

**City of Longmont
2027
Proposed
Classification & Pay Plan**



Effective 12/21/2026

Employee Compensation Overview

For 2027, the City will hold the 2026 pay plan benchmarks and will not apply a separate 2027 market adjustment or market movement. Rather than adjusting the pay plan based on updated 2027 market data, the City will apply a 3.0% range movement across the board to all non-collectively bargained positions.

The 3.0% range movement will be incorporated into the 2027 pay plan while the underlying market benchmarks remain at the 2026 levels. This approach allows the City to provide a consistent annual increase while maintaining the compensation structure's 2026 market positioning.

Below is the methodology of the 2026 market.

Providing City services is inherently labor-intensive, with nearly three-quarters of General Fund expenditures tied directly to employees. Because the quality of services we deliver is only as strong as the people who provide them, it is critical that the City offer competitive wages and benefits to attract and retain highly skilled, motivated staff. Like many of our peer cities, we have conducted a compensation study to help guide this effort. Compensation adjustments resulting from this study were completed in 2025 were reflected in the 2026 pay plan benchmarks.

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.

In 2025 and 2026, the city continued to align with the recommendations of the Mercer compensation study as noted above. These same benchmarks resulting from these recommendations have been held for the 2027 Pay Plan. Positions not benchmarked through custom internal surveys were instead benchmarked against external market surveys. The surveys utilized included: Mercer Benchmark Database (General Industry & High-Tech Industry), Mercer IHN Healthcare Survey, Willis Towers Watson (General Industry & High-Tech), and Pay Factors Peer and Market data. Positions were aligned to the market 50th percentile, maintaining consistency with the City's compensation philosophy. For surveys that relied on national data, a 10% geographic adjustment was applied to account for cost-of-labor differentials.

The City's Financial Policy on compensation states: *"The City will strive to establish prevailing market ranges of pay for City positions."* A key guideline within this policy is that the City's financial capacity to pay remains a primary consideration. Thanks to the significant progress made over the past two years, most City positions are now aligned with market levels. Any positions that fell below the 2026 market were adjusted upward to meet the market in the 2026 Pay Plan.

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. Our staffing is similar to that of similar-sized cities, but as a full-service city, Longmont employees are spread across more service departments. 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 2027 budget has pay budgeted at 101% of market. We are still targeting 102% of market, however we will not reach that in 2027.

Employee Compensation Overview Cont'd

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 2027 budget includes all non-collectively bargained open range salaries budgeted at 101% and allows for performance-based movement within the open range for open range employees who are below the 2027 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 2027 position midpoint.

This proposed 2027 budget also includes funding of a maximum of 1.5% of pay in each department budget to allow for employees who meet certain criteria in delivering extraordinary performance to be compensated between 101% and 110% 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 2026, two-year contracts for both the Police and the Fire collective bargaining units were negotiated and approved for 2027 and 2028. This proposed 2027 budget includes the increases that were negotiated in those contracts.

The 2027 budget includes \$284,631 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:

- Mercer General Industry Survey
- Mercer High Tech Survey
- Willis Towers Watson General Industry Survey
- Pay Factors Market
- Pay Factors Peer
- Colorado Municipal League Compensation Survey System
- American Public Power Association (APPA) Survey of Management Salaries in Publicly Owned Municipal Distribution Electric Utilities
- Western Management Group
- 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 Pay Factors, Mercer, & Willis Towers Watson 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 the City's primarily municipal 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). The defined employers above are contributing their data to the Pay Factors surveys. Benchmarks are pulled from Pay Factors surveys and may contain additional reporting sources. For some positions that have received a new benchmark, they are benchmarking to a mix of public and private employers. 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 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

For the 2026 Pay Plan, the annual evaluation of the survey data included:

- Ensuring that each position match is a “valid” match using an industry standard determined as a 70% match. This means that at least 70% of the position incumbent’s time is spent on the described function reported in the survey. This may require follow up with individual organizations to ensure good matches.
- 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.

For the 2027 Pay Plan we will continue to hold the 2026 Pay Plan benchmarks and apply an across the board 3% increase to all no collectively bargained positions.

2027 Recommendations

Pay Range Movements and Salary Adjustments

2027 Exception: For the 2027 pay plan, the City will not conduct a market-based adjustment to the existing 2026 pay plan benchmarks. The 2026 benchmarks will be held constant for 2027 and will continue to serve as the basis for the City's compensation structure. Instead, a 3.0% adjustment will be applied across the board to all non-collectively bargained positions. This approach represents a one-year departure from the City's typical annual market adjustment process and is intended to provide a consistent salary increase while maintaining the City's established 2026 market benchmarks.

Minimum Wage Increases: In accordance with the Colorado Constitution, the 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 2026 minimum wage has been set at \$15.71/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 MIT, the Living Wage for 2025 will be set at \$27.09/hr. with Council approval.

CITYWIDE JOB FAMILY PAY GRADES

ADMINISTRATIVE JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
A013	Accounting Technician	\$4,849	\$5,388	\$5,927
A035	Accounting Technician, LHA	\$4,849	\$5,388	\$5,927
A022	Administrative Analyst	\$5,995	\$6,661	\$7,327
A008	Administrative Assistant	\$4,774	\$5,305	\$5,835
A037	Administrative Coordinator	\$6,134	\$6,816	\$7,497
A024	Administrative Supervisor	\$6,690	\$7,434	\$8,177
A014	Cashier	\$4,226	\$4,696	\$5,166
A009	Customer Service Representative	\$4,519	\$5,021	\$5,523
A032	Customer Service Supervisor	\$6,690	\$7,434	\$8,177
A011	Executive Assistant	\$6,134	\$6,816	\$7,497
A033	Fleet Administrative Assistant	\$4,774	\$5,305	\$5,835
A023	Head Cashier	\$4,774	\$5,305	\$5,835
A019	Human Resources Administrator	\$5,794	\$6,438	\$7,081
A038	Human Resources Coordinator	\$5,377	\$5,974	\$6,571
A015	Library Assistant	\$4,226	\$4,696	\$5,166
A004	Library Technician	\$4,651	\$5,168	\$5,684
A027	Nextlight Customer Service Representative	\$4,519	\$5,021	\$5,523
A036	Nextlight Load Analyst	\$5,995	\$6,661	\$7,327
A034	Nextlight Sr Customer Service Representative	\$4,971	\$5,523	\$6,076
A002	Office Assistant	\$4,226	\$4,696	\$5,166
A031	Parking Enforcement Officer	\$4,503	\$5,004	\$5,504
A007	Payroll Administrator	\$5,608	\$6,232	\$6,855
A043	Public Safety Project Coordinator	\$6,594	\$7,327	\$8,060
A042	Risk Analyst	\$5,995	\$6,661	\$7,327
A005	Sales Tax Technician	\$4,849	\$5,388	\$5,927
A012	Sr. Customer Service Representative	\$4,971	\$5,523	\$6,076
A046	Sr. Customer Service Representative - Mail Clerk	\$4,971	\$5,523	\$6,076
A006	Sr. Library Technician	\$5,348	\$5,943	\$6,537
A021	Transportation Engineering Assistant	\$5,995	\$6,661	\$7,327
A026	Treasury Supervisor	\$7,316	\$8,129	\$8,942
A045	Customer Service Representative - Mail Clerk	\$4,519	\$5,021	\$5,523
A040	Water Meter Coordinator	\$5,995	\$6,661	\$7,327

LABOR TRADES JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
L054	Arborist Technician I	\$4,307	\$4,786	\$5,264
L055	Arborist Technician II	\$5,384	\$5,982	\$6,580
L084	Building Supervisor	\$4,226	\$4,696	\$5,166
L096	Campus Security Attendant	\$4,226	\$4,696	\$5,166
L075	Campus Supervisor	\$5,392	\$5,992	\$6,591
L033	Chief Plant Operator	\$7,640	\$8,489	\$9,338
L049	City Forester	\$8,567	\$9,519	\$10,471
L093	Custodial Manager	\$5,740	\$6,378	\$7,016
L064	Custodian	\$4,226	\$4,696	\$5,166
L106	Distribution Collection Backflow Technician	\$6,464	\$7,182	\$7,901
L005	Electrician	\$6,923	\$7,692	\$8,461
L086	Electrician II	\$7,524	\$8,361	\$9,197
L011	Equipment Technician I	\$5,409	\$6,010	\$6,611
L007	Equipment Technician II	\$6,010	\$6,677	\$7,345
L031	Emergency Vehicle Technician	\$8,158	\$9,064	\$9,970
L076	Facilities Maintenance Supervisor	\$7,694	\$8,549	\$9,404
L032	Facilities Maintenance Technician I	\$5,235	\$5,817	\$6,399
L046	Facilities Maintenance Technician II	\$5,817	\$6,463	\$7,110
L013	Fleet Operations Supervisor	\$8,973	\$9,970	\$10,967
L073	Fleet Parts Buyer	\$5,608	\$6,232	\$6,855
L009	Fleet Service Coordinator	\$6,775	\$7,527	\$8,280
L099	Fleet Service Coordinator Assistant	\$5,420	\$6,022	\$6,624
L069	Fleet Warehouse Worker	\$4,226	\$4,696	\$5,166
L102	Fleet Waste Services Technician I	\$6,310	\$7,011	\$7,713
L103	Fleet Waste Services Technician II	\$7,008	\$7,787	\$8,565
L104	Fleet Waste Services Technician III	\$7,787	\$8,652	\$9,517
L016	Golf Course Equipment Mechanic	\$5,300	\$5,889	\$6,477
L020	Golf Course Supervisor	\$8,173	\$9,082	\$9,990
L066	Graffiti Removal Specialist	\$4,872	\$5,413	\$5,955
L053	Grounds Maintenance Technician I	\$4,226	\$4,696	\$5,166
L048	Grounds Maintenance Technician II	\$4,872	\$5,413	\$5,955
L030	Instrumentation Technician I	\$6,908	\$7,676	\$8,443
L092	Instrumentation Technician II	\$7,509	\$8,343	\$9,177
L107	Law Enforcement Vehicle Technician	\$8,158	\$9,064	\$9,970
L081	Lead Custodian	\$5,166	\$5,740	\$6,314
L039	Lead Master Equipment Technician	\$8,158	\$9,064	\$9,970
L018	Maintenance Supervisor	\$8,327	\$9,252	\$10,178
L026	Master Automotive Service Excellence Equipment Technician I	\$6,674	\$7,416	\$8,158
L038	Master Automotive Service Excellence Equipment Technician II	\$7,416	\$8,240	\$9,064
L034	Natural Resources Technician	\$5,164	\$5,738	\$6,312

LABOR TRADES JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
L098	Natural Resources Technician II	\$5,526	\$6,140	\$6,754
L100	Natural Resources Technician III	\$5,913	\$6,570	\$7,227
L094	Nextlight Burried Utility and Construction Technician	\$5,122	\$5,691	\$6,260
L040	Nextlight Fiber Optic Technician	\$7,063	\$7,847	\$8,632
L041	Nextlight Installation Technician	\$6,141	\$6,824	\$7,506
L042	Nextlight Service Technician	\$7,029	\$7,810	\$8,592
L023	Operations & Maintenance Technician I	\$6,022	\$6,691	\$7,360
L024	Operations & Maintenance Technician II	\$6,546	\$7,273	\$8,000
L087	Operations & Maintenance Technician III	\$7,115	\$7,905	\$8,696
L044	Operations Support Specialist	\$6,343	\$7,047	\$7,752
L080	Parks Open Space Ranger I	\$4,872	\$5,413	\$5,955
L056	Parks Open Space Ranger II	\$5,698	\$6,331	\$6,965
L021	Parks Supervisor	\$7,611	\$8,456	\$9,302
L014	Pool Technician	\$5,583	\$6,204	\$6,824
L029	Public Works Technician I	\$5,094	\$5,660	\$6,226
L045	Public Works Technician II	\$5,537	\$6,152	\$6,767
L088	Public Works Technician III	\$6,018	\$6,687	\$7,355
L108	Resident Watershed Ranger I	\$4,871	\$5,413	\$5,954
L109	Resident Watershed Ranger II	\$5,698	\$6,331	\$6,965
L017	Sr. Arborist Technician	\$6,084	\$6,760	\$7,436
L051	Sr. Grounds Maintenance Technician	\$5,732	\$6,368	\$7,005
L097	Sr. Natural Resources Analyst	\$6,458	\$7,176	\$7,893
L077	Sr. Natural Resources Technician	\$6,327	\$7,029	\$7,732
L062	Sr. Parks/Open Space Ranger	\$6,648	\$7,386	\$8,125
L110	Sr. Resident Watershed Ranger	\$6,648	\$7,386	\$8,125
L006	Sr. Traffic Signal Technician	\$6,365	\$7,072	\$7,779
L059	Sr. Watershed Ranger	\$6,648	\$7,386	\$8,125
L037	System Operations Supervisor	\$8,327	\$9,252	\$10,178
L012	Traffic Signal Technician I	\$5,230	\$5,811	\$6,392
L008	Traffic Signal Technician II	\$5,786	\$6,429	\$7,072
L105	Traffic Signal Technician Supervisor	\$7,392	\$8,213	\$9,035
L025	Treatment Operations Supervisor	\$8,327	\$9,252	\$10,178
L074	Utility & Streets Maintenance Supervisor	\$8,072	\$8,969	\$9,866
L078	Utility Parts Buyer/Inventory Control Technician	\$5,608	\$6,232	\$6,855
L101	Warehouse Manager	\$7,454	\$8,282	\$9,110
L058	Warehouse Worker I	\$4,399	\$4,888	\$5,377
L072	Warehouse Worker II	\$5,175	\$5,750	\$6,326
L035	Waste Services Supervisor	\$7,990	\$8,878	\$9,765
L089	Waste Services Technician I	\$5,315	\$5,906	\$6,496
L090	Waste Services Technician II	\$5,777	\$6,419	\$7,061
L065	Watershed Ranger I	\$4,872	\$5,413	\$5,955

LABOR TRADES JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
L079	Watershed Ranger II	\$5,698	\$6,331	\$6,965
L095	Watershed Forestry Technician	\$5,164	\$5,738	\$6,312
L027	Water Utility Technician I	\$5,718	\$6,354	\$6,989
L028	Water Utility Technician II	\$6,215	\$6,906	\$7,597
L091	Water Utility Technician III	\$6,756	\$7,507	\$8,257

MANAGEMENT JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
M057	Accounting Manager	\$11,024	\$12,249	\$13,474
M054	Assistant Chief Building Official	\$8,603	\$9,558	\$10,514
M049	Assistant City Manager	\$19,637	\$21,819	\$24,001
M109	Assistant City Manager - Utilities and Public Works	\$19,637	\$21,819	\$24,001
M107	Assistant Communication and Engagement Director	\$10,129	\$11,254	\$12,379
M115	Assistant Director of Water and Waste	\$15,530	\$17,255	\$18,981
M108	Assistant Fire Chief - Fire Marshal	\$13,884	\$15,426	\$16,969
M133	Assistant Human Services Director	\$10,790	\$11,989	\$13,188
M094	Assistant Police Chief	\$14,927	\$16,585	\$18,244
M119	Battalion Chief (2912)	\$13,884	\$15,426	\$16,969
M016	Budget Manager	\$11,850	\$13,166	\$14,483
M008	Chief Building Official	\$10,753	\$11,948	\$13,143
M005	Chief Financial Officer	\$17,852	\$19,836	\$21,819
M046	Chief Human Resources Officer	\$15,574	\$17,304	\$19,034
M051	Chief of Collaborative Services	\$16,368	\$18,187	\$20,005
M061	Chief of Public Safety	\$20,005	\$22,228	\$24,451
M087	Chief Strategic Integration Officer	\$16,692	\$18,546	\$20,401
M035	City Clerk	\$11,186	\$12,429	\$13,672
M128	Collaborative Services Manager	\$12,161	\$13,512	\$14,864
M033	Communications Center Manager	\$10,360	\$11,511	\$12,662
M103	Communications Director	\$11,970	\$13,300	\$14,630
M055	Community and Neighborhood Resources Director	\$9,973	\$11,081	\$12,189
M126	Community Enhancement and Compliance Manager	\$10,632	\$11,813	\$12,994
M134	Children Youth Family Operations Manager	\$8,095	\$8,994	\$9,893
M097	Data and Analytics Manager	\$12,352	\$13,725	\$15,097
M013	Deputy City Attorney	\$14,890	\$16,545	\$18,199
M121	Deputy Fire Chief	\$14,925	\$16,583	\$18,242
M077	Director of Business Enablement	\$14,462	\$16,069	\$17,676
M009	Director of Electric Engineering	\$15,657	\$17,397	\$19,136
M073	Director of Electric Services	\$17,709	\$19,677	\$21,645
M064	Director of Electric Strategies and Solutions	\$14,027	\$15,586	\$17,145
M100	Director of Emergency Management	\$9,486	\$10,540	\$11,594
M041	Director of Engineering Services	\$16,408	\$18,231	\$20,054
M102	Director of Human Services	\$11,989	\$13,321	\$14,653
M125	Director of Parks, Recreation, and Open Space	\$13,557	\$15,063	\$16,569
M082	Director of Power Delivery and Operations	\$16,358	\$18,175	\$19,993
M086	Director of Project Deployment	\$15,993	\$17,770	\$19,547
M040	Director of Water and Waste	\$17,083	\$18,981	\$20,879
M123	Electrical Instrumentation and Controls Manager	\$13,156	\$14,618	\$16,080
M027	Electric Operations Manager	\$13,186	\$14,651	\$16,116
M122	Energy Infrastructure Planning Manager	\$12,692	\$14,102	\$15,512
M089	Energy Portfolio Manager	\$12,236	\$13,596	\$14,956

MANAGEMENT JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
M045	Engineering Administrator	\$13,759	\$15,287	\$16,816
M043	Environmental Affairs Manager	\$12,458	\$13,842	\$15,226
M071	Enterprise Technology Services Director	\$15,728	\$17,476	\$19,224
M129	ERP System Manager	\$14,037	\$15,596	\$17,156
M074	Executive Director of Nextlight	\$17,212	\$19,124	\$21,036
M075	Facilities Manager	\$10,699	\$11,887	\$13,076
M063	Facilities Operations and Capital Improvement Project Manager	\$9,008	\$10,009	\$11,009
M096	Fire Chief	\$18,187	\$20,208	\$22,228
M019	Fleet Manager	\$10,714	\$11,905	\$13,095
M091	Geospatial Data and Analysis Manager	\$10,234	\$11,371	\$12,508
M118	Grid Management Systems Engineering Supervisor	\$13,156	\$14,618	\$16,080
M090	Housing and Community Investment Division Director	\$14,121	\$15,690	\$17,259
M067	Human Resources Assistant Director	\$11,062	\$12,291	\$13,520
M116	Longmont Housing Association Assistant Director of Operations	\$10,552	\$11,724	\$12,897
M011	Library Director	\$11,750	\$13,055	\$14,361
M114	Longmont Power and Communications Safety and Training Manager	\$11,188	\$12,431	\$13,674
M022	Museum Director	\$10,243	\$11,382	\$12,520
M132	NextLight Fiber Operations Manager	\$11,147	\$12,386	\$13,624
M076	Nextlight Fiber Network Director	\$13,465	\$14,961	\$16,457
M052	Nextlight Network Operations Manager	\$12,538	\$13,931	\$15,324
M112	Parks and Trails Design and Construction Manager	\$10,699	\$11,887	\$13,076
M065	Parks Superintendent	\$9,880	\$10,978	\$12,076
M081	Planning and Development Services Director	\$14,531	\$16,145	\$17,760
M066	Planning Manager	\$10,853	\$12,059	\$13,265
M095	Police Chief	\$18,187	\$20,208	\$22,228
M014	Police Commander	\$13,840	\$15,378	\$16,916
M060	Public Safety Technical Services Manager	\$12,576	\$13,973	\$15,371
M020	Purchasing and Contracts Manager	\$10,445	\$11,605	\$12,766
M021	Recreation and Golf Manager	\$10,608	\$11,786	\$12,965
M111	Recreation and Golf Superintendent	\$9,547	\$10,608	\$11,668
M031	Redevelopment Revitalization Manager	\$10,290	\$11,433	\$12,576
M029	Risk Manager	\$12,445	\$13,828	\$15,211
M124	Senior Director of Community Enrichment	\$15,949	\$17,721	\$19,493
M136	Senior Housing and Redevelopment Manager	\$11,410	\$12,677	\$13,945
M023	Seniors Services Manager	\$8,783	\$9,759	\$10,735
M131	Shared Energy Program Manager	\$8,336	\$9,262	\$10,188
M135	Special Projects Manager	\$13,850	\$15,389	\$16,928
M130	Technical Project Manager	\$9,147	\$10,163	\$11,179

MANAGEMENT JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
M069	Technical Services Manager	\$13,148	\$14,608	\$16,069
M039	Traffic Engineering Administrator	\$13,759	\$15,287	\$16,816
M070	Transportation Planning Manager	\$10,853	\$12,059	\$13,265
M084	Transportation System Maintenance Manager	\$10,382	\$11,536	\$12,690
M110	Utility Rate and Analysis Manager	\$10,892	\$12,103	\$13,313
M068	Waste Services Manager	\$10,653	\$11,837	\$13,020
M025	Water Resources Manager	\$11,960	\$13,289	\$14,618

PROFESSIONAL TECHNICAL JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
P189	Accountant	\$6,466	\$7,184	\$7,903
P295	Accountant - LHA	\$6,466	\$7,184	\$7,903
P296	Accounting Supervisor - LHA	\$9,247	\$10,274	\$11,302
P078	Affordable Housing Program Coordinator	\$7,457	\$8,285	\$9,114
P269	Air Quality, Oil and Gas Manager	\$11,325	\$12,584	\$13,842
P076	Airport Manager	\$10,436	\$11,596	\$12,755
P208	Application Support Analyst	\$8,304	\$9,227	\$10,149
P353	Aquatics Facility Lead	\$4,241	\$4,712	\$5,183
P202	Art In Public Places Administrator	\$5,848	\$6,497	\$7,147
P008	Assistant City Attorney I	\$8,517	\$9,464	\$10,410
P014	Assistant City Attorney II	\$10,849	\$12,054	\$13,259
P383	Assistant City Clerk	\$6,747	\$7,497	\$8,247
P020	Assistant Fire Marshal	\$9,719	\$10,799	\$11,878
P025	Associate Electrical Engineer	\$9,031	\$10,035	\$11,038
P021	Associate Planner	\$5,936	\$6,595	\$7,255
P151	Auditorium and Event Manager	\$6,357	\$7,064	\$7,770
P351	Backflow Prevention and Cross Connection Control Coordinator	\$8,235	\$9,149	\$10,064
P152	Billing Specialist	\$5,949	\$6,610	\$7,270
P193	Budget Analyst	\$7,460	\$8,288	\$9,117
P403	Building Energy Code Coordinator	\$7,632	\$8,480	\$9,328
P123	Building Inspector	\$6,350	\$7,056	\$7,761
P080	Building Permit Technician	\$4,651	\$5,168	\$5,684
P215	Building Permit Technician II	\$5,348	\$5,943	\$6,537
P100	Business Analyst	\$7,130	\$7,923	\$8,715
P289	Business Process Improvement Coordinator	\$8,637	\$9,596	\$10,556
P332	Business Sustainability Coordinator	\$7,824	\$8,693	\$9,563
P194	Buyer I	\$5,529	\$6,143	\$6,758
P168	Buyer II	\$6,505	\$7,228	\$7,950
P396	CALEA Accreditation and Training Program Manager	\$6,694	\$7,438	\$8,181
P178	Callahan House Manager	\$6,072	\$6,747	\$7,421
P034	Chief Probation Officer	\$7,826	\$8,695	\$9,565
P363	Children Youth and Family Clinician I	\$5,104	\$5,672	\$6,239
P048	Children Youth and Family Clinician II	\$6,381	\$7,089	\$7,798
P055	Children Youth and Family Community Coordinator	\$7,358	\$8,176	\$8,993
P418	Children Youth and Family Entry Level Clinician	\$4,594	\$5,105	\$5,615
P196	Children Youth and Family Program Leader	\$5,384	\$5,982	\$6,580
P190	Children Youth and Family Program Specialist	\$5,878	\$6,531	\$7,184
P087	Circulation Desk Manager	\$5,871	\$6,523	\$7,175
P285	Citywide Branding and Digital Communications Specialist	\$7,284	\$8,094	\$8,903
P056	Civil Engineer I	\$7,972	\$8,858	\$9,744
P057	Civil Engineer II	\$10,193	\$11,325	\$12,458

PROFESSIONAL TECHNICAL JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
P173	Code Enforcement Inspector	\$5,291	\$5,879	\$6,467
P082	Code Enforcement Manager	\$7,817	\$8,686	\$9,555
P218	Communications and Marketing Specialist	\$6,446	\$7,162	\$7,878
P372	Community Engagement Specialist	\$6,689	\$7,432	\$8,176
P029	Community Relations Program Coordinator	\$7,358	\$8,176	\$8,993
P192	Community Relations Specialist	\$6,689	\$7,432	\$8,176
P309	Compensation and Benefit Manager	\$11,363	\$12,626	\$13,888
P264	Compensation and Benefit Specialist	\$9,091	\$10,101	\$11,111
P039	Construction Inspection Supervisor	\$10,193	\$11,325	\$12,458
P015	Construction Inspector	\$6,350	\$7,056	\$7,761
P346	Contract Specialist	\$8,660	\$9,622	\$10,584
P108	Court Administrator	\$9,331	\$10,368	\$11,405
P306	Customer Service and Administration Manager	\$10,003	\$11,115	\$12,226
P312	Data and Innovation Analyst	\$8,876	\$9,862	\$10,848
P125	Database Administrator	\$8,644	\$9,605	\$10,565
P313	Development Project Administrator	\$9,768	\$10,853	\$11,939
P120	Device Specialist	\$5,949	\$6,610	\$7,270
P257	Digital Media Records and Evidence Technician	\$5,539	\$6,154	\$6,770
P340	Digital Operations Manager	\$10,992	\$12,214	\$13,435
P422	Drinking Water Programs Compliance Coordinator	\$9,587	\$10,652	\$11,717
P358	Ecosystem Manager	\$9,548	\$10,609	\$11,670
P412	Electric Crew Supervisor	\$10,765	\$11,961	\$13,158
P017	Electric Distribution Field Engineer I	\$7,750	\$8,611	\$9,472
P013	Electric Distribution Field Engineer II	\$8,718	\$9,687	\$10,656
P083	Electric Distribution Field Engineer Trainee	\$6,781	\$7,534	\$8,288
P381	Electric Field Engineering Supervisor	\$11,588	\$12,875	\$14,163
P026	Electrical Engineer	\$10,035	\$11,150	\$12,265
P059	Electrical Inspector	\$7,084	\$7,871	\$8,658
P240	Emergency Management Coordinator	\$7,965	\$8,850	\$9,735
P322	Energy Efficiency and Educational Specialist	\$7,956	\$8,840	\$9,725
P360	Energy Program Integrator	\$9,925	\$11,028	\$12,130
P090	Energy Services Program Coordinator	\$5,967	\$6,630	\$7,293
P089	Energy Services Specialist	\$7,956	\$8,840	\$9,725
P395	Energy Technologies Engineer	\$7,895	\$8,773	\$9,650
P084	Engineering and Surveying Technician Supervisor	\$9,888	\$10,987	\$12,086
P016	Engineering Technician	\$6,378	\$7,086	\$7,795
P392	Environmental Education Coordinator	\$5,384	\$5,982	\$6,580
P421	Environmental Project Specialist	\$7,409	\$8,232	\$9,055
P132	Environmental Regulatory Specialist	\$6,744	\$7,493	\$8,243
P335	Environmental Sustainability Planner	\$6,983	\$7,759	\$8,535
P303	Equity and Engagement Specialist	\$6,689	\$7,432	\$8,176
P266	ERP Business Analyst	\$8,783	\$9,759	\$10,735

PROFESSIONAL TECHNICAL JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
P249	Exhibitions Designer	\$4,697	\$5,219	\$5,741
P092	Field Engineer	\$7,175	\$7,972	\$8,769
P182	Field Service Supervisor	\$7,794	\$8,660	\$9,526
P214	Fire Protection Engineer	\$8,375	\$9,305	\$10,236
P107	Fleet Analyst	\$8,475	\$9,416	\$10,358
P006	Geographic Information Systems Analyst I	\$6,823	\$7,581	\$8,339
P393	Geographic Information Systems Analyst II	\$7,676	\$8,528	\$9,381
P018	Geographic Information Systems Analyst Technician	\$5,458	\$6,065	\$6,671
P314	Grant Coordinator	\$8,629	\$9,587	\$10,546
P390	Grid Management System Engineer	\$9,316	\$10,352	\$11,387
P388	Grid Management System Technician I	\$6,870	\$7,634	\$8,397
P389	Grid Management System Technician II	\$7,557	\$8,397	\$9,237
P387	Grid Management System Technician Trainee	\$6,246	\$6,940	\$7,634
P357	Harm Reduction Specialist	\$4,859	\$5,399	\$5,939
P369	Homeownership Program Coordinator	\$7,457	\$8,285	\$9,114
P420	Housing & Redevelopment Project Manager	\$9,726	\$10,807	\$11,887
P375	Housing and Community Investment Program Coordinator	\$7,457	\$8,285	\$9,114
P377	Housing and Human Services Clinician I	\$5,104	\$5,672	\$6,239
P378	Housing and Human Services Clinician II	\$6,381	\$7,089	\$7,798
P379	Housing and Human Services Clinician III	\$7,338	\$8,153	\$8,968
P344	Housing Development Project Manager	\$8,314	\$9,238	\$10,162
P324	Housing Investment Manager	\$9,561	\$10,623	\$11,686
P263	Human Resources Business Partner I	\$7,346	\$8,163	\$8,979
P050	Human Resources Business Partner II	\$9,147	\$10,163	\$11,179
P376	Human Services Program Manager	\$8,459	\$9,399	\$10,339
P031	Industrial Pre-Treatment Coordinator	\$9,610	\$10,678	\$11,746
P105	Key Account Manager	\$9,637	\$10,708	\$11,779
P288	Laboratory Support Technician	\$5,059	\$5,621	\$6,183
P228	Lead Accountant	\$8,406	\$9,340	\$10,273
P415	Lead Geographic Information System Analyst	\$9,381	\$10,424	\$11,466
P286	Lead Infrastructure Analyst	\$10,274	\$11,415	\$12,557
P164	Lead Systems Integration Analyst	\$11,433	\$12,703	\$13,973
P169	Lead Technical Function Analyst	\$11,433	\$12,703	\$13,973
P239	Legal Administrator and Paralegal	\$7,400	\$8,222	\$9,045
P111	Librarian I	\$6,250	\$6,944	\$7,639
P184	Librarian I, 3/4 time	\$6,250	\$6,944	\$7,639
P047	Librarian II	\$8,049	\$8,943	\$9,838
P407	Longmont Power and Communication Compliance Code Inspector	\$7,345	\$8,161	\$8,977
P277	Longmont Power and Communication Marketing Coordinator	\$6,520	\$7,244	\$7,968

PROFESSIONAL TECHNICAL JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
P293	Longmont Power and Communication Sr. Electrical Inspector	\$9,154	\$10,171	\$11,188
P183	Museum Curator	\$5,847	\$6,497	\$7,147
P300	Museum Manager of Fund Development	\$9,085	\$10,094	\$11,103
P206	Museum Operations Manager	\$6,543	\$7,270	\$7,997
P186	Museum Program Leader	\$5,384	\$5,982	\$6,580
P248	Natural Resources Analyst	\$5,995	\$6,661	\$7,327
P094	Natural Resources Specialist	\$6,837	\$7,596	\$8,356
P315	Neighborhood Programs Supervisor	\$7,358	\$8,176	\$8,993
P068	Neighborhood Resilience Specialist	\$6,689	\$7,432	\$8,176
P035	Network Analyst	\$7,671	\$8,523	\$9,376
P370	Nextlight Billing and Income Qualified Program Specialist	\$5,878	\$6,531	\$7,184
P283	Nextlight Construction Coordinator	\$8,112	\$9,014	\$9,915
P276	Nextlight Fiber Field Engineer	\$8,285	\$9,205	\$10,126
P364	NextLight Field Sales Coordinator	\$5,562	\$6,180	\$6,798
P182	Nextlight Field Service Supervisor	\$8,938	\$9,931	\$10,924
P394	Nextlight Marketing Manager	\$8,517	\$9,464	\$10,410
P284	Nextlight MDU Account Executive	\$7,756	\$8,618	\$9,480
P136	Nextlight Network Engineer I	\$7,810	\$8,678	\$9,546
P400	Nextlight Network Engineer II	\$9,432	\$10,480	\$11,528
P273	Nextlight Network Operations Center Technician	\$5,655	\$6,283	\$6,911
P398	Nextlight Network Technician	\$6,813	\$7,571	\$8,328
P229	Nextlight Outside Plant Engineer	\$8,862	\$9,847	\$10,832
P342	Nextlight Product Development and Operations Manager	\$12,499	\$13,887	\$15,276
P279	Nextlight Sales and Distribution Manager	\$8,845	\$9,828	\$10,811
P282	Nextlight Sales Engineer	\$7,138	\$7,931	\$8,724
P294	Nextlight Service and Quality Assurance Specialist	\$5,523	\$6,137	\$6,750
P210	Nextlight Sr Network Engineer	\$10,637	\$11,819	\$13,001
P397	Nextlight Supervising Operations Center Technician	\$7,895	\$8,773	\$9,650
P140	NextLight Technical Service Representative	\$5,089	\$5,655	\$6,220
P359	Open Space Manager	\$10,699	\$11,887	\$13,076
P417	Open Space Specialist II	\$6,837	\$7,596	\$8,356
P022	Planner	\$6,983	\$7,759	\$8,535
P150	Planning Technician	\$5,361	\$5,956	\$6,552
P060	Plans Examiner	\$6,505	\$7,228	\$7,950
P411	Portfolio Coordinator	\$7,462	\$8,292	\$9,121
P419	Power Platform Sharepoint Developer	\$8,822	\$9,803	\$10,783
P030	Principal Planner	\$9,768	\$10,853	\$11,939
P074	Probation Officer	\$5,701	\$6,335	\$6,968
P336	Probation Program Specialist	\$5,701	\$6,335	\$6,968
P374	Process Analyst	\$7,122	\$7,913	\$8,705
P052	Procurement Specialist	\$8,081	\$8,979	\$9,876

PROFESSIONAL TECHNICAL JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
P399	Product Owner	\$10,684	\$11,871	\$13,058
P368	Project Management Office Manager	\$11,479	\$12,754	\$14,030
P410	Project Management Office Project Coordinator	\$5,933	\$6,592	\$7,251
P146	Project Manager I	\$7,127	\$7,918	\$8,710
P101	Project Manager II	\$7,918	\$8,798	\$9,678
P126	Prosecuting Attorney I	\$9,179	\$10,199	\$11,219
P127	Prosecuting Attorney II	\$10,330	\$11,478	\$12,626
P085	Public Information Officer	\$8,807	\$9,785	\$10,764
P141	Public Relations and Marketing Specialist	\$6,446	\$7,162	\$7,878
P144	Public Safety Data and Statistical Analyst	\$6,922	\$7,691	\$8,460
P171	Public Safety Internet Technology Applications Support Analyst	\$5,949	\$6,610	\$7,270
P326	Public Safety Records Manager	\$8,089	\$8,988	\$9,887
P244	Public Safety Sr. Communications and Marketing Manager	\$9,208	\$10,231	\$11,254
P066	Public Safety Technical Support	\$5,949	\$6,610	\$7,270
P081	Records Manager and Deputy City Clerk	\$8,119	\$9,021	\$9,923
P323	Recovery Officer	\$7,748	\$8,609	\$9,470
P328	Recovery Resource Specialist	\$5,878	\$6,531	\$7,184
P041	Recreation Area Supervisor	\$7,782	\$8,647	\$9,512
P354	Recreation Maintenance Supervisor/ Aquatics and Ice	\$6,530	\$7,256	\$7,982
P062	Recreation Program Coordinator	\$5,392	\$5,992	\$6,591
P061	Recreation Program Supervisor	\$6,767	\$7,519	\$8,271
P160	Registrar	\$4,743	\$5,271	\$5,798
P316	Retirement Plan Specialist	\$7,385	\$8,206	\$9,027
P054	Risk Management Claims Adjuster	\$8,637	\$9,597	\$10,556
P117	Safety Officer	\$8,273	\$9,193	\$10,112
P188	Sales Tax Accountant	\$6,667	\$7,408	\$8,149
P147	Sales Tax Administrator	\$9,155	\$10,172	\$11,190
P213	Security Analyst	\$9,225	\$10,250	\$11,275
P317	Seniors Clinician II	\$6,381	\$7,089	\$7,798
P103	Seniors Recreation Program Coordinator	\$5,392	\$5,992	\$6,591
P051	Seniors Recreation Program Supervisor	\$6,767	\$7,519	\$8,271
P195	Seniors Resource Specialist	\$5,878	\$6,531	\$7,184
P318	Social Equity Coordinator	\$7,358	\$8,176	\$8,993
P115	Sr. Accountant	\$7,474	\$8,305	\$9,135
P262	Sr. Assistant City Attorney	\$12,791	\$14,212	\$15,633
P156	Sr. Budget Analyst	\$8,776	\$9,751	\$10,726
P124	Sr. Building Inspector	\$6,806	\$7,562	\$8,318
P058	Sr. Civil Engineer	\$11,325	\$12,584	\$13,842
P104	Sr. Code Enforcement, Housing and Zoning Inspector	\$6,350	\$7,056	\$7,761
P311	Sr. Communications and Marketing Manger	\$9,208	\$10,231	\$11,254
P009	Sr. Construction Inspector	\$6,960	\$7,733	\$8,507

PROFESSIONAL TECHNICAL JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
P333	Sr. Database Administrator	\$11,117	\$12,352	\$13,587
P299	Sr. Electric Distribution Field Engineer	\$9,687	\$10,764	\$11,840
P207	Sr. Electrical and Control Systems Engineer	\$12,476	\$13,862	\$15,248
P027	Sr. Electrical Engineer	\$12,476	\$13,862	\$15,248
P212	Sr. Electrical Inspector	\$7,793	\$8,658	\$9,524
P401	Sr. Environmental Regulatory Specialist	\$7,702	\$8,557	\$9,413
P268	Sr. Environmental Sustainability Planner	\$8,031	\$8,923	\$9,815
P348	Sr. Financial Analyst	\$8,961	\$9,957	\$10,952
P086	Sr. Fire Code Inspector	\$8,297	\$9,219	\$10,140
P128	Sr. Geographic Information Systems Analyst	\$8,528	\$9,476	\$10,424
P391	Sr. Grid Management System Engineer	\$11,001	\$12,223	\$13,445
P301	Sr. Key Accounts Manager	\$10,475	\$11,639	\$12,803
P406	Sr. Longmont Power and Communication Electrical Compliance Inspector	\$8,157	\$9,063	\$9,969
P405	Sr. Manager of Exhibitions	\$7,270	\$8,077	\$8,885
P005	Sr. Network Analyst	\$9,949	\$11,055	\$12,160
P023	Sr. Planner	\$8,031	\$8,923	\$9,815
P043	Sr. Plans Examiner	\$7,887	\$8,763	\$9,640
P231	Sr. Plans Examiner and Sr. Project Manager	\$8,347	\$9,274	\$10,202
P408	Sr. Procurement Specialist	\$9,687	\$10,764	\$11,840
P007	Sr. Programmer Analyst	\$10,506	\$11,673	\$12,840
P143	Sr. Project Manager	\$9,726	\$10,807	\$11,887
P250	Sr. Public Safety Tech Support	\$7,284	\$8,094	\$8,903
P334	Sr. Security Analyst	\$10,853	\$12,059	\$13,265
P251	Sr. Technical Functional Analyst	\$10,289	\$11,433	\$12,576
P350	Supportive Services Supervisor	\$7,019	\$7,798	\$8,578
P331	Sustainability Coordinator	\$7,824	\$8,693	\$9,563
P205	Sustainability Manager	\$9,780	\$10,867	\$11,953
P154	Swim Lesson Specialist	\$4,853	\$5,392	\$5,932
P226	Systems Administrator I	\$6,899	\$7,665	\$8,432
P095	Systems Administrator II	\$7,733	\$8,592	\$9,451
P158	Systems Analyst/Database Analyst	\$9,146	\$10,162	\$11,179
P404	Systems Librarian	\$6,496	\$7,218	\$7,940
P265	Technical Functional Analyst	\$9,146	\$10,162	\$11,179
P413	Technology Change and Adoption Specialist	\$7,346	\$8,163	\$8,979
P349	Therapeutic Recreation Coordinator	\$5,392	\$5,992	\$6,591
P170	Training Coordinator	\$6,890	\$7,656	\$8,422
P402	Training Specialist	\$6,535	\$7,262	\$7,988
P012	Transportation Planner	\$8,452	\$9,392	\$10,331
P352	Utility Billing Resource Specialist	\$5,878	\$6,531	\$7,184
P109	Utility Rate Analyst	\$9,356	\$10,396	\$11,435

PROFESSIONAL TECHNICAL JOB FAMILY

Salary #	Title	2027 Min	2027 Mid	2027 Max
P338	Victim Services Manager	\$7,516	\$8,351	\$9,186
P409	Video and Livestream Digital Specialist	\$6,075	\$6,750	\$7,425
P320	Volunteer and Evaluation Coordinator	\$4,226	\$4,696	\$5,166
P304	Volunteer Coordinator	\$5,377	\$5,974	\$6,571
P386	Volunteer Stewardship Supervisor	\$6,582	\$7,313	\$8,044
P414	Water Conservation Associate	\$6,642	\$7,380	\$8,118
P253	Water Conservation Specialist	\$7,380	\$8,200	\$9,020
P382	Water Quality and Environmental Compliance Coordinator	\$8,397	\$9,330	\$10,263
P010	Water Quality Laboratory Supervisor	\$9,564	\$10,627	\$11,689
P292	Water Quality Specialist I	\$7,009	\$7,788	\$8,567
P287	Water Quality Specialist II	\$8,061	\$8,956	\$9,852
P042	Water Resources Analyst	\$7,393	\$8,214	\$9,036
P416	Watershed Program Coordinator	\$9,309	\$10,343	\$11,378
P172	Website Administrator	\$8,721	\$9,690	\$10,659
P046	Wellness Coordinator	\$6,218	\$6,909	\$7,600
P355	Youth Program Specialist Parent Engagement	\$5,878	\$6,531	\$7,184

LONGMONT POWER & COMMUNICATIONS

Salary #	Title	2027 Min	2027 Mid	2027 Max
E013	Line Crew Supervisor	\$ 11,188	\$ 12,431	\$ 13,674
E014	Substation Supervisor	\$ 11,188	\$ 12,431	\$ 13,674
E015	Journey Lineworker	\$ 10,171	\$ 11,301	\$ 12,431
E016	Journey Substation Worker	\$ 10,171	\$ 11,301	\$ 12,431
E017	Meter Shop Supervisor	\$ 10,939	\$ 12,155	\$ 13,370
E019	Sr. Electric Meter Technician	\$ 10,129	\$ 11,254	\$ 12,380
E018	Electric Meter Technician	\$ 9,379	\$ 10,421	\$ 11,463

STEP POSITIONS

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
E004	Apprentice Lineworker	\$ 8,137	\$ 8,363	\$ 8,589	\$ 8,815	\$ 9,041	\$ 9,380	\$ 9,832	\$ 10,284
E007	Apprentice Substation Worker	\$ 8,137	\$ 8,363	\$ 8,589	\$ 8,815	\$ 9,041	\$ 9,380	\$ 9,832	\$ 10,284
E008	Apprentice Meter Technician	\$ 7,503	\$ 7,711	\$ 7,920	\$ 8,128	\$ 8,337	\$ 8,649	\$ 9,066	\$ 9,483
E012	Street Light Technician	\$ 9,041	\$ 9,380	\$ 9,832					
E006	Groundworker	\$ 6,781	\$ 7,233	\$ 7,685					

PS COLLECTIVELY BARGIANED OPEN RANGE POSITIONS

Salary #	Title	2027 Min	2027 Mid	2027 Max
C007	Community Service Officer, Animal Control	\$ 5,307	\$ 5,896	\$ 6,486
C017	Community Service Officer, Animal Control Supervisor	\$ 5,837	\$ 6,486	\$ 7,134
C014	Community Service Officer, Crime Scene Investigator	\$ 6,415	\$ 7,128	\$ 7,841
C019	Sr. Community Service Officer, Crime Scene Investigator	\$ 7,415	\$ 8,239	\$ 9,063
C009	Community Service Officer, Detectives	\$ 5,430	\$ 6,034	\$ 6,637
C012	Community Service Officer, Emergency Communications Technician Systems Support	\$ 7,346	\$ 8,162	\$ 8,979
C008	Community Service Officer, Field Investigator	\$ 5,430	\$ 6,034	\$ 6,637
C016	Sr. Community Service Officer Field Investigator	\$ 6,191	\$ 6,878	\$ 7,566
C015	Community Service Officer Patrol	\$ 5,430	\$ 6,034	\$ 6,637
C013	Community Service Officer Property and Evidence Custodian	\$ 5,197	\$ 5,774	\$ 6,351
C005	Police Services Technician	\$ 4,847	\$ 5,386	\$ 5,924
C006	Sr. Police Services Technician	\$ 5,705	\$ 6,338	\$ 6,972

COLLECTIVELY BARGIANED- COMMUNICATIONS POSITIONS

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5
C010	Communications Specialist	\$6,085	\$6,657	\$7,416	\$8,155	
C018	Lead Communications Specialist	\$8,440	\$8,702	\$8,971		
C011	Communications Supervisor	\$8,961	\$9,238	\$9,516	\$9,801	\$10,096

PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS

Step Positions

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C004	Police Sergeant	\$11,955	\$13,283				
C003	Master Police Officer	\$10,787					
C002	Police Officer	\$7,567	\$8,127	\$8,660	\$9,195	\$9,729	\$ 10,273
C001	Police Recruit	\$7,567					
F08N	Fire Captain /Paramedic	\$81.1713					
F08S	Fire Captain Shift/ Paramedic	\$57.9795					
F07N	Fire Captain	\$77.3060					
F07S	Fire Captain Shift	\$55.2186					
F09N	Fire Lieutenant/ Paramedic	\$73.2372					
F09S	Fire Lieutenant Shift/ Paramedic	\$52.3123					
F05N	Fire Lieutenant*	\$69.7497					
F05S	Fire Lieutenant Shift	\$49.8212					
F04N	Firefighter/Paramedic/ Engineer	\$66.9322					
F04S	Firefighter/Paramedic/ Engineer Shift	\$47.8087					
F03N	Firefighter/Engineer	\$63.7449					
F03S	Firefighter/Engineer Shift	\$45.5321					
F02N	Firefighter/Paramedic	\$46.1479	\$55.0071	\$63.3444			
F02S	Firefighter/Paramedic Shift	\$32.9628	\$39.2908	\$45.2460			
F01N	Firefighter	\$40.0929	\$45.8205	\$50.9753	\$57.2757		
F01S	Firefighter Shift	\$28.6378	\$32.7289	\$36.4109	\$40.9112		

PUBLIC SAFETY GRANT FUNDED

Salary #	Title	2027 Min	2027 Mid	2027 Max
P224	Case Management Coordinator	\$ 6,049	\$ 6,721	\$ 7,393
P274	Clinician I	\$ 5,104	\$ 5,672	\$ 6,239
P220	Clinician II	\$ 6,381	\$ 7,089	\$ 7,798
P308	Clinician III	\$ 7,338	\$ 8,153	\$ 8,968
P221	Co-Responder Paramedic	\$ 6,203	\$ 6,893	\$ 7,582
M128	Collaborative Services Manager	\$ 12,161	\$ 13,513	\$ 14,864
P302	Outreach Victim's Advocate	\$ 5,473	\$ 6,081	\$ 6,689
P225	Peer Case Manager	\$ 5,451	\$ 6,056	\$ 6,662
A043	Public Safety Project Coordinator	\$ 6,594	\$ 7,326	\$ 8,059
T118	Victim Services Advocate (1/2 Time Non Ben)	\$ 5,473	\$ 6,081	\$ 6,689

Temporary and Part Time Non Benefited Pay Grades

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2027 Min	2027 Mid	2027 Max
T001	Activity Assistant, CYF	\$15.71	\$15.71	\$19.69
T002	Administrative Temp Pool	\$15.71	\$26.10	\$49.30
T005	ASL Interpreter, <2 HR	\$162.00	\$180.00	\$220.04
T004	ASL Interpreter, <48 HR	\$90.00	\$100.00	\$110.00
T003	ASL Interpreter, General	\$67.50	\$75.00	\$82.50
T162	Audio Visual Technician	\$23.97	\$26.63	\$31.09
T006	Babysitter	\$15.71	\$15.71	\$19.69
T007	Bartender	\$15.71	\$16.10	\$20.47
T090	Building Inspector	\$36.63	\$40.70	\$44.78
T085	Building Supervisor	\$24.38	\$27.09	\$29.80
T163	Building Permit Technician	\$26.83	\$29.81	\$32.79
T008	Bus Driver	\$15.71	\$16.80	\$21.34
T126	Campus Attendant	\$24.38	\$27.09	\$29.80
T010	Catering Assistant	\$15.71	\$15.71	\$19.69
T011	Climbing Wall Attendant	\$15.71	\$15.71	\$19.69
T012	Coach, Assistant	\$15.71	\$15.71	\$19.69
T013	Coach, Head, Level 1	\$15.71	\$16.78	\$21.32
T014	Coach, Head, Level 2	\$16.09	\$17.88	\$22.72
T015	Coach, Head, Level 3	\$18.99	\$21.10	\$26.82
T016	Coach, Head, Level 4	\$22.40	\$24.89	\$31.63
T092	Code Enforcement	\$30.53	\$33.92	\$37.31
T135	Communications Specialist	\$35.11	\$35.11	\$35.11
T168	Communications and Marketing Specialist	\$33.47	\$37.19	\$40.90
T017	Concession Manager	\$17.87	\$19.85	\$25.22
T018	Concessionaire	\$15.71	\$15.71	\$19.69
T093	Construction Inspector	\$36.63	\$40.70	\$44.78
T170	CSO Detective	\$31.33	\$34.81	\$38.29
T019	Customer Service Representative	\$26.07	\$28.97	\$31.87
T158	Customer Service Representative-Special Projects	\$25.83	\$28.70	\$31.57
T155	CYF Clinician II	\$36.81	\$40.90	\$44.99
T020	Day Camp Director	\$21.03	\$23.37	\$29.69
T108	Day Camp Director, Assistant	\$15.74	\$17.49	\$22.23
T116	Day Camp Director, Assistant SN	\$16.01	\$17.79	\$22.60
T025	Day Camp Leader SN, Level 1	\$15.71	\$15.71	\$19.69
T026	Day Camp Leader SN, Level 2	\$15.71	\$16.00	\$20.34
T027	Day Camp Leader SN, Level 3	\$15.71	\$16.81	\$21.35
T022	Day Camp Leader, Level 1	\$15.71	\$15.71	\$19.69
T023	Day Camp Leader, Level 2	\$15.71	\$16.00	\$20.34
T024	Day Camp Leader, Level 3	\$15.71	\$16.81	\$21.35
T167	Device Specialist	\$34.32	\$38.13	\$41.94
T159	Electric Meter Technician	\$52.53	\$60.12	\$66.13

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2027 Min	2027 Mid	2027 Max
T171	Environmental Project Specialist	\$41.50	\$46.11	\$50.72
T124	Environmental Regulatory Specialist	\$38.91	\$43.23	\$47.55
T166	Exhibition Component Designer & Fabricator	\$24.39	\$27.10	\$29.81
T029	Facility Event Coordinator	\$15.71	\$16.87	\$21.44
T030	Fitness Maintenance Technician	\$24.03	\$26.70	\$33.94
T031	Front Desk Receptionist Level 1	\$15.71	\$15.71	\$19.69
T032	Front Desk Receptionist Level 2	\$16.75	\$17.05	\$21.66
T033	Front Desk Receptionist Level 3	\$18.42	\$19.75	\$25.10
T172	Gallery Teacher	\$16.75	\$18.60	\$21.07
T034	Gate Attendant	\$15.71	\$15.71	\$19.69
T140	Gate Attendant Level 2	\$16.75	\$17.05	\$21.66
T035	Gift Shop Buyer	\$15.71	\$17.40	\$22.11
T132	Golf Course Mower	\$15.71	\$15.71	\$18.59
T141	Grant Assistant	\$39.82	\$44.24	\$48.66
T143	Grant Coordinator	\$49.78	\$55.31	\$60.84
T096	Grounds Maintenance Technician I	\$19.02	\$21.13	\$23.24
T119	Grounds Maintenance Technician II	\$21.92	\$24.36	\$26.80
T117	Grounds Maintenance Technician, Athletics	\$21.92	\$24.36	\$26.80
T165	Head Water Safety Instructor	\$17.87	\$22.35	\$28.41
T037	Ice Rink Coordinator	\$23.60	\$26.23	\$33.32
T036	Ice Rink Skate Guard	\$15.71	\$15.71	\$19.69
T038	Ice Rink Supervisor	\$24.38	\$27.09	\$29.80
T039	Instructor Level 1	\$15.71	\$15.71	\$19.69
T040	Instructor Level 2	\$15.71	\$16.20	\$20.59
T041	Instructor Level 3	\$15.71	\$16.25	\$20.64
T042	Instructor Level 4	\$17.23	\$19.14	\$24.33
T043	Instructor Level 5	\$20.29	\$22.44	\$28.50
T044	Instructor Level 6	\$23.89	\$26.54	\$33.72
T045	Instructor Level 7	\$28.13	\$31.26	\$39.72
T046	Instructor Level 8	\$33.12	\$36.80	\$46.76
T047	Instructor Level 9	\$38.99	\$43.32	\$56.17
T114	Instructor, Fitness	\$38.99	\$43.32	\$56.17
T051	Instructor, Private	\$19.45	\$21.61	\$27.41
T111	Instructor, Specialized Recreation	\$38.99	\$43.32	\$56.17
T050	Instructor, Swim	\$15.71	\$15.71	\$19.69
T052	Instructor, Water Safety	\$15.71	\$16.15	\$20.53
T053	Internship	\$15.71	\$44.22	\$56.17
T054	LEVI Project Coordinator	\$30.46	\$33.84	\$42.70
T055	Library Assistant	\$24.38	\$27.09	\$29.80
T128	Library Page	\$21.17	\$23.52	\$26.64
T056	Library Shelver	\$15.71	\$15.71	\$19.69
T057	Library Technician	\$26.83	\$29.81	\$32.79

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2027 Min	2027 Mid	2027 Max
T058	Lifeguard	\$15.71	\$15.71	\$19.69
T059	Lifeguard, Lead	\$16.20	\$18.00	\$22.88
T060	Lifeguard, Senior	\$16.65	\$18.50	\$23.50
T148	Museum Assistant	\$15.77	\$17.53	\$21.01
T156	Museum Program Instructor 6	\$24.87	\$27.63	\$30.40
T061	Museum Technician	\$21.05	\$23.39	\$26.49
T100	Natural Resources Technician	\$26.81	\$29.79	\$32.77
T139	Office Assistant	\$24.38	\$27.09	\$29.80
T138	Operations Maintenance Tech	\$34.74	\$38.60	\$42.46
T136	Parking Enforcement Officer	\$25.98	\$28.87	\$31.75
T130	Parks & Open Space Ranger	\$25.30	\$28.11	\$30.92
T149	Payroll Administrator	\$32.36	\$35.95	\$39.55
T123	Peer Case Manager	\$31.45	\$34.94	\$38.43
T062	Personal Trainer I	\$23.89	\$26.42	\$33.58
T063	Personal Trainer II	\$25.76	\$28.62	\$36.37
T064	Pool Manager	\$17.87	\$22.35	\$28.41
T065	Pool Manager, Assistant	\$15.50	\$18.60	\$23.65
T145	Pool Service Technician	\$25.77	\$28.63	\$31.49
T131	POST Certified Community Service Officer	\$43.66	\$43.66	\$43.66
T161	Principal Planner	\$56.35	\$62.62	\$68.88
T129	Procurement Specialist	\$46.62	\$51.80	\$56.98
T115	Program Assistant Level I	\$15.71	\$15.71	\$19.37
T069	Program Assistant Level II	\$16.18	\$17.90	\$22.87
T070	Program Coordinator	\$25.91	\$28.79	\$32.62
T071	Program Specialist	\$25.41	\$28.23	\$35.87
T125	Project Field Engineer	\$41.39	\$45.99	\$50.59
T103	Public Works Tech, CDL	\$29.39	\$32.65	\$35.92
T164	Public Works Technician II	\$31.94	\$35.49	\$39.04
T072	Range Safety Officer	\$15.81	\$17.34	\$22.03
T173	Sales Tax Administrator	\$52.82	\$58.69	\$64.55
T073	School Crossing Guard	\$15.71	\$15.71	\$19.69
T120	School Crossing Guard, Substitute	\$15.50	\$16.09	\$20.44
T074	Scorekeeper	\$15.71	\$15.71	\$19.69
T146	Slide Attendant	\$15.71	\$15.71	19.27
T077	Special Projects Assistant	\$15.71	\$27.01	\$152.98
T078	Sports Official Youth Level I	\$15.71	\$15.71	\$19.69
T079	Sports Official Youth Level II	\$15.71	\$16.27	\$23.55
T080	Sports Official Youth Level III	\$15.71	\$19.02	\$24.16
T081	Sports Official, Adult Level I	\$18.95	\$21.05	\$26.76
T082	Sports Official, Adult Level II	\$22.74	\$25.04	\$31.82
T083	Sports Official, Single Man Adult	\$26.80	\$29.77	\$37.83
T101	Sr. Project Manager	\$56.11	\$62.35	\$68.58

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2027 Min	2027 Mid	2027 Max
T084	Supervisor, Building	\$24.38	\$27.09	\$29.80
T137	Supervisor, Building Over Time Rate	\$36.57	\$40.64	\$44.70
T085	Supervisor, Facility /Field	\$24.38	\$27.09	\$29.80
T147	Sustainability Associate	\$25.48	\$28.31	\$33.03
T086	Swim Beach Manager	\$17.87	\$22.35	\$28.41
T105	Utility Worker, Snow Plow Driver	\$30.88	\$34.31	\$43.60
T169	Utility Worker, No CDL	\$20.25	\$22.50	\$25.49
T118	Victim Services Advocate	\$31.58	\$35.08	\$38.59
T121	Video and Livestream Digital Specialist	\$27.01	\$30.01	\$38.13
T157	Visitors Services Gallery Attendant	\$16.75	\$17.05	\$21.66
T106	Volunteer Coordinator	\$16.18	\$17.98	\$22.87
T152	Water Quality Analyst I	\$29.89	\$33.21	\$36.53
T104	Water Utility Technician	\$32.99	\$36.66	\$40.32
T153	Watershed Forestry Technician	\$29.79	\$33.10	\$36.42
T144	Watershed Ranger	\$25.30	\$28.11	\$30.92
T107	Weight Room Attendant	\$15.71	\$15.71	\$19.69

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

2027

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