

**City of Longmont
2023
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 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 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 2023 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 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 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 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 | \$5,234 |
| A035 | Accounting Technician, LHA | \$4,362 | \$4,847 | \$5,234 |
| 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 |
| A039 | AAIP Program Assistant | \$4,223 | \$4,692 | \$5,067 |
| 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 |
| A038 | Human Resources Coordinator | \$4,287 | \$4,763 | \$5,144 |
| A001 | Legal Support Specialist | \$5,186 | \$5,762 | \$6,223 |
| A015 | Library Assistant | \$3,452 | \$3,835 | \$4,142 |
| A025 | Library Page | \$3,287 | \$3,652 | \$3,944 |
| 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 | \$4,321 | \$4,801 | \$5,185 |
| A016 | Mail Room Clerk | \$3,308 | \$3,676 | \$3,970 |
| A002 | Office Assistant | \$3,287 | \$3,652 | \$3,944 |
| 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 | \$5,675 | \$6,306 | \$6,810 |

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 |
| L093 | Custodial Manager | \$5,104 | \$5,671 | \$6,125 |
| L005 | Electrician I | \$6,535 | \$7,261 | \$7,842 |
| L086 | 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 |
| L092 | Instrumentation Technician II | \$6,808 | \$7,564 | \$8,169 |
| 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 |

LABOR TRADES JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|--|----------|----------|----------|
| L061 | Meter Reader | \$4,171 | \$4,634 | \$5,005 |
| L067 | Meter Reading Supervisor | \$6,006 | \$6,673 | \$7,207 |
| L034 | Natural Resources Technician | \$4,648 | \$5,164 | \$5,577 |
| L095 | Nextlight Bury/Utility Technician | \$4,634 | \$5,149 | \$5,561 |
| 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 |
| L087 | Operations & Maintenance Technician III | \$6,329 | \$7,032 | \$7,595 |
| 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 |
| L088 | Public Works Technician III | \$5,268 | \$5,853 | \$6,321 |
| 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 |

LABOR TRADES JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|------------------------------|----------|----------|----------|
| L072 | Warehouse Worker II | \$4,664 | \$5,182 | \$5,597 |
| L089 | Waste Services Technician I | \$4,682 | \$5,202 | \$5,618 |
| L090 | Waste Services Technician II | \$5,057 | \$5,619 | \$6,069 |
| 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 |
| L092 | Water Utility Technician III | \$5,780 | \$6,422 | \$6,936 |

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 |
| M107 | Assistant Communications & Engagement Director | \$8,950 | \$9,944 | \$10,740 |
| M106 | Assistant CYF Manager | \$6,766 | \$7,518 | \$8,119 |
| M017 | Assistant Director of Finance | \$11,807 | \$13,119 | \$14,169 |
| M088 | Assistant Director of Engineering Services Assistant | \$9,942 | \$11,047 | \$11,931 |
| M115 | Assistant Director of Water & Waste | \$11,609 | \$12,899 | \$13,931 |
| M047 | Assistant Fire Chief | \$11,912 | \$13,236 | \$14,295 |
| M048 | Assistant Fire Chief, Non Shift | \$11,912 | \$13,236 | \$14,295 |
| M108 | Assistant Fire Chief - Fire Marshall | \$11,912 | \$13,236 | \$14,295 |
| M094 | Assistant Police Chief | \$12,586 | \$13,984 | \$15,103 |
| 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 |
| M051 | Chief of Collaborative Services | \$13,757 | \$15,285 | \$16,508 |
| M061 | Chief of Public Safety | \$17,055 | \$18,950 | \$20,466 |
| 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 |
| M103 | 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 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 |
| M102 | Director of Human Services | \$10,955 | \$12,172 | \$13,146 |
| M082 | Director of Power Delivery | \$11,741 | \$13,045 | \$14,089 |

MANAGEMENT JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|-----------------|--|-----------------|-----------------|-----------------|
| M086 | Director of Project Deployment | \$14,406 | \$16,007 | \$17,288 |
| M101 | Director of Recreation, Golf, Library, 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 |
| M113 | Energy Program Integration Manager | \$10,078 | \$11,198 | \$12,094 |
| M104 | Engineering & Operations Administrator | \$11,267 | \$12,519 | \$13,521 |
| 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 Manager | \$9,236 | \$10,262 | \$11,083 |
| M028 | Golf Operations Manager | \$8,834 | \$9,816 | \$10,601 |
| M090 | Housing & Community Investment Division Director | \$10,139 | \$11,266 | \$12,167 |
| 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 |
| M114 | LPC Safety & Training Manager | \$9,630 | \$10,700 | \$11,556 |
| 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 |
| M112 | Parks and Trails Design and Construction Manager | \$9,394 | \$10,438 | \$11,273 |
| 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 |

MANAGEMENT JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|--|----------|----------|----------|
| 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 |
| M111 | Recreation & Golf Superintendent | \$8,763 | \$9,737 | \$10,516 |
| 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 |
| 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 |
| M110 | Utility Rate & Analysis Manager | \$9,767 | \$10,852 | \$11,720 |
| 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 | \$9,216 | \$10,240 | \$11,059 |
| P208 | Application Support Analyst, Fixed Term | \$6,998 | \$7,775 | \$8,397 |
| P353 | Aquatics Facility Lead | \$3,881 | \$4,312 | \$4,657 |
| 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 |
| P020 | Assistant Fire Marshal | \$8,339 | \$9,265 | \$10,006 |
| 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 |
| P351 | Backflow Prevention & Cross Connection Control Coord | \$7,403 | \$8,226 | \$8,884 |
| 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 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|---|----------|----------|----------|
| 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 |
| 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 | \$6,157 | \$6,841 | \$7,388 |
| 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 |
| P346 | 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 | \$8,599 | \$9,554 | \$10,318 |
| P120 | Device Specialist | \$5,232 | \$5,813 | \$6,278 |
| P257 | Digital Media Records/Evidence Tech | \$4,876 | \$5,418 | \$5,851 |
| P347 | Digital Navigation Manager | \$7,243 | \$8,048 | \$8,692 |
| P340 | Digital Operations Manager | \$8,799 | \$9,777 | \$10,559 |
| P358 | Ecosystem Manager | \$8,485 | \$9,428 | \$10,182 |
| 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 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|--|----------|----------|----------|
| 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 |
| P360 | Energy Program Integrator | \$9,070 | \$10,078 | \$10,884 |
| P361 | Energy Program Integration Manager | \$10,078 | \$11,198 | \$12,094 |
| P089 | Energy Services Specialist | \$6,722 | \$7,469 | \$8,067 |
| 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 |
| 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 | \$6,073 | \$6,748 | \$7,288 |
| P344 | Housing Development Project Manager | \$7,109 | \$7,899 | \$8,531 |
| 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 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|--|----------|----------|----------|
| 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 |
| 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 | \$7,880 | \$8,755 | \$9,455 |
| 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 | \$7,109 | \$7,899 | \$8,531 |
| P356 | NextLight Customer Sales & Service Manager | \$5,972 | \$6,636 | \$7,167 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|--|----------|----------|----------|
| 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 |
| P359 | Open Space Manager | \$8,485 | \$9,428 | \$10,182 |
| 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 |
| P030 | Principal Planner | \$8,599 | \$9,554 | \$10,318 |
| P074 | Probation Officer | \$5,230 | \$5,811 | \$6,276 |
| 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 |
| P342 | Product Development and Operations Manager | \$9,977 | \$11,085 | \$11,972 |
| 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 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|---|----------|----------|----------|
| 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 |
| P354 | Recreation Program Facility Supervisor / Aquatics & Ice | \$5,929 | \$6,588 | \$7,115 |
| 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 |
| 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 | \$5,705 | \$6,339 | \$6,846 |
| 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 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|--|----------|----------|----------|
| 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 | \$10,017 | \$11,130 | \$12,020 |
| 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 |
| P348 | Sr.Financial Analyst | \$7,745 | \$8,606 | \$9,294 |
| 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 |
| 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 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 |
| P349 | Therapeutic Recreation Coordinator | \$4,917 | \$5,463 | \$5,900 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Salary # | Title | 2023 Min | 2023 Mid | 2023 Max |
|----------|--|----------|----------|----------|
| 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 |
| P328 | Utility Billing Resource Specialist | \$5,357 | \$5,952 | \$6,428 |
| 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 | \$9,417 | \$10,463 | \$11,300 |
| E019 | Sr. Electric Meter Technician | \$8,719 | \$9,688 | \$10,463 |
| E018 | Electric Meter Technician | \$8,073 | \$8,970 | \$9,687 |

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 | \$6,832 | \$6,935 | \$7,073 | \$7,215 | \$7,359 | \$7,579 | \$7,726 | \$8,073 |
| 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 |
| C016 | Sr. CSO Field Investigator | \$5,431 | \$6,034 | \$6,517 |
| 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 | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|-----------------------|--------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Range | Title | | | | | | |
| C004 | Police Sergeant | \$10,230 | \$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 | \$61.5827 | | | | | |
| F07S | Fire Captain Shift | \$43.9876 | | | | | |
| F05N | Fire Lieutenant* | \$55.0490 | | | | | |
| F05S | Fire Lieutenant Shift | \$39.3207 | | | | | |
| F04N | Firefighter/Paramedic/Engineer | \$52.5375 | | | | | |
| F04S | Firefighter/Paramedic/Engineer Shift | \$37.5268 | | | | | |
| F03N | Firefighter/Engineer | \$50.0260 | | | | | |
| F03S | Firefighter/Engineer Shift | \$35.7328 | | | | | |
| F02N | Firefighter/Paramedic | \$40.2760 | \$42.5135 | \$48.9197 | | | |
| F02S | Firefighter/Paramedic Shift | \$28.7685 | \$30.3668 | \$34.9427 | | | |
| F01N | Firefighter | \$31.3260 | \$35.8014 | \$38.0389 | \$44.7510 | | |
| F01S | Firefighter Shift | \$22.3757 | \$25.5725 | \$27.1707 | \$31.9650 | | |

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 Interpreter, <2 HR | \$162.00 | \$180.00 | \$204.16 |
| N004 | T004 | ASL Interpreter, <48 HR | \$81.00 | \$90.00 | \$102.08 |
| N003 | T003 | ASL Interpreter, 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 |

TEMPORARY & PART TIME POSITIONS

| PTNB | Temp # | Title | 2023 Min | 2023 Mid | 2023 Max |
|-------------|---------------|--|-----------------|-----------------|-----------------|
| N022 | T022 | Day Camp Leader, Level 1 | \$15.50 | \$15.50 | \$17.74 |
| N023 | T023 | Day Camp Leader, Level 2 (1 season exp) | \$15.50 | \$16.00 | \$17.28 |
| N024 | T024 | Day Camp Leader, Level 3 (State Qualified) | \$15.50 | \$16.81 | \$19.24 |
| N121 | T121 | Digital Communications Specialist | \$27.00 | \$30.01 | \$34.35 |
| N122 | T122 | Economic Sustainability Specialist | \$32.99 | \$36.66 | \$39.59 |
| 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 |

TEMPORARY & PART TIME POSITIONS

| PTNB | Temp # | Title | 2023 Min | 2023 Mid | 2023 Max |
|-------------|---------------|---|-----------------|-----------------|-----------------|
| 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 |
| N052 | T052 | Instructor, Water Safety (WSI, Red Cross) | \$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 Funded | \$30.46 | \$33.84 | \$38.74 |
| N055 | T055 | Library Assistant | \$19.91 | \$22.13 | \$23.90 |
| N019 | T019 | Library Customer Service Assistant | \$22.69 | \$25.21 | \$27.22 |
| N128 | T128 | Library Page | \$18.96 | \$21.07 | \$22.75 |
| 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 Maintenance 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 |
| N149 | T149 | Payroll Administrator PT | \$28.40 | \$31.56 | \$34.08 |
| 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 | \$28.13 |
| N131 | T131 | POST Cert Community Service Officer | \$33.96 | \$33.96 | \$33.96 |

TEMPORARY & PART TIME POSITIONS

| PTNB | Temp # | Title | 2023 Min | 2023 Mid | 2023 Max |
|-------------|---------------|--|-----------------|-----------------|-----------------|
| 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 |
| 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 Table Only) | \$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 |
| N144 | T144 | Watershed Ranger | \$26.67 | \$29.63 | \$33.92 |
| N118 | T118 | Victim Services Advocate, NE, PS Grant | \$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 |