	\$6,953	\$7,509
L044	Operations Support Specialist	\$5,555	\$6,172	\$6,666
L080	Parks/Open Space Ranger I	\$3,974	\$4,416	\$4,769
L056	Parks/Open Space Ranger II	\$4,802	\$5,336	\$5,763
L021	Parks Supervisor	\$6,780	\$7,533	\$8,136
L014	Pool Technician	\$4,988	\$5,542	\$5,985
L029	Public Works Technician I	\$4,508	\$5,009	\$5,410
L045	Public Works Technician II	\$4,877	\$5,419	\$5,853
Prop	Public Works Technician III	\$4,998	\$5,553	\$5,997
L035	Sanitation Supervisor	\$6,575	\$7,305	\$7,889
L017	Sr Arborist Technician	\$5,020	\$5,578	\$6,024
L051	Sr Grounds Maintenance Technician	\$4,750	\$5,278	\$5,700
L057	Sr Meter Reader	\$5,005	\$5,561	\$6,006
L077	Sr Natural Resource Technician	\$5,345	\$5,939	\$6,414
L062	Sr Parks/Open Space Ranger	\$5,747	\$6,385	\$6,896
L006	Sr Traffic Signal Technician	\$5,672	\$6,302	\$6,806
L059	Sr Watershed Ranger	\$5,747	\$6,385	\$6,896
L037	System Operations Supervisor	\$7,503	\$8,337	\$9,004
L012	Traffic Signal Technician I	\$4,537	\$5,041	\$5,444
L008	Traffic Signal Technician II	\$5,105	\$5,672	\$6,126
L025	Treatment Operations Supervisor	\$7,503	\$8,337	\$9,004
L074	Utility & Streets Maintenance Supervisor	\$7,223	\$8,026	\$8,668
L078	Utility Parts Buyer/Inventory Control Technician	\$5,091	\$5,657	\$6,110
L060	Utility Worker	\$3,445	\$3,828	\$4,134
L047	Warehouse Supervisor	\$5,959	\$6,621	\$7,151
L058	Warehouse Worker	\$3,903	\$4,337	\$4,684
L072	Warehouse Worker II	\$4,664	\$5,182	\$5,597
Prop	Waste Services Technician I	\$4,442	\$4,936	\$5,331
Prop	Waste Services Technician II	\$4,798	\$5,331	\$5,757

LABOR TRADES JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
L065	Watershed Ranger I	\$3,974	\$4,416	\$4,769
L079	Watershed Ranger II	\$4,802	\$5,336	\$5,763
L027	Water Utility Technician I	\$4,848	\$5,387	\$5,818
L028	Water Utility Technician II	\$5,351	\$5,946	\$6,422
Prop	Water Utility Technician III	\$5,779	\$6,421	\$6,935

MANAGEMENT JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
M057	Accounting Manager	\$10,074	\$11,193	\$12,088
M080	AMI Project Manager	\$10,456	\$11,618	\$12,547
M054	Assistant Chief Building Official	\$7,788	\$8,653	\$9,345
M049	Assistant City Manager	\$14,521	\$16,134	\$17,425
M017	Assistant Director of Finance	\$11,807	\$13,119	\$14,169
M088	Assistant Director of Engineering Services	\$9,942	\$11,047	\$11,931
M047	Assistant Fire Chief	\$11,912	\$13,236	\$14,295
M048	Assistant Fire Chief, Non Shift	\$11,912	\$13,236	\$14,295
M094	Assistant Police Chief	\$11,982	\$13,313	\$14,378
M051	Assistant Public Safety Chief	\$12,731	\$14,145	\$15,277
M016	Budget Manager	\$10,181	\$11,312	\$12,217
M008	Chief Building Official	\$9,707	\$10,786	\$11,649
M005	Chief Financial Officer	\$13,946	\$15,496	\$16,736
M046	Chief Human Resources Officer	\$12,371	\$13,745	\$14,845
M061	Chief of Public Safety	\$16,280	\$18,089	\$19,536
M024	CYF Manager	\$7,518	\$8,353	\$9,021
M035	City Clerk	\$10,062	\$11,180	\$12,074
M033	Communications Center Manager	\$9,230	\$10,256	\$11,076
M093	Community Health & Resilience Director	\$10,596	\$11,773	\$12,715
Prop	Communications and Engagement Director	\$10,829	\$12,032	\$12,995
M055	Community & Neighborhood Resources Director	\$8,295	\$9,217	\$9,954
M097	Data and Analytics Program Manager	\$9,236	\$10,262	\$11,083
M013	Deputy City Attorney	\$12,491	\$13,879	\$14,989
M072	Deputy City Manager	\$19,730	\$21,922	\$23,676
M077	Director of Business Enablement	\$10,929	\$12,143	\$13,114
M006	Director of Community Services	\$13,431	\$14,923	\$16,117
M009	Director of Electric Engineering	\$11,915	\$13,239	\$14,298
M064	Director of Electric Strategies and Solutions	\$12,146	\$13,495	\$14,575
M073	Director of Electric Services	\$14,771	\$16,412	\$17,725
M100	Director of Emergency Management (Office Of)	\$9,001	\$10,001	\$10,801
Prop	Director of Human Services, Proposed	\$10,955	\$12,172	\$13,146
M082	Director of Power Delivery	\$11,741	\$13,045	\$14,089
M086	Director of Project Deployment	\$14,406	\$16,007	\$17,288
Prop	Director of Recreation, Golf, and Culture	\$12,758	\$14,175	\$15,309
M027	Electric Operations Manager	\$11,012	\$12,236	\$13,215
M032	Electric Technology Services Coordinator	\$9,208	\$10,231	\$11,049
M089	Energy Portfolio Development Manager	\$10,393	\$11,548	\$12,472

MANAGEMENT JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
M071	ETS Director	\$12,933	\$14,370	\$15,520
M087	Executive Director of Consolidated Services	\$12,540	\$13,933	\$15,048
M074	Executive Director of Nextlight	\$14,738	\$16,375	\$17,685
M075	Facilities Manager	\$8,647	\$9,608	\$10,377
M063	Facilities Operations & CIP Manager	\$7,446	\$8,273	\$8,935
M096	Fire Chief	\$15,504	\$17,227	\$18,605
M019	Fleet Manager	\$8,833	\$9,814	\$10,599
M091	Geospatial Data & Analysis Program Manager	\$9,236	\$10,262	\$11,083
M028	Golf Operations Manager	\$8,834	\$9,816	\$10,601
M090	Housing & Community Investment Division Director	\$9,597	\$10,663	\$11,516
M067	Human Resources Asst Director	\$8,019	\$8,910	\$9,623
M050	Land Program Administrator	\$9,428	\$10,476	\$11,314
M011	Library Director	\$10,873	\$12,081	\$13,047
M022	Museum Director	\$9,289	\$10,321	\$11,147
M092	Nextlight Customer Operations Manager	\$7,913	\$8,792	\$9,495
M076	Nextlight Fiber Network Director	\$12,320	\$13,689	\$14,784
M052	Nextlight Network Operations Manager	\$10,597	\$11,774	\$12,716
M065	Parks Superintendent	\$9,216	\$10,240	\$11,059
M081	Planning and Development Services Director	\$12,195	\$13,550	\$14,634
M066	Planning Manager	\$9,105	\$10,117	\$10,926
M095	Police Chief	\$15,504	\$17,227	\$18,605
M014	Police Commander	\$11,315	\$12,572	\$13,578
M060	Public Safety Technical Services Manager	\$9,742	\$10,824	\$11,690
M020	Purchasing & Contracts Manager	\$9,257	\$10,285	\$11,108
M083	PWNR Asst Director of Business Services	\$11,609	\$12,899	\$13,931
M041	PWNR Director of Engineering Services	\$12,899	\$14,332	\$15,479
M040	PWNR Director of Operations	\$12,899	\$14,332	\$15,479
M079	PWNR Director of Parks & Natural Resources	\$12,899	\$14,332	\$15,479
M045	PWNR Engineering Administrator	\$10,481	\$11,646	\$12,578
M043	PWNR Environmental Services Manager	\$11,609	\$12,899	\$13,931
M021	Recreation & Golf Manager	\$9,737	\$10,819	\$11,685
M031	Redevelopment Revitalization Manager	\$8,464	\$9,404	\$10,156
M029	Risk Manager	\$9,400	\$10,444	\$11,280
M023	Seniors Services Manager	\$7,518	\$8,353	\$9,021
M053	Special Projects Manager	\$8,967	\$9,963	\$10,760
M069	Technical Services Manager	\$9,742	\$10,824	\$11,690
M039	Traffic Engineering Administrator	\$10,481	\$11,646	\$12,578

MANAGEMENT JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
M070	Transportation Planning Manager	\$9,105	\$10,117	\$10,926
M084	Transportation System Maintenance Manager	\$9,417	\$10,463	\$11,300
M085	Treatment Operations Assistant Manager	\$8,663	\$9,625	\$10,395
M036	Treatment Operations Manager	\$10,198	\$11,331	\$12,237
M018	Utility O&M Manager	\$9,417	\$10,463	\$11,300
M068	Waste Services Manager	\$9,661	\$10,734	\$11,593
M025	Water Resources Manager	\$10,481	\$11,646	\$12,578

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
P189	Accountant	\$5,531	\$6,145	\$6,637
P295	Accountant, LHA	\$5,531	\$6,145	\$6,637
P106	Accounting/Budget Analyst	\$6,728	\$7,476	\$8,074
P130	Accounting Supervisor	\$8,549	\$9,499	\$10,259
P296	Accounting Supervisor, LHA	\$8,549	\$9,499	\$10,259
P078	Affordable Housing Program Specialist	\$6,056	\$6,729	\$7,267
P076	Airport Manager	\$8,945	\$9,939	\$10,734
P269	Air Quality/Oil & Gas Coordinator	\$9,213	\$10,237	\$11,056
P208	Application Support Analyst, Fixed Term	\$6,998	\$7,775	\$8,397
P202	Art In Public Places Administrator	\$5,174	\$5,749	\$6,209
P008	Assistant City Attorney I	\$7,780	\$8,644	\$9,336
P014	Assistant City Attorney II	\$9,811	\$10,901	\$11,773
Prop	Assistant Communications & Engagement Director	\$8,954	\$9,949	\$10,745
P020	Assistant Fire Marshal	\$7,906	\$8,784	\$9,487
P122	Assistant Librarian	\$4,068	\$4,520	\$4,882
P025	Associate Electrical Engineer	\$8,211	\$9,123	\$9,853
P021	Associate Planner	\$5,254	\$5,838	\$6,305
P151	Auditorium and Event Manager	\$5,735	\$6,372	\$6,882
P152	Billing Specialist	\$5,232	\$5,813	\$6,278
P193	Budget Analyst	\$6,423	\$7,137	\$7,708
P036	Building Inspection Supervisor	\$7,496	\$8,329	\$8,995
P123	Building Inspector	\$5,693	\$6,325	\$6,831
P080	Building Permit Technician	\$4,305	\$4,783	\$5,166
P215	Building Permit Tech II	\$5,028	\$5,587	\$6,034
P100	Business Analyst	\$6,423	\$7,137	\$7,708
P289	Business Process Improvement Coordinator	\$7,115	\$7,905	\$8,537
P332	Business Sustainability Coordinator	\$7,069	\$7,854	\$8,482
P194	Buyer I	\$4,835	\$5,372	\$5,802
P168	Buyer II	\$5,558	\$6,176	\$6,670
P178	Callahan House Manager	\$5,344	\$5,938	\$6,413
P045	CDBG Coordinator	\$7,025	\$7,806	\$8,430
P034	Chief Probation Officer	\$7,109	\$7,899	\$8,531
P087	Circulation Desk Manager	\$5,270	\$5,855	\$6,323
P259	CIS Business Analyst, Fixed Term	\$6,423	\$7,137	\$7,708
P285	Citywide Branding & Digital Communications Specialist	\$6,197	\$6,886	\$7,437
P056	Civil Engineer I	\$7,109	\$7,899	\$8,531
P057	Civil Engineer II	\$8,540	\$9,489	\$10,248

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
P173	Code Enforcement Inspector	\$4,821	\$5,357	\$5,786
P082	Code Enforcement Manager	\$6,570	\$7,300	\$7,884
P218	Communications & Marketing Specialist	\$5,737	\$6,374	\$6,884
P029	Community Relations Program Coordinator	\$6,773	\$7,526	\$8,128
P192	Community Relations Specialist	\$7,057	\$7,841	\$8,468
P217	Community Service Project Coordinator	\$7,434	\$8,260	\$8,921
P309	Compensation and Benefit Manager	\$8,634	\$9,593	\$10,360
P264	Compensation & Benefit Specialist	\$6,146	\$6,829	\$7,375
P039	Construction Inspection Supervisor	\$8,540	\$9,489	\$10,248
P015	Construction Inspector	\$5,464	\$6,071	\$6,557
Prop	Contract Specialist	\$6,895	\$7,661	\$8,274
P108	Court Administrator	\$7,076	\$7,862	\$8,491
P305	CS Communications & Marketing Manager	\$7,703	\$8,559	\$9,244
P339	Customer Experience & Communications Analyst	\$6,423	\$7,137	\$7,708
P306	Customer Service & Administrative Manager	\$6,989	\$7,765	\$8,386
P048	CYF Clinician II	\$5,705	\$6,339	\$6,846
P055	CYF Community Coordinator	\$6,235	\$6,928	\$7,482
P196	CYF Program Leader	\$4,787	\$5,319	\$5,745
P190	CYF Program Specialist	\$5,357	\$5,952	\$6,428
P312	Data and Innovation Analyst	\$7,122	\$7,913	\$8,546
P125	Database Administrator	\$8,033	\$8,925	\$9,639
P313	Development Project Administrator	\$7,916	\$9,554	\$9,499
P120	Device Specialist	\$5,232	\$5,813	\$6,278
P257	Digital Media Records/Evidence Tech	\$4,876	\$5,418	\$5,851
Prop	Digital Navigation Manager	\$7,243	\$8,048	\$8,692
P340	Digital Operations Manager	\$8,799	\$9,777	\$10,559
P337	Ecosystem Management Administrator	\$6,887	\$7,652	\$8,264
P017	Electric Distribution Field Engineer I	\$6,430	\$7,144	\$7,716
P013	Electric Distribution Field Engineer II	\$6,768	\$7,520	\$8,122
P083	Electric Distribution Field Engineer Trainee	\$5,753	\$6,392	\$6,903
P024	Electric Engineering Project Manager	\$9,610	\$10,678	\$11,532
P026	Electrical Engineer	\$9,163	\$10,181	\$10,995
P059	Electrical Inspector	\$5,896	\$6,551	\$7,075
P240	Emergency Management Coordinator	\$7,259	\$8,065	\$8,710
P090	Energy Services Program Coordinator	\$4,948	\$5,498	\$5,938
P322	Energy Efficiency and Educational Specialist	\$6,722	\$7,469	\$8,067
P089	Energy Services Specialist	\$6,722	\$7,469	\$8,067

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
P084	Engineering & Surveying Technician Sup	\$8,043	\$8,937	\$9,652
P016	Engineering Technician	\$5,529	\$6,143	\$6,634
P065	Environmental Project Specialist	\$5,984	\$6,649	\$7,181
P132	Environmental Regulatory Specialist	\$5,712	\$6,347	\$6,855
P335	Environmental Sustainability Planner	\$6,073	\$6,748	\$7,288
P303	Equity and Engagement Specialist	\$6,157	\$6,841	\$7,388
P266	ERP Business Analyst	\$7,115	\$7,905	\$8,537
P092	Field Engineer	\$6,320	\$7,022	\$7,584
P182	Field Service Supervisor	\$6,954	\$7,727	\$8,345
Prop	Financial Analyst	\$6,423	\$7,137	\$7,708
Prop	Fire Marshall	\$11,120	\$12,356	\$13,344
P214	Fire Protection Engineer	\$7,485	\$8,317	\$8,982
P153	Fitness Specialist	\$4,388	\$4,876	\$5,266
P107	Fleet Analyst	\$6,423	\$7,137	\$7,708
P148	Flood Recovery Specialist	\$7,101	\$7,890	\$8,521
P159	Fund Development & Marketing Specialist	\$6,508	\$7,231	\$7,809
P006	GIS Analyst	\$5,771	\$6,412	\$6,925
P044	GIS Coordinator	\$7,205	\$8,006	\$8,646
P018	GIS/Mapping Technician	\$4,677	\$5,197	\$5,613
P314	Grant Coordinator	\$5,685	\$6,317	\$6,822
P327	Housing Compliance Manager	\$6,470	\$7,189	\$7,764
P325	Housing Development Specialist	\$5,944	\$6,604	\$7,132
P324	Housing Investment Manager	\$7,570	\$8,411	\$9,084
P142	Housing Rehabilitation Inspector	\$5,693	\$6,326	\$6,832
P263	Human Resources Partner I	\$5,517	\$6,130	\$6,620
P050	Human Resources Partner II	\$6,474	\$7,193	\$7,768
P031	Industrial Pre-Treatment Coordinator	\$7,403	\$8,226	\$8,884
P105	Key Account Manager	\$8,876	\$9,862	\$10,651
P288	Laboratory Support Technician	\$4,423	\$4,914	\$5,307
P228	Lead Accountant	\$7,401	\$8,223	\$8,881
P169	Lead ERP Tech Function Analyst	\$9,091	\$10,101	\$10,909
P098	Lead GIS Analyst	\$6,845	\$7,605	\$8,213
P286	Lead Infrastructure Analyst	\$8,448	\$9,387	\$10,138
P164	Lead Systems Integration Analyst	\$9,146	\$10,162	\$10,975
P239	Legal Administrator/Paralegal	\$5,592	\$6,213	\$6,710
P111	Librarian I	\$4,980	\$5,533	\$5,976
P184	Librarian I, NE	\$4,980	\$5,533	\$5,976

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
P047	Librarian II	\$6,944	\$7,716	\$8,333
P237	Licensing Coordinator	\$5,036	\$5,596	\$6,044
P177	LPC Communications & Marketing Manager	\$7,703	\$8,559	\$9,244
P270	LPC Customer Process & Billing Analyst	\$6,423	\$7,137	\$7,708
P271	LPC Customer Sales & Service Manager	\$6,561	\$7,290	\$7,873
P277	LPC Marketing Coordinator	\$5,677	\$6,308	\$6,813
P136	LPC Network Engineer	\$8,682	\$9,647	\$10,419
P209	LPC Safety & Training Specialist	\$8,755	\$9,728	\$10,506
P293	LPC Sr Electrical Inspector	\$8,140	\$9,044	\$9,768
P210	LPC Sr Network Engineer	\$9,537	\$10,597	\$11,445
P155	Marketing Coordinator	\$5,677	\$6,308	\$6,813
P199	Marketing Coordinator, NE	\$5,677	\$6,308	\$6,813
P133	Multi Media/Marketing Specialist	\$5,579	\$6,199	\$6,695
P201	Multi Media/Marketing Specialist, NE	\$5,579	\$6,199	\$6,695
P183	Museum Curator	\$5,174	\$5,749	\$6,209
P249	Museum Exhibitions Technician	\$3,906	\$4,340	\$4,687
P300	Museum Manager of Fund Development	\$7,480	\$8,311	\$8,976
P186	Museum Program Leader	\$4,917	\$5,463	\$5,900
P248	Natural Resources Analyst	\$4,879	\$5,421	\$5,855
P094	Natural Resources Specialist	\$6,333	\$7,037	\$7,600
P315	Neighborhood Resource Coordinator	\$6,773	\$7,526	\$8,128
P068	Neighborhood Resource Specialist	\$6,157	\$6,841	\$7,388
P035	Network Analyst	\$7,089	\$7,877	\$8,507
P273	Network Operations Center Technician	\$5,490	\$6,100	\$6,588
P283	Nextlight Construction Coordinator	\$7,520	\$8,356	\$9,024
P276	Nextlight Field Engineer I	\$6,696	\$7,440	\$8,035
P229	Nextlight Outside Plant Engineer	\$6,954	\$7,727	\$8,345
P275	Nextlight Outside Plant Manager	\$8,043	\$8,937	\$9,652
P342	Nextlight Product Development & Operations Manager	\$9,977	\$11,085	\$11,972
P284	Nextlight Sales Coordinator	\$6,398	\$7,109	\$7,678
P279	Nextlight Sales & Distribution Manager	\$7,358	\$8,176	\$8,830
P282	Nextlight Sales Engineer	\$6,460	\$7,178	\$7,752
P294	Nextlight Service & Quality Assurance Specialist	\$4,784	\$5,315	\$5,740
P140	Nextlight Technical Service Representative	\$4,991	\$5,546	\$5,990
P022	Planner	\$6,073	\$6,748	\$7,288
P150	Planning Technician	\$4,852	\$5,391	\$5,822
P060	Plans Examiner	\$5,802	\$6,447	\$6,963

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
P030	Principal Planner	\$8,599	\$9,554	\$10,318
P074	Probation Officer	\$5,266	\$5,851	\$6,319
P336	Probation Program Specialist	\$5,230	\$5,811	\$6,276
P280	Process Analyst/Project Manager	\$7,081	\$7,868	\$8,497
P052	Procurement Specialist	\$6,895	\$7,661	\$8,274
P146	Project Manager I	\$6,320	\$7,022	\$7,584
P101	Project Manager II	\$7,109	\$7,899	\$8,531
P126	Prosecuting Attorney I	\$8,013	\$8,903	\$9,615
P127	Prosecuting Attorney II	\$9,042	\$10,047	\$10,851
P244	PS Communications & Marketing Manager	\$7,703	\$8,559	\$9,244
P144	PS Data/Statistical Analyst	\$6,248	\$6,942	\$7,497
P171	PS IT Application Support Analyst	\$5,232	\$5,813	\$6,278
P255	PS Network & Tech Support	\$6,529	\$7,254	\$7,834
P326	PS Records Manager	\$6,381	\$7,090	\$7,657
P118	PS Outreach Manager	\$6,183	\$6,870	\$7,420
P066	PS Technical Support	\$5,232	\$5,813	\$6,278
P085	Public Information Officer	\$7,367	\$8,186	\$8,841
P131	Public Information Specialist	\$6,146	\$6,829	\$7,375
P141	Public Relations & Marketing Specialist	\$5,606	\$6,229	\$6,727
P138	Purchasing Card Administrator	\$4,906	\$5,451	\$5,887
P175	PWNR Communications & Marketing Manager	\$7,703	\$8,559	\$9,244
P179	PWNR Rate Analyst/Manager	\$9,239	\$10,265	\$11,086
P304	PWNR Volunteer Coordinator	\$5,277	\$5,863	\$6,332
P102	Range Coordinator	\$6,653	\$7,392	\$7,983
P081	Records Manager/Deputy City Clerk	\$6,805	\$7,561	\$8,166
P323	Recovery Officer	\$7,294	\$8,104	\$8,752
P328	Recovery Resource Specialist	\$5,357	\$5,952	\$6,428
P041	Recreation Area Supervisor	\$6,659	\$7,399	\$7,991
P061	Recreation Program Supervisor	\$6,166	\$6,851	\$7,399
P062	Recreation Program Coordinator	\$4,917	\$5,463	\$5,900
P160	Registrar	\$3,881	\$4,312	\$4,657
P278	Renewable Energy Strategy Manager	\$9,261	\$10,290	\$11,113
P116	Research & Community Engagement Manager	\$7,190	\$7,989	\$8,628
P174	Resiliency Environmental Planner	\$7,101	\$7,890	\$8,521
P316	Retirement Plan Specialist	\$6,743	\$7,492	\$8,091
P054	Risk Management Claims Adjuster	\$6,995	\$7,772	\$8,394
P166	Safety Education Coordinator	\$6,337	\$7,041	\$7,604

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
P117	Safety Officer	\$7,059	\$7,843	\$8,470
P188	Sales Tax Accountant	\$5,531	\$6,145	\$6,637
P147	Sales Tax Administrator	\$7,530	\$8,367	\$9,036
P114	Sales Tax Auditor	\$6,070	\$6,744	\$7,284
P213	Security Analyst	\$8,409	\$9,343	\$10,090
P317	Seniors Clinician II	\$5,359	\$6,339	\$6,431
P049	Seniors Counseling & Resource Educ Coord	\$6,276	\$6,973	\$7,531
P103	Seniors Recreation Program Coordinator	\$4,917	\$5,463	\$5,900
P051	Seniors Recreation Program Supervisor	\$6,166	\$6,851	\$7,399
P195	Seniors Resource Specialist	\$5,357	\$5,952	\$6,428
P297	Sharepoint/O365 Architect	\$7,959	\$8,843	\$9,550
P318	Social Equity Coordinator	\$6,773	\$7,526	\$8,128
P115	Sr Accountant	\$6,728	\$7,476	\$8,074
P262	Sr Assistant City Attorney	\$11,426	\$12,695	\$13,711
P156	Sr Budget Analyst	\$7,745	\$8,606	\$9,294
P124	Sr Building Inspector	\$6,079	\$6,754	\$7,294
P234	Sr CJF Technical Functional Analyst	\$8,182	\$9,091	\$9,818
P238	Sr CIS Technical Functional Analyst	\$8,182	\$9,091	\$9,818
P058	Sr Civil Engineer	\$9,216	\$10,240	\$11,059
P104	Sr Code Enforcement/Housing Inspector	\$5,693	\$6,326	\$6,832
P311	Sr Communication & Marketing Manager	\$8,136	\$9,040	\$9,763
P009	Sr Construction Inspector	\$6,010	\$6,678	\$7,212
P333	Sr Database Administrator	\$9,169	\$10,188	\$11,003
P299	Sr Electric Distribution Field Engineer	\$7,444	\$8,271	\$8,933
P207	Sr Electrical & Control Systems Engineer	\$10,017	\$11,130	\$12,020
P027	Sr Electrical Engineer	\$10,023	\$11,137	\$12,028
P212	Sr Electrical Inspector	\$6,485	\$7,206	\$7,782
P004	Sr Engineering Technician	\$6,320	\$7,022	\$7,584
P268	Sr Environmental Sustainability Planner	\$7,172	\$7,969	\$8,607
P086	Sr Fire Code Inspector	\$7,457	\$8,285	\$8,948
P128	Sr GIS Analyst	\$7,186	\$7,984	\$8,623
P019	Sr GIS/Mapping Technician	\$5,847	\$6,497	\$7,017
P301	Sr Key Accounts Manager	\$9,763	\$10,848	\$11,716
P005	Sr Network Analyst	\$7,649	\$8,499	\$9,179
P023	Sr Planner	\$7,172	\$7,969	\$8,607
P043	Sr Plans Examiner	\$6,503	\$7,225	\$7,803
P231	Sr Plans Examiner/Sr Project Manager	\$6,888	\$7,653	\$8,265

PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2023 Min	2023 Mid	2023 Max
P007	Sr Programmer Analyst	\$8,978	\$9,975	\$10,773
P143	Sr Project Manager	\$8,540	\$9,489	\$10,248
P250	Sr PS Tech Support	\$6,529	\$7,254	\$7,834
P334	Sr Security Analyst	\$9,880	\$10,978	\$11,856
P251	Sr Technical Functional Analyst	\$8,182	\$9,091	\$9,818
P252	Storm Water Tech	\$5,909	\$6,565	\$7,090
P330	Supervising Electrical Engineer	\$11,019	\$12,243	\$13,222
P331	Sustainability Coordinator	\$7,069	\$7,854	\$8,482
P205	Sustainability Program Manager	\$8,674	\$9,638	\$10,409
P154	Swim Lesson Specialist	\$4,388	\$4,875	\$5,265
P157	Systems Admin/Analyst	\$6,965	\$7,739	\$8,358
P158	Systems Analyst/DBA	\$7,704	\$8,560	\$9,245
P226	Systems Administrator I	\$5,948	\$6,609	\$7,138
P095	Systems Administrator II	\$6,889	\$7,654	\$8,266
P265	Technical Functional Analyst	\$7,704	\$8,560	\$9,245
Prop	Therapeutic Recreation Coordinator	\$4,917	\$5,463	\$5,900
P298	Traffic Safety Coordinator	\$6,396	\$7,107	\$7,676
P170	Training Coordinator	\$6,080	\$6,755	\$7,295
P012	Transportation Planner	\$7,692	\$8,547	\$9,231
P191	Utility Billing Manager	\$8,940	\$9,933	\$10,728
P109	Utility Rate Analyst	\$8,493	\$9,437	\$10,192
P338	Victim Services Manager	\$6,825	\$7,583	\$8,190
P206	Visitor Services Manager	\$5,000	\$5,556	\$6,000
P320	Volunteer and Evaluation Coordinator	\$3,368	\$3,742	\$4,041
P253	Water Conservation & Sustainability Specialist	\$6,754	\$7,504	\$8,104
P290	Water Quality Analyst I	\$4,547	\$5,052	\$5,456
P291	Water Quality Analyst II	\$5,393	\$5,992	\$6,471
P329	Water Quality & Environmental Compliance Coord	\$8,540	\$9,489	\$10,248
P010	Water Quality Lab Supervisor	\$7,756	\$8,618	\$9,307
P292	Water Quality Specialist I	\$6,269	\$6,966	\$7,523
P287	Water Quality Specialist II	\$7,013	\$7,792	\$8,415
P042	Water Resource Analyst	\$6,818	\$7,575	\$8,181
P247	Water Resources Engineer	\$9,216	\$10,240	\$11,059
P321	Watershed Coordinator	\$6,755	\$7,505	\$8,105
P172	Website Coordinator	\$8,011	\$8,901	\$9,613
P046	Wellness Coordinator	\$5,455	\$6,061	\$6,546

LONGMONT POWER & COMMUNICATIONS

LABOR TRADES - OPEN RANGE POSITIONS

Salary #	Title	2023 Min	2023 Mid	2023 Max
E013	Line Crew Supervisor	\$9,630	\$10,700	\$11,556
E014	Substation Supervisor	\$9,630	\$10,700	\$11,556
E015	Journey Lineworker	\$8,755	\$9,728	\$10,506
E016	Journey Substation Worker	\$8,755	\$9,728	\$10,506
E017	Meter Shop Supervisor	\$8,190	\$9,867	\$10,656
E018	Electric Meter Technician	\$8,073	\$8,970	\$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	\$7,016	\$7,125	\$7,274	\$7,506	\$7,746	\$8,038	\$8,389	\$8,755
E007	Apprentice Substation Worker	\$7,016	\$7,125	\$7,274	\$7,506	\$7,746	\$8,038	\$8,389	\$8,755
E008	Apprentice Meter Technician	\$6,728	\$6,830	\$6,965	\$7,105	\$7,247	\$7,465	\$7,710	\$7,981
E012	Street Light Technician	\$7,746	\$8,038	\$8,389					
E006	Groundworker	\$5,742	\$6,109	\$6,499					

PUBLIC SAFETY CBU OPEN RANGE POSITIONS

Salary #	Title	2023 Min	2023 Mid	2023 Max
C011	Communications Shift Supervisor	\$6,658	\$7,398	\$7,990
C010	Communications Specialist	\$4,893	\$5,437	\$5,872
C007	CSO Animal Control	\$4,483	\$4,981	\$5,379
C014	CSO Crime Scene Investigator	\$5,789	\$6,432	\$6,947
C009	CSO Detectives	\$4,764	\$5,293	\$5,716
C012	CSO Emergency Comm Tech Systems Support	\$5,853	\$6,503	\$7,023
C008	CSO Field Investigator	\$4,763	\$5,293	\$5,716
C015	CSO Patrol	\$4,763	\$5,293	\$5,716
C013	CSO Property & Evidence Custodian	\$4,757	\$5,285	\$5,708
C005	Police Services Technician	\$4,071	\$4,523	\$4,885
C006	Sr Police Services Technician	\$4,437	\$4,930	\$5,324

**PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS
Step Positions**

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C004	Police Sergeant	\$10,639	\$10,768				
C003	Master Police Officer	\$8,604					
C002	Police Officer	\$5,886	\$6,348	\$6,809	\$7,269	\$7,731	\$8,194
C001	Police Recruit	\$5,886					
F07N	Fire Captain	\$10,674					
F07S	Fire Captain Shift	\$10,674					
F05N	Fire Lieutenant*	\$9,542					
F05S	Fire Lieutenant Shift	\$9,542					
F04N	Firefighter/Paramedic/Engineer	\$9,107					
F04S	Firefighter/Paramedic/Engineer Shift	\$9,107					
F03N	Firefighter/Engineer	\$8,671					
F03S	Firefighter/Engineer Shift	\$8,671					
F02N	Firefighter/Paramedic	\$6,981	\$7,369	\$8,479			
F02S	Firefighter/Paramedic Shift	\$6,981	\$7,369	\$8,479			
F01N	Firefighter	\$5,430	\$6,206	\$6,593	\$7,757		
F01S	Firefighter Shift	\$5,430	\$6,206	\$6,593	\$7,757		

PS GRANT FUNDED

Salary #	Title	2023 Min	2023 Mid	2023 Max
P224	Case Management Coordinator, NE	\$5,444	\$6,049	\$6,533
P274	Clinician I	\$4,564	\$5,071	\$5,477
P220	Clinician II	\$5,705	\$6,339	\$6,846
P308	Clinician III	\$6,561	\$7,290	\$7,873
P221	Co-Responder Paramedic, NE	\$4,713	\$5,236	\$5,655
P261	Community Health & Diversion Program Mngr	\$7,160	\$7,955	\$8,591
P302	Outreach Victim's Advocate	\$4,901	\$5,445	\$5,881
P225	Peer Case Manager	\$4,539	\$5,043	\$5,447
P219	Supervising Clinician	\$6,846	\$7,607	\$8,215

Temporary and Part Time Non Benefited Pay Grades

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2023 Min	2023 Mid	2023 Max
N127	T127	Accounting Assistant	\$22.90	\$25.45	\$27.48
N001	T001	Activity Assistant, CYF	\$15.50	\$15.50	\$17.74
N002	T002	Administrative Temp Pool	\$15.50	\$26.10	\$44.52
N087	T087	Arborist Tech I	\$19.29	\$21.43	\$24.54
N088	T088	Arborist Tech II	\$24.11	\$26.79	\$30.68
N005	T005	ASL Interpretor, <2 HR	\$162.00	\$180.00	\$204.16
N004	T004	ASL Interpretor, <48 HR	\$81.00	\$90.00	\$102.08
N003	T003	ASL Interpretor, General	\$45.00	\$50.00	\$56.71
N006	T006	Babysitter	\$15.50	\$15.50	\$17.74
N007	T007	Bartender	\$15.50	\$16.10	\$18.43
N090	T090	Building Inspector	\$32.84	\$36.49	\$39.41
N008	T008	Bus Driver	\$15.50	\$16.80	\$19.23
N009	T009	Bus Driver, CDL	\$18.90	\$21.00	\$24.04
N126	T126	Campus Attendant	\$20.78	\$23.09	\$24.93
N091	T091	Campus Supervisor	\$27.70	\$30.78	\$33.25
N010	T010	Catering Assistant	\$15.50	\$15.50	\$17.74
N011	T011	Climbing Wall Attendant	\$15.50	\$15.50	\$17.74
N012	T012	Coach, Assistant	\$15.50	\$15.50	\$17.74
N013	T013	Coach, Head, Level 1	\$15.50	\$16.78	\$19.21
N014	T014	Coach, Head, Level 2	\$16.09	\$17.88	\$20.47
N015	T015	Coach, Head, Level 3	\$18.99	\$21.10	\$24.16
N016	T016	Coach, Head, Level 4	\$22.40	\$24.89	\$28.50
N092	T092	Code Enforcement Inspector	\$27.82	\$30.91	\$33.38
N135	T135	Communications Specialist	\$28.23	\$31.37	\$33.88
N017	T017	Concession Manager	\$17.87	\$19.85	\$22.73
N018	T018	Concessionaire	\$15.50	\$15.50	\$17.74
N093	T093	Construction Inspector	\$31.52	\$35.02	\$37.82
N019	T019	Customer Service Representative	\$22.69	\$25.21	\$27.22
N020	T020	Day Camp Director	\$21.03	\$23.37	\$26.75
N108	T108	Day Camp Director, Assistant	\$15.74	\$17.49	\$20.02
N116	T116	Day Camp Director, Assistant SN	\$16.01	\$17.79	\$20.36
N025	T025	Day Camp Leader SN, Level 1	\$15.50	\$15.50	\$17.74
N026	T026	Day Camp Leader SN, Level 2	\$15.50	\$16.00	\$18.32
N027	T027	Day Camp Leader SN, Level 3	\$15.50	\$16.81	\$19.24
N022	T022	Day Camp Leader, Level 1	\$15.50	\$15.50	\$17.74
N023	T023	Day Camp Leader, Level 2 (1 season ex	\$15.50	\$16.00	\$17.28
N024	T024	Day Camp Leader, Level 3 (State Quali	\$15.50	\$16.81	\$19.24

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2023 Min	2023 Mid	2023 Max
N121	T121	Digital Communications Specialist	\$27.00	\$30.01	\$34.35
N028	T028	Electrical Eng Project Coord	\$55.44	\$61.60	\$66.53
N094	T094	Electrical Inspector	\$34.02	\$37.80	\$40.82
N124	T124	Environmental Regulatory Specialist	\$32.96	\$36.62	\$39.55
N134	T134	Equipment Technician I	\$24.77	\$27.52	\$29.72
N029	T029	Facility Event Coordinator	\$15.50	\$16.87	\$19.31
N142	T142	Field Engineer	\$36.46	\$40.51	\$43.75
N030	T030	Fitness Maintenance Technician	\$24.03	\$26.70	\$30.57
N031	T031	Front Desk Receptionist Level 1	\$15.50	\$15.50	\$17.74
N032	T032	Front Desk Receptionist Level 2	\$16.75	\$17.05	\$19.51
N033	T033	Front Desk Receptionist Level 3	\$18.42	\$19.75	\$22.61
N034	T034	Gate Attendant	\$15.50	\$15.50	\$17.74
N140	T140	Gate Attendant Level 2	\$16.75	\$17.05	\$19.51
N035	T035	Gift Shop Buyer	\$15.66	\$17.40	\$19.92
N095	T095	GIS/Mapping Technician	\$26.99	\$29.99	\$32.38
N132	T132	Golf Course Mower	\$15.50	\$15.50	\$16.74
N141	T141	Grant Assistant	\$26.24	\$29.15	\$31.49
N143	T143	Grant Coordinator	\$32.80	\$36.42	\$39.36
N096	T096	Grounds Maint Tech I	\$16.00	\$16.50	\$18.89
N119	T119	Grounds Maint Tech II	\$16.75	\$17.55	\$20.09
N117	T117	Grounds Maint Tech, Athletic	\$16.75	\$17.55	\$20.09
N037	T037	Ice Rink Coordinator, Outdoor	\$23.60	\$26.23	\$30.02
N036	T036	Ice Rink Skate Guard	\$15.50	\$15.50	\$17.74
N038	T038	Ice Rink Supervisor	\$17.31	\$19.23	\$22.02
N039	T039	Instructor Level 1 (Entry Level)	\$15.50	\$15.50	\$17.74
N040	T040	Instructor Level 2	\$15.50	\$16.20	\$18.55
N041	T041	Instructor Level 3	\$15.50	\$16.25	\$18.60
N042	T042	Instructor Level 4	\$17.23	\$19.14	\$21.91
N043	T043	Instructor Level 5	\$20.29	\$22.44	\$25.69
N044	T044	Instructor Level 6	\$23.89	\$26.54	\$30.38
N045	T045	Instructor Level 7	\$28.13	\$31.26	\$35.78
N046	T046	Instructor Level 8	\$33.12	\$36.80	\$42.13
N047	T047	Instructor Level 9	\$38.99	\$43.32	\$50.59
N114	T114	Instructor, Fitness	\$38.99	\$43.32	\$50.59
N051	T051	Instructor, Private Swim	\$19.45	\$21.61	\$24.74
N111	T111	Instructor, Specialized Recreation	\$38.99	\$43.32	\$50.59
N050	T050	Instructor, Swim	\$15.50	\$15.50	\$17.74

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2023 Min	2023 Mid	2023 Max
N052	T052	Instructor, Water Safety (WSI, Red Cro	\$15.50	\$16.15	\$18.49
N053	T053	Intern - No benchmark, Case by Case	\$15.50	\$44.22	\$50.62
N098	T098	Lab Technician	\$25.52	\$28.35	\$30.62
N054	T054	LEVI Project Coordinator, Grant Funde	\$30.46	\$33.84	\$38.74
N055	T055	Library Assistant	\$17.49	\$19.43	\$22.25
N019	T019	Library Customer Service Assistant	\$21.40	\$23.78	\$27.23
N128	T128	Library Page	\$16.09	\$17.88	\$20.47
N056	T056	Library Shelver	\$15.50	\$15.50	\$17.74
N057	T057	Library Technician	\$23.32	\$25.91	\$27.98
N058	T058	Lifeguard	\$15.50	\$15.50	\$17.74
N059	T059	Lifeguard, Lead	\$16.20	\$18.00	\$20.61
N060	T060	Lifeguard, Senior	\$16.65	\$18.50	\$21.18
N099	T099	Meter Reader	\$24.06	\$26.73	\$28.88
N061	T061	Museum Technician	\$20.12	\$22.35	\$25.59
N100	T100	Natural Resources Tech	\$24.13	\$26.81	\$28.95
N139	T139	Office Assistant	\$18.96	\$21.07	\$22.75
N138	T138	Operations Maintanance Tech	\$31.32	\$34.80	\$37.59
N136	T136	Parking Enforcement Officer	\$23.12	\$25.68	\$27.74
N130	T130	Parks & Open Space Ranger	\$20.64	\$22.93	\$24.76
N123	T123	Peer Case Manager	\$26.19	\$29.10	\$31.42
N062	T062	Personal Trainer I	\$23.89	\$26.42	\$30.25
N063	T063	Personal Trainer II	\$25.76	\$28.62	\$32.76
N064	T064	Pool Manager	\$17.87	\$22.35	\$25.59
N065	T065	Pool Manager, Assistant	\$15.50	\$18.60	\$21.30
N145	T145	Pool Services Technician	\$23.02	\$25.58	\$27.63
N131	T131	POST Cert Community Service Officer	\$33.96	\$33.96	\$33.96
N129	T129	Procurement Specialist	\$39.78	\$44.20	\$47.73
N115	T115	Program Assistant Level I	\$15.50	\$15.50	\$17.42
N069	T069	Program Assistant Level II	\$16.18	\$17.90	\$20.59
N070	T070	Program Coordinator	\$17.80	\$19.78	\$23.32
N071	T071	Program Specialist	\$25.41	\$28.23	\$32.32
N125	T125	Project Field Engineer	\$36.46	\$40.51	\$43.75
N103	T103	Public Works Tech, CDL	\$18.78	\$20.87	\$23.89
N072	T072	Range Safety Officer	\$15.81	\$17.34	\$19.85
N073	T073	School Crossing Guard	\$15.50	\$15.50	\$17.74
N120	T120	School Crossing Guard, Substitute	\$15.50	\$16.09	\$18.42
N074	T074	Scorekeeper	\$15.50	\$15.50	\$17.74

TEMPORARY & PART TIME POSITIONS

PTNB	Temp #	Title	2023 Min	2023 Mid	2023 Max
N075	T075	Seasonal Landscape Grounds	\$16.00	\$16.00	\$18.32
N146	T146	Slide Attendant	\$15.50	\$15.50	\$17.42
N077	T077	Special Projects Assistant	\$15.50	\$27.01	\$137.80
N078	T078	Sports Official Youth Level I	\$15.50	\$15.50	\$17.74
N079	T079	Sports Official Youth Level II	\$15.50	\$16.27	\$21.21
N080	T080	Sports Official Youth Level III	\$15.54	\$19.02	\$21.77
N081	T081	Sports Official, Adult Level I	\$18.95	\$21.05	\$24.10
N082	T082	Sports Official, Adult Level II	\$22.74	\$25.04	\$28.66
N083	T083	Sports Official, Single Man Adult	\$26.80	\$29.77	\$34.08
N133	T133	Sr. Accountant	\$38.82	\$43.13	\$46.58
N089	T089	Sr. Arborist Tech	\$31.85	\$35.39	\$38.22
N101	T101	Sr. Project Mngr	\$49.27	\$54.74	\$59.13
N084	T084	Supervisor, Building	\$17.66	\$19.23	\$22.02
N137	T137	Supervisor, Building OT Rate (Salary T	\$26.48	\$28.85	\$33.03
N085	T085	Supervisor, Facility /Field	\$17.66	\$19.23	\$22.02
N086	T086	Swim Beach Manager	\$17.87	\$22.35	\$25.59
N076	T076	Temporary Ranger	\$15.50	\$16.46	\$18.84
N102	T102	Utility Worker, No CDL, Entry Level	\$19.87	\$22.08	\$23.85
N105	T105	Utility Worker, Snow Plow Driver	\$30.88	\$34.31	\$39.28
N106	T106	Volunteer Coordinator	\$16.18	\$17.98	\$20.59
N104	T104	Water Utility Tech	\$27.97	\$31.08	\$33.56
N118	T118	Victim Services Advocate, NE, PS Gran	\$26.67	\$29.63	\$33.92
N144	T144	Watershed Ranger	\$20.64	\$22.93	\$24.76
N107	T107	Weight Room Attendant	\$15.50	\$15.50	\$17.74

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

2023

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