

## 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. One of the most significant issues that the organization has faced in recent years 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 few years. 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 have recently undertaken 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.

In 2024, the City implemented the results of the Mercer compensation study for approximately 208 open range positions. For the 2025 pay plan, the remainder of the positions were reviewed. Those positions not benchmarked to custom internal surveys, were benchmarked to new market surveys. The following surveys were used: Mercer Benchmark Database (General Industry & High-tech industry), Mercer IHN Healthcare Survey, and Willis Towers Watson (General Industry, High-tech), Pay Factors Peer and Market. Positions were matched to the market 50<sup>th</sup> percentile to keep consistency with the City's compensation philosophy. For surveys used containing national data, the City utilized a geographical differential of 10% for the cost of labor differential.

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. World at Work & SHRM projected a 3% market increase for 2025. The Human Resources department surveyed cities across the front range to see what percent increase they were projecting to use for 2025. Based on the results we received, the average increase was 3.25%. Staff made the decision to use the 3.0% increase for the 2025 market movement.

This budget includes funding to implement 7 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. The 2025 budget has pay budgeted at 100% of market. We are still targeting 102% of market, however we will not reach that in 2025.

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 the 2025 budget includes all non-collectively bargained open range salaries budgeted at 100% and allows for performance-based movement within the open range for open range employees who are below the 2025 position pay range midpoint. Performance-based movement through the

## **Employee Compensation Overview Cont'd**

range will be reviewed and is allowed, as long as the movement does not take the employee's salary beyond 100% of the 2025 position midpoint.

The 2025 budget also includes funding 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 2024, two-year contracts for both the Police and the Fire collective bargaining units were negotiated and approved for 2025 and 2026. The 2025 budget includes the increases that were negotiated in those contracts.

The 2025 budget includes \$227,479 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

In 2024 for the 2025 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.

## 2025 Recommendations

### *Pay Range Movements and Salary Adjustments*

**2024 Positions Reclassified due to job audits:** Human Services Program Manager, Warehouse Manager, CYF Manager, Senior Services Manager, Electric Engineering Project manager, Chief Strategic Integration Officer, Open Space Manager, CALEA Accreditation Coordinator, Assistant City Clerk

**2024 Positions with Benchmark Reviews:** In-depth benchmark reviews were conducted for the following positions: Housing Development Manager, Facilities Maintenance supervisor, Community Investment Specialist, Affordable Housing Program Specialist, Homeownership Specialist.

**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 2024 minimum wage has been set at \$14.42/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 2024 will be set at \$21.41/hr. with Council approval.

# **CITYWIDE JOB FAMILY PAY GRADES**

## ADMINISTRATIVE JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
A039	AIPP Program Assistant	\$4,720	\$5,245	\$5,769
A003	Accounting Assistant	\$4,396	\$4,884	\$5,373
A013	Accounting Technician	\$4,813	\$5,348	\$5,883
A035	Accounting Technician, LHA	\$4,813	\$5,348	\$5,883
A022	Administrative Analyst	\$5,801	\$6,446	\$7,090
A008	Administrative Assistant	\$4,720	\$5,245	\$5,769
A037	Administrative Coordinator	\$5,972	\$6,635	\$7,299
A024	Administrative Supervisor	\$6,667	\$7,408	\$8,149
A044	CALEA Accreditation Coordinator/ Administrative As	\$5,630	\$6,255	\$6,881
A014	Cashier	\$3,801	\$4,223	\$4,645
A009	Customer Service Representative	\$4,496	\$4,996	\$5,495
A011	Executive Assistant	\$5,972	\$6,635	\$7,299
A033	Fleet Administrative Assistant	\$4,720	\$5,245	\$5,769
A023	Head Cashier	\$4,751	\$5,279	\$5,807
A019	Human Resources Administrator	\$5,670	\$6,301	\$6,931
A038	Human Resources Coordinator	\$4,620	\$5,133	\$5,646
A015	Library Assistant	\$3,862	\$4,291	\$4,720
A025	Library Page	\$3,669	\$4,077	\$4,484
A004	Library Technician	\$4,611	\$5,124	\$5,636
A016	Mail Room Clerk	\$3,566	\$3,962	\$4,358
A027	Nextlight Customer Service Representative	\$4,496	\$4,996	\$5,495
A036	Nextlight Load Analyst	\$5,801	\$6,446	\$7,090
A034	Nextlight Sr Customer Service Representative	\$4,946	\$5,495	\$6,045
A002	Office Assistant	\$3,801	\$4,223	\$4,645
A031	Parking Enforcement Officer	\$4,187	\$4,653	\$5,118
A007	Payroll Administrator	\$5,306	\$5,896	\$6,485
A041	PMO Administrative Analyst	\$5,801	\$6,446	\$7,090
A018	Public Information Assistant	\$6,381	\$7,090	\$7,799
A017	Public Safety Records Supervisor	\$3,546	\$3,940	\$4,334
A020	Purchasing Technician	\$5,083	\$5,648	\$6,213
A042	Risk Analyst	\$5,801	\$6,446	\$7,090
A005	Sales Tax Technician	\$4,642	\$5,158	\$5,674
A012	Sr. Customer Service Representative	\$4,946	\$5,495	\$6,045
A006	Sr. Library Technician	\$5,261	\$5,845	\$6,430
A021	Transportation Engineering Assistant	\$5,801	\$6,446	\$7,090
A026	Treasury Supervisor	\$7,223	\$8,026	\$8,828
A032	Utility Billing Customer Service Supervisor	\$6,667	\$7,408	\$8,149

## ADMINISTRATIVE JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
A040	Water Meter Coordinator	\$5,801	\$6,446	\$7,091

## LABOR TRADES JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
L054	Arborist Technician I	\$3,820	\$4,244	\$4,669
L055	Arborist Technician II	\$4,775	\$5,306	\$5,836
L084	Building Supervisor	\$3,446	\$3,829	\$4,211
L096	Campus Security Attendent	\$4,024	\$4,471	\$4,918
L075	Campus Supervisor	\$5,361	\$5,956	\$6,552
L033	Chief Plant Operator	\$7,470	\$8,300	\$9,130
L049	City Forester	\$8,389	\$9,322	\$10,254
L043	Control Systems Operations Supervisor	\$8,087	\$8,985	\$9,884
L064	Custodian	\$3,576	\$3,974	\$4,371
L093	Custodial Manager	\$5,501	\$6,112	\$6,723
L005	Electrician I	\$7,043	\$7,826	\$8,608
L086	Electrician II	\$7,607	\$8,452	\$9,297
L011	Equipment Technician I	\$4,983	\$5,536	\$6,090
L007	Equipment Technician II	\$5,522	\$6,136	\$6,749
L031	EVT Technician	\$7,648	\$8,498	\$9,347
L076	Facilities Maintenance Supervisor	\$7,254	\$8,060	\$8,866
L032	Facilities Maintenance Technician I	\$5,052	\$5,614	\$6,175
L046	Facilities Maintenance Technician II	\$5,616	\$6,240	\$6,864
L013	Fleet Operations Supervisor	\$8,258	\$9,175	\$10,093
L073	Fleet Parts Buyer	\$5,488	\$6,097	\$6,707
L009	Fleet Service Coordinator	\$6,883	\$7,648	\$8,413
L099	Fleet Service Coordinator Assistant	\$5,081	\$5,645	\$6,210
L069	Fleet Warehouse Worker	\$4,551	\$5,057	\$5,563
L102	Fleet Waste Services Technician I	\$5,798	\$6,442	\$7,087
L103	Fleet Waste Services Technician II	\$6,570	\$7,300	\$8,030
L104	Fleet Waste Services Technician III	\$7,300	\$8,111	\$8,922
L016	Golf Course Equipment Mechanic	\$5,199	\$5,776	\$6,354
L020	Golf Course Supervisor	\$7,942	\$8,824	\$9,706
L066	Graffiti Removal Specialist	\$4,929	\$5,477	\$6,024
L053	Grounds Maintenance Technician I	\$4,063	\$4,514	\$4,966
L048	Grounds Maintenance Technician II	\$4,929	\$5,477	\$6,024
L030	Instrumentation Technician I	\$6,794	\$7,549	\$8,304
L092	Instrumentation Technician II	\$7,337	\$8,152	\$8,968
L081	Lead Custodian	\$4,959	\$5,511	\$6,062
L039	Lead Master Equipment Technician	\$7,648	\$8,498	\$9,347
L018	Maintenance Supervisor	\$8,087	\$8,985	\$9,884
L026	Master ASE Equipment Technician I	\$6,257	\$6,953	\$7,648

## LABOR TRADES JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
L038	Master ASE Equipment Technician II	\$6,953	\$7,725	\$8,498
L061	Meter Reader	\$4,495	\$4,995	\$5,494
L067	Meter Reading Supervisor	\$6,473	\$7,193	\$7,912
L034	Natural Resources Technician	\$5,009	\$5,566	\$6,122
L098	Natural Resources Technician II	\$5,360	\$5,956	\$6,551
L100	Natural Resources Technician III	\$5,735	\$6,372	\$7,010
L095	Nextlight Bury/Utility Technician	\$4,995	\$5,550	\$6,105
L040	Nextlight Fiber Technician	\$7,145	\$7,939	\$8,733
L041	Nextlight Installation Technician	\$6,211	\$6,901	\$7,591
L082	Nextlight Lead Installation Technician	\$7,253	\$8,059	\$8,865
L042	Nextlight Service Technician	\$7,006	\$7,785	\$8,563
L023	Operations & Maintenance Technician I	\$5,852	\$6,502	\$7,152
L024	Operations & Maintenance Technician II	\$6,316	\$7,018	\$7,720
L087	Operations & Maintenance Technician III	\$6,821	\$7,579	\$8,337
L044	Operations Support Specialist	\$6,134	\$6,816	\$7,497
L080	Parks/Open Space Ranger I	\$4,929	\$5,477	\$6,024
L056	Parks/Open Space Ranger II	\$5,176	\$5,751	\$6,326
L021	Parks Supervisor	\$7,308	\$8,119	\$8,931
L014	Pool Technician	\$5,376	\$5,973	\$6,570
L029	Public Works Technician I	\$4,859	\$5,399	\$5,939
L045	Public Works Technician II	\$5,256	\$5,840	\$6,424
L088	Public Works Technician III	\$5,677	\$6,308	\$6,939
L035	Waste Services Supervisor	\$7,833	\$8,704	\$9,574
L017	Sr Arborist Technician	\$5,410	\$6,012	\$6,613
L097	Sr Natural Resources Analyst	\$6,357	\$7,064	\$7,770
L051	Sr Grounds Maintenance Technician	\$5,801	\$6,446	\$7,090
L077	Sr Natural Resource Technician	\$6,136	\$6,818	\$7,500
L062	Sr Parks/Open Space Ranger	\$6,193	\$6,882	\$7,570
L006	Sr Traffic Signal Technician	\$6,113	\$6,792	\$7,471
L059	Sr Watershed Ranger	\$6,193	\$6,882	\$7,570
L037	System Operations Supervisor	\$8,087	\$8,985	\$9,884
L012	Traffic Signal Technician I	\$5,091	\$5,657	\$6,222
L008	Traffic Signal Technician II	\$5,639	\$6,265	\$6,892
L025	Treatment Operations Supervisor	\$8,087	\$8,985	\$9,884
L074	Utility & Streets Maintenance Supervisor	\$7,785	\$8,650	\$9,515
L078	Utility Parts Buyer/Inventory Control Technician	\$5,488	\$6,097	\$6,707
L060	Utility Worker	\$3,831	\$4,257	\$4,683

## LABOR TRADES JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
L047	Warehouse Manager	\$7,215	\$8,016	\$8,818
L058	Warehouse Worker	\$4,426	\$4,918	\$5,410
L072	Warehouse Worker II	\$5,158	\$5,731	\$6,304
L089	Waste Services Technician I	\$5,046	\$5,607	\$6,167
L090	Waste Services Technician II	\$5,451	\$6,056	\$6,662
L065	Watershed Ranger I	\$4,929	\$5,477	\$6,024
L079	Watershed Ranger II	\$5,176	\$5,751	\$6,326
L095	Watershed Forestry Technician	\$5,009	\$5,566	\$6,122
L027	Water Utility Technician I	\$5,225	\$5,806	\$6,387
L028	Water Utility Technician II	\$5,767	\$6,408	\$7,049
L092	Water Utility Technician III	\$6,229	\$6,922	\$7,614



## MANAGEMENT JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
M057	Accounting Manager	\$10,810	\$12,011	\$13,212
M080	AMI Project Manager	\$11,541	\$12,824	\$14,106
M054	Assistant Chief Building Official	\$8,393	\$9,326	\$10,258
M049	Assistant City Manager	\$19,374	\$21,527	\$23,680
M109	Assistant City Manager - Utilities & Public Works	\$18,367	\$20,408	\$22,449
M107	Assistant Communications & Engagement Director	\$9,962	\$11,069	\$12,176
M088	Assistant Director of Engineering Services	\$15,045	\$16,717	\$18,388
M115	Assistant Director of Water & Waste	\$15,852	\$17,613	\$19,374
M047	Assistant Fire Chief	\$12,919	\$14,354	\$15,789
M108	Assistant Fire Chief - Fire Marshall	\$12,919	\$14,354	\$15,789
M048	Assistant Fire Chief, Non Shift	\$12,919	\$14,354	\$15,789
M094	Assistant Police Chief	\$14,002	\$15,558	\$17,114
M016	Budget Manager	\$11,905	\$13,227	\$14,550
M008	Chief Building Official	\$10,462	\$11,625	\$12,787
M005	Chief Financial Officer	\$17,613	\$19,570	\$21,527
M046	Chief Human Resources Officer	\$15,697	\$17,441	\$19,185
M051	Chief of Collaborative Services	\$15,930	\$17,700	\$19,469
M061	Chief of Public Safety	\$19,469	\$21,632	\$23,795
M035	City Clerk	\$10,845	\$12,050	\$13,254
M033	Communications Center Manager	\$9,948	\$11,053	\$12,159
M103	Communications and Engagement Director	\$11,773	\$13,081	\$14,389
M055	Community & Neighborhood Resources Director	\$9,618	\$10,686	\$11,755
M024	CYF Manager	\$8,637	\$9,597	\$10,556
M097	Data and Analytics Manager	\$10,036	\$11,151	\$12,266
M013	Deputy City Attorney	\$14,357	\$15,953	\$17,548
M077	Director of Business Enablement	\$12,128	\$13,475	\$14,823
M009	Director of Electric Engineering	\$15,180	\$16,866	\$18,553
M073	Director of Electric Services	\$16,698	\$18,553	\$20,408
M064	Director of Electric Strategies and Solutions	\$13,090	\$14,545	\$15,999
M100	Director of Emergency Management (Office Of)	\$9,701	\$10,779	\$11,857
M041	Director of Engineering Services	\$15,118	\$16,797	\$18,477
M102	Director of Human Services	\$11,807	\$13,119	\$14,431
M079	Director of Parks & Natural Resources	\$12,540	\$13,933	\$15,326
M082	Director of Power Delivery	\$15,088	\$16,764	\$18,441

## MANAGEMENT JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
M086	Director of Project Deployment	\$15,527	\$17,252	\$18,978
M101	Director of Recreation and Culture	\$15,102	\$16,780	\$18,458
M027	Electric Operations Manager	\$11,785	\$13,094	\$14,404
M089	Energy Portfolio Development Manager	\$11,201	\$12,446	\$13,691
M113	Energy Program Integration Manager	\$10,862	\$12,069	\$13,276
M104	Engineering & Operations Administrator	\$13,995	\$15,550	\$17,105
M045	Engineering Administrator	\$13,329	\$14,810	\$16,291
M043	Environmental Services Manager	\$12,254	\$13,616	\$14,978
M071	ETS Director	\$15,194	\$16,883	\$18,571
M087	Executive Director of Strategic Integration	\$16,570	\$18,411	\$20,252
M074	Executive Director of Nextlight	\$16,987	\$18,875	\$20,762
M075	Facilities Manager	\$10,628	\$11,809	\$12,990
M063	Facilities Operations & CIP Manager	\$8,389	\$9,322	\$10,254
M096	Fire Chief	\$17,699	\$19,666	\$21,632
M019	Fleet Manager	\$9,911	\$11,013	\$12,114
M091	Geospatial Data & Analysis Manager	\$10,036	\$11,151	\$12,266
M118	Grid Management Systems Engineering Supervisor	\$13,426	\$14,917	\$16,409
M090	Housing & Community Investment Division Director	\$12,577	\$13,974	\$15,371
M067	Human Resources Asst Director	\$11,155	\$12,394	\$13,633
M011	Library Director	\$11,723	\$13,025	\$14,328
M116	LHA Assistant Director	\$9,705	\$10,783	\$11,861
M114	LPC Safety & Training Manager	\$10,444	\$11,604	\$12,765
M022	Museum Director	\$9,587	\$10,652	\$11,717
M092	Nextlight Customer Operations Manager	\$9,332	\$10,369	\$11,406
M076	Nextlight Fiber Network Director	\$13,632	\$15,146	\$16,661
M052	Nextlight Network Operations Manager	\$11,432	\$12,702	\$13,972
M112	Parks and Trails Design and Construction Manager	\$10,689	\$11,877	\$13,065
M065	Parks Superintendent	\$9,933	\$11,036	\$12,140
M081	Planning and Development Services Director	\$14,199	\$15,777	\$17,354
M066	Planning Manager	\$10,445	\$11,605	\$12,766
M095	Police Chief	\$17,699	\$19,666	\$21,632
M014	Police Commander	\$12,769	\$14,188	\$15,607
M060	Public Safety Technical Services Manager	\$12,522	\$13,913	\$15,305
M020	Purchasing & Contracts Manager	\$10,506	\$11,673	\$12,840

## MANAGEMENT JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
M040	PWNR Director of Operations	\$16,549	\$18,388	\$20,227
M021	Recreation & Golf Manager	\$10,495	\$11,661	\$12,827
M111	Recreation & Golf Superintendent	\$9,445	\$10,494	\$11,544
M031	Redevelopment Revitalization Manager	\$10,147	\$11,275	\$12,402
M029	Risk Manager	\$12,375	\$13,751	\$15,126
M023	Seniors Services Manager	\$8,637	\$9,597	\$10,556
M069	Technical Services Manager	\$11,956	\$13,284	\$14,612
M039	Traffic Engineering Administrator	\$13,329	\$14,810	\$16,291
M070	Transportation Planning Manager	\$10,445	\$11,605	\$12,766
M084	Transportation System Maintenance Manager	\$10,149	\$11,277	\$12,405
M036	Treatment Operations Manager	\$11,395	\$12,661	\$13,927
M018	Utility O&M Manager	\$10,911	\$12,123	\$13,335
M110	Utility Rate & Analysis Manager	\$10,552	\$11,724	\$12,897
M068	Waste Services Manager	\$10,412	\$11,569	\$12,725
M025	Water Resources Manager	\$10,531	\$11,702	\$12,872

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
P189	Accountant	\$6,418	\$7,131	\$7,844
P295	Accountant, LHA	\$6,418	\$7,131	\$7,844
P106	Accounting/Budget Analyst	\$7,380	\$8,200	\$9,020
P130	Accounting Supervisor	\$9,188	\$10,209	\$11,230
P296	Accounting Supervisor, LHA	\$9,188	\$10,209	\$11,230
P078	Affordable Housing Program Specialist	\$7,084	\$7,871	\$8,658
New	Agriculture Research Specialist	\$7,132	\$7,924	\$8,716
P076	Airport Manager	\$9,942	\$11,047	\$12,151
P365	Alternative Transportation Planner	\$8,290	\$9,212	\$10,133
P269	Air Quality/Oil & Gas Program Manager	\$11,140	\$12,378	\$13,615
P208	Application Support Analyst, Fixed Term	\$8,080	\$8,977	\$9,875
P353	Aquatics Facility Lead	\$4,183	\$4,647	\$5,112
P202	Art In Public Places Administrator	\$5,694	\$6,326	\$6,959
P383	Assistant City Clerk	\$6,569	\$7,299	\$8,029
P008	Assistant City Attorney I	\$8,385	\$9,317	\$10,248
P014	Assistant City Attorney II	\$10,574	\$11,749	\$12,924
P020	Assistant Fire Marshal	\$9,043	\$10,048	\$11,053
P025	Associate Electrical Engineer	\$8,850	\$9,833	\$10,816
P021	Associate Planner	\$5,663	\$6,292	\$6,921
P151	Auditorium and Event Manager	\$6,376	\$7,084	\$7,793
P351	Backflow Prevention & Cross Connection Control Coord	\$8,142	\$9,046	\$9,951
P152	Billing Specialist	\$5,817	\$6,463	\$7,110
P193	Budget Analyst	\$7,538	\$8,376	\$9,214
P036	Building Inspection Supervisor	\$8,079	\$8,977	\$9,874
P123	Building Inspector	\$6,135	\$6,817	\$7,499
P080	Building Permit Technician	\$4,640	\$5,155	\$5,671
P215	Building Permit Tech II	\$5,420	\$6,022	\$6,624
P100	Business Analyst	\$7,295	\$8,106	\$8,917
P289	Business Process Improvement Coordinator	\$8,536	\$9,484	\$10,433
P332	Business Sustainability Coordinator	\$7,640	\$8,489	\$9,338
P194	Buyer I	\$5,500	\$6,111	\$6,722
P168	Buyer II	\$6,473	\$7,192	\$7,912
P178	Callahan House Manager	\$5,760	\$6,400	\$7,040
P034	Chief Probation Officer	\$7,662	\$8,514	\$9,365
P087	Circulation Desk Manager	\$5,680	\$6,311	\$6,942
P259	CIS Implementation Functional Lead, Fixed Term	\$8,042	\$8,935	\$9,829
P285	Citywide Branding & Digital Communications Specialist	\$6,975	\$7,750	\$8,525

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
P056	Civil Engineer I	\$7,909	\$8,787	\$9,666
P057	Civil Engineer II	\$10,027	\$11,142	\$12,256
P173	Code Enforcement Inspector	\$5,197	\$5,774	\$6,351
P082	Code Enforcement Manager	\$7,370	\$8,189	\$9,007
P218	Communications & Marketing Specialist	\$6,339	\$7,043	\$7,748
P372	Community Engaugement Specialist	\$6,636	\$7,373	\$8,110
P029	Community Relations Program Coordinator	\$7,300	\$8,111	\$8,923
P192	Community Relations Specialist	\$6,636	\$7,373	\$8,111
P309	Compensation and Benefit Manager	\$11,472	\$12,746	\$14,021
P264	Compensation & Benefit Specialist	\$8,030	\$8,922	\$9,815
P039	Construction Inspection Supervisor	\$10,027	\$11,142	\$12,256
P015	Construction Inspector	\$6,111	\$6,790	\$7,469
P346	Contract Specialist	\$8,552	\$9,502	\$10,452
P108	Court Administrator	\$9,710	\$10,789	\$11,868
P305	CS Communications & Marketing Manager	\$8,603	\$9,559	\$10,515
P306	Customer Service & Administrative Manager	\$7,910	\$8,789	\$9,668
P363	CYF Clinician I	\$4,919	\$5,466	\$6,012
P048	CYF Clinician II	\$6,149	\$6,832	\$7,515
P055	CYF Community Coordinator	\$7,238	\$8,042	\$8,846
P196	CYF Program Leader	\$5,300	\$5,889	\$6,477
P190	CYF Program Specialist	\$5,773	\$6,415	\$7,056
P312	Data and Innovation Analyst	\$8,907	\$9,896	\$10,886
P366	Data Analyst	\$8,907	\$9,896	\$10,886
P125	Database Administrator	\$8,658	\$9,620	\$10,581
P313	Development Project Administrator	\$9,267	\$10,297	\$11,327
P120	Device Specialist	\$5,817	\$6,463	\$7,110
P257	Digital Media Records/Evidence Tech	\$5,423	\$6,026	\$6,628
P347	Digital Navigation Manager	\$8,250	\$9,167	\$10,084
P340	Digital Operations Manager	\$10,311	\$11,457	\$12,603
P358	Ecosystem Manager	\$9,145	\$10,161	\$11,178
P337	Ecosystem Management Administrator	\$7,880	\$8,756	\$9,632
P017	Electric Distribution Field Engineer I	\$7,692	\$8,547	\$9,402
P013	Electric Distribution Field Engineer II	\$8,653	\$9,615	\$10,576
P083	Electric Distribution Field Engineer Trainee	\$6,730	\$7,478	\$8,225
P024	Electric Engineering Project Manager	\$10,661	\$11,845	\$13,030
P026	Electrical Engineer	\$9,876	\$10,973	\$12,071
New	Electrical /SCADA Engineer	\$12,383	\$13,759	\$15,135

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
P381	Electric Field Engineering Supervisor	\$10,531	\$11,701	\$12,871
P059	Electrical Inspector	\$6,791	\$7,546	\$8,300
P240	Emergency Management Coordinator	\$7,823	\$8,692	\$9,561
P322	Energy Efficiency and Educational Specialist	\$7,245	\$8,050	\$8,855
P360	Energy Program Integrator	\$9,776	\$10,862	\$11,948
P090	Energy Services Program Coordinator	\$5,492	\$6,103	\$6,713
P089	Energy Services Specialist	\$7,245	\$8,050	\$8,855
New	Energy Technology Specialist	\$9,799	\$10,888	\$11,977
P084	Engineering & Surveying Technician Sup	\$9,799	\$10,888	\$11,977
P016	Engineering Technician	\$6,326	\$7,029	\$7,732
P132	Environmental Regulatory Specialist	\$6,566	\$7,295	\$8,025
P335	Environmental Sustainability Planner	\$6,705	\$7,450	\$8,195
P303	Equity and Engagement Specialist	\$6,636	\$7,373	\$8,111
P266	ERP Business Analyst	\$8,698	\$9,664	\$10,631
P092	Field Engineer	\$7,118	\$7,909	\$8,700
P182	Field Service Supervisor	\$7,496	\$8,329	\$9,161
P214	Fire Protection Engineer	\$8,068	\$8,964	\$9,860
P153	Fitness Specialist	\$4,730	\$5,255	\$5,781
P107	Fleet Analyst	\$7,942	\$8,824	\$9,706
P006	GIS Analyst	\$6,691	\$7,435	\$8,178
P044	GIS Coordinator	\$8,363	\$9,293	\$10,222
P018	GIS/Mapping Technician	\$5,353	\$5,947	\$6,542
P314	Grant Coordinator	\$8,455	\$9,394	\$10,333
New	Grid Management System Technician Supervisor	\$10,211	\$11,345	\$12,480
New	Grid Management System Technician	\$9,455	\$10,506	\$11,557
P357	Harm Reduction Specialist	\$4,808	\$5,342	\$5,876
P367	Homeownership Program Specialist	\$7,084	\$7,871	\$8,658
P375	Housing and Community Investment Program Specialist	\$7,084	\$7,871	\$8,658
P378	Housing and Human Services Clinician II	\$6,149	\$6,832	\$7,515
P379	Housing and Human Services Clinician III	\$7,071	\$7,857	\$8,643
P344	Housing Development Project Manager	\$7,571	\$8,412	\$9,253
P324	Housing Investment Manager	\$8,350	\$9,278	\$10,206
P142	Housing Rehabilitation Inspector	\$5,958	\$6,620	\$7,282
P263	Human Resources Partner I	\$7,361	\$8,179	\$8,997
P050	Human Resources Partner II	\$9,092	\$10,102	\$11,112
P376	Human Services Program Manager	\$8,220	\$9,133	\$10,046
P031	Industrial Pre-Treatment Coordinator	\$8,142	\$9,046	\$9,951

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
P105	Key Account Manager	\$9,566	\$10,629	\$11,692
P288	Laboratory Support Technician	\$4,975	\$5,528	\$6,081
P228	Lead Accountant	\$8,343	\$9,270	\$10,197
P169	Lead ERP Tech Function Analyst	\$11,386	\$12,651	\$13,917
P286	Lead Infrastructure Analyst	\$10,199	\$11,332	\$12,465
P362	Lead Network Operations Center Technician	\$6,509	\$7,232	\$7,955
P164	Lead Systems Integration Analyst	\$11,386	\$12,651	\$13,917
P239	Legal Administrator/Paralegal	\$7,196	\$7,995	\$8,795
P111	Librarian I	\$6,195	\$6,883	\$7,572
P184	Librarian I, NE	\$6,195	\$6,883	\$7,572
P047	Librarian II	\$7,725	\$8,583	\$9,441
P237	Licensing Administrator	\$5,550	\$6,167	\$6,783
New	Logistics Supervisor	\$7,853	\$8,726	\$9,599
P177	LPC Communications & Marketing Manager	\$8,603	\$9,559	\$10,515
P277	LPC Marketing Coordinator	\$6,341	\$7,046	\$7,750
P293	LPC Sr Electrical Inspector	\$8,773	\$9,748	\$10,722
P183	Museum Curator	\$5,694	\$6,326	\$6,959
P249	Museum Exhibitions Technician	\$4,689	\$5,210	\$5,731
P300	Museum Manager of Fund Development	\$8,712	\$9,680	\$10,648
P186	Museum Program Leader	\$5,299	\$5,888	\$6,477
P248	Natural Resources Analyst	\$5,801	\$6,446	\$7,090
P094	Natural Resources Specialist	\$6,826	\$7,585	\$8,343
P315	Neighborhood Resource Coordinator	\$7,300	\$8,111	\$8,923
P068	Neighborhood Resource Specialist	\$6,636	\$7,373	\$8,111
P035	Network Analyst	\$7,641	\$8,490	\$9,339
P273	Network Operations Center Technician	\$5,851	\$6,501	\$7,151
P370	Nextlight Billing & Income Qualified Program Specialist	\$5,773	\$6,415	\$7,056
P283	Nextlight Construction Coordinator	\$6,893	\$7,659	\$8,424
P276	Nextlight Field Engineer I	\$8,221	\$9,134	\$10,048
P364	Nextlight Field Sales Coordinator	\$5,451	\$6,056	\$6,662
P373	Nextlight Marketing Associate	\$7,697	\$8,552	\$9,407
P136	Nextlight Network Engineer	\$8,405	\$9,339	\$10,273
P229	Nextlight Outside Plant Engineer	\$8,796	\$9,774	\$10,751
P342	Nextlight Product Development & Operations Manager	\$10,753	\$11,948	\$13,143
P284	Nextlight Sales Coordinator	\$7,260	\$8,066	\$8,873
P279	Nextlight Sales & Distribution Manager	\$8,253	\$9,170	\$10,087
P282	Nextlight Sales Engineer	\$6,963	\$7,737	\$8,510

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
P294	Nextlight Service & Quality Assurance Specialist	\$5,616	\$6,240	\$6,864
P210	Nextlight Sr Network Engineer	\$10,192	\$11,324	\$12,457
P140	Nextlight Technical Service Representative	\$5,380	\$5,977	\$6,575
P359	Open Space Manager	\$10,689	\$11,877	\$13,065
P022	Planner	\$6,705	\$7,450	\$8,195
P150	Planning Technician	\$5,229	\$5,811	\$6,392
P060	Plans Examiner	\$6,254	\$6,949	\$7,644
P368	PMO Manager	\$11,217	\$12,463	\$13,709
P030	Principal Planner	\$9,267	\$10,297	\$11,327
P074	Probation Officer	\$5,637	\$6,263	\$6,889
P336	Probation Program Specialist	\$5,637	\$6,263	\$6,889
P280	Process Analyst/Project Manager	\$7,099	\$7,888	\$8,677
P052	Procurement Specialist	\$8,009	\$8,899	\$9,789
P146	Project Manager I	\$6,692	\$7,436	\$8,179
P101	Project Manager II	\$7,435	\$8,261	\$9,087
P126	Prosecuting Attorney I	\$8,636	\$9,596	\$10,555
P127	Prosecuting Attorney II	\$9,957	\$11,063	\$12,170
P144	PS Data/Statistical Analyst	\$6,734	\$7,482	\$8,230
P171	PS IT Application Support Analyst	\$5,817	\$6,463	\$7,110
P255	PS Network & Tech Support	\$7,036	\$7,818	\$8,600
P118	PS Outreach Manager	\$6,664	\$7,405	\$8,145
P326	PS Records Manager	\$6,877	\$7,642	\$8,406
P244	PS Communications & Marketing Manager	\$9,056	\$10,062	\$11,068
P066	PS Technical Support	\$5,817	\$6,463	\$7,110
P085	Public Information Officer	\$8,359	\$9,287	\$10,216
P141	Public Relations & Marketing Specialist	\$6,339	\$7,043	\$7,747
P138	Purchasing Card Administrator	\$5,847	\$6,497	\$7,147
P081	Records Manager/Deputy City Clerk	\$7,933	\$8,815	\$9,696
P323	Recovery Officer	\$7,861	\$8,735	\$9,608
P328	Recovery Resource Specialist	\$5,773	\$6,415	\$7,056
P041	Recreation Area Supervisor	\$7,643	\$8,492	\$9,341
P354	Recreation Maintenance Supervisor / Aquatics & Ice	\$6,390	\$7,100	\$7,811
P062	Recreation Program Coordinator	\$5,299	\$5,888	\$6,477
P061	Recreation Program Supervisor	\$6,645	\$7,384	\$8,122
P160	Registrar	\$4,619	\$5,132	\$5,646
P316	Retirement Plan Specialist	\$7,267	\$8,075	\$8,882
P054	Risk Management Claims Adjuster	\$8,140	\$9,045	\$9,949



## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
P117	Safety Officer	\$8,140	\$9,045	\$9,949
P188	Sales Tax Accountant	\$6,418	\$7,131	\$7,844
P147	Sales Tax Administrator	\$8,396	\$9,329	\$10,262
P213	Security Analyst	\$9,063	\$10,070	\$11,077
P317	Seniors Clinician II	\$6,149	\$6,832	\$7,515
P103	Seniors Recreation Program Coordinator	\$5,299	\$5,888	\$6,477
P051	Seniors Recreation Program Supervisor	\$6,645	\$7,384	\$8,122
P195	Seniors Resource Specialist	\$5,773	\$6,415	\$7,056
P371	Shared Energy Program Coordinator	\$7,305	\$8,117	\$8,929
P297	Sharepoint/O365 Architect	\$10,004	\$11,115	\$12,227
P318	Social Equity Coordinator	\$7,300	\$8,111	\$8,923
P115	Sr Accountant	\$7,380	\$8,200	\$9,020
P262	Sr Assistant City Attorney	\$12,314	\$13,682	\$15,050
P156	Sr Budget Analyst	\$8,869	\$9,854	\$10,839
P124	Sr Building Inspector	\$6,783	\$7,537	\$8,290
P058	Sr Civil Engineer	\$11,140	\$12,378	\$13,615
P104	Sr Code Enforcement/Housing Inspector	\$6,136	\$6,818	\$7,500
P311	Sr Communication & Marketing Manager	\$9,056	\$10,062	\$11,068
P009	Sr Construction Inspector	\$6,783	\$7,537	\$8,290
P333	Sr Database Administrator	\$10,830	\$12,033	\$13,237
P299	Sr Electric Distribution Field Engineer	\$9,615	\$10,683	\$11,751
P207	Sr Electrical & Control Systems Engineer	\$12,546	\$13,940	\$15,334
P027	Sr Electrical Engineer	\$12,546	\$13,940	\$15,334
P212	Sr Electrical Inspector	\$7,539	\$8,377	\$9,215
P004	Sr Engineering Technician	\$7,036	\$7,818	\$8,599
P268	Sr Environmental Sustainability Planner	\$7,730	\$8,589	\$9,448
P348	Sr Financial Analyst	\$8,999	\$9,999	\$10,999
P086	Sr Fire Code Inspector	\$8,036	\$8,929	\$9,822
P128	Sr GIS Analyst	\$8,363	\$9,293	\$10,222
P019	Sr GIS/Mapping Technician	\$6,691	\$7,435	\$8,178
P301	Sr Key Accounts Manager	\$10,523	\$11,692	\$12,861
P005	Sr Network Analyst	\$8,714	\$9,682	\$10,650
P023	Sr Planner	\$7,730	\$8,589	\$9,448
P043	Sr Plans Examiner	\$7,493	\$8,325	\$9,158
P231	Sr Plans Examiner/Sr Project Manager	\$7,972	\$8,858	\$9,744
P007	Sr Programmer Analyst	\$10,438	\$11,598	\$12,758
P143	Sr Project Manager	\$9,662	\$10,736	\$11,809

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2025 Min	2025 Mid	2025 Max
P250	Sr PS Tech Support	\$7,036	\$7,818	\$8,600
P334	Sr Security Analyst	\$10,649	\$11,832	\$13,015
P251	Sr Technical Functional Analyst	\$10,251	\$11,390	\$12,529
P330	Supervising Electrical Engineer	\$13,800	\$15,334	\$16,867
P350	Supportive Services Supervisor	\$6,764	\$7,515	\$8,267
P331	Sustainability Coordinator	\$7,640	\$8,489	\$9,338
P205	Sustainability Manager	\$9,550	\$10,611	\$11,672
P154	Swim Lesson Specialist	\$4,729	\$5,254	\$5,780
P226	Systems Administrator I	\$6,667	\$7,408	\$8,149
P095	Systems Administrator II	\$7,640	\$8,489	\$9,338
P158	Systems Analyst/DBA	\$9,108	\$10,120	\$11,132
P265	Technical Functional Analyst	\$9,108	\$10,120	\$11,132
P349	Therapeutic Recreation Coordinator	\$5,299	\$5,888	\$6,477
P298	Traffic Safety Coordinator	\$6,894	\$7,660	\$8,426
P170	Training Coordinator	\$6,713	\$7,459	\$8,205
P012	Transportation Planner	\$8,290	\$9,212	\$10,133
P191	Utility Billing Manager	\$9,635	\$10,706	\$11,777
P328	Utility Billing Resource Specialist	\$5,773	\$6,415	\$7,056
P109	Utility Rate Analyst	\$9,154	\$10,171	\$11,189
P338	Victim Services Manager	\$7,356	\$8,173	\$8,990
P206	Visitor Services Manager	\$5,232	\$5,814	\$6,395
P320	Volunteer and Evaluation Coordinator	\$3,524	\$3,915	\$4,307
P304	Volunteer Coordinator	\$5,521	\$6,135	\$6,748
New	Volunteer Coordinator/ Stewardship Coordinator	\$5,780	\$6,422	\$7,064
P253	Water Conservation & Specialist	\$7,279	\$8,088	\$8,897
P290	Water Quality Analyst I	\$5,052	\$5,614	\$6,175
P291	Water Quality Analyst II	\$5,940	\$6,600	\$7,260
P329	Water Quality & Environmental Compliance Coord	\$8,250	\$9,167	\$10,084
P010	Water Quality Lab Supervisor	\$8,400	\$9,334	\$10,267
P292	Water Quality Specialist I	\$6,757	\$7,508	\$8,259
P287	Water Quality Specialist II	\$7,558	\$8,398	\$9,238
P042	Water Resource Analyst	\$7,348	\$8,164	\$8,980
P247	Water Resources Engineer	\$11,140	\$12,378	\$13,615
P172	Website Administrator	\$8,567	\$9,519	\$10,471
P046	Wellness Coordinator	\$6,056	\$6,729	\$7,402
P355	Youth Program Specialist	\$5,774	\$6,415	\$7,057

LONGMONT POWER & COMMUNICATIONS

LABOR TRADES - OPEN RANGE POSITIONS

Salary #	Title	2024 Min	2024 Mid	2024 Max
E013	Line Crew Supervisor	\$10,713	\$11,903	\$13,094
E014	Substation Supervisor	\$10,713	\$11,903	\$13,094
E015	Journey Lineworker	\$9,739	\$10,821	\$11,903
E016	Journey Substation Worker	\$9,739	\$10,821	\$11,903
E017	Meter Shop Supervisor	\$10,475	\$11,639	\$12,802
E019	Sr. Electric Meter Technician	\$9,699	\$10,776	\$11,854
E018	Electric Meter Technician	\$8,980	\$9,978	\$10,976

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	\$7,791	\$8,008	\$8,224	\$8,441	\$8,657	\$8,982	\$9,414	\$9,847
E007	Apprentice Substation Worker	\$7,791	\$8,008	\$8,224	\$8,441	\$8,657	\$8,982	\$9,414	\$9,847
E008	Apprentice Meter Technician	\$7,184	\$7,384	\$7,583	\$7,783	\$7,983	\$8,282	\$8,681	\$9,080
E012	Street Light Technician	\$8,657	\$8,982	\$9,414					
E006	Groundworker	\$6,493	\$6,926	\$7,358					

## **PUBLIC SAFETY CBU OPEN RANGE POSITIONS**

<b>Salary #</b>	<b>Title</b>	<b>2024 Min</b>	<b>2024 Mid</b>	<b>2024 Max</b>
C007	CSO Animal Control	\$4,800	\$5,333	\$5,760
C017	CSO Animal Control Supervisor	\$5,315	\$5,905	\$6,377
C014	CSO Crime Scene Investigator	\$6,125	\$6,805	\$7,349
C009	CSO Detectives	\$5,238	\$5,820	\$6,286
C012	CSO Emergency Comm Tech Systems Support	\$6,794	\$7,549	\$8,153
C008	CSO Field Investigator	\$5,238	\$5,820	\$6,286
C016	CSO Sr Field Investigator	\$5,853	\$6,503	\$7,023
C015	CSO Patrol	\$5,238	\$5,820	\$6,286
C013	CSO Property & Evidence Custodian	\$4,996	\$5,551	\$5,995
C005	Police Services Technician	\$4,551	\$5,057	\$5,462
C006	Sr Police Services Technician	\$4,919	\$5,465	\$5,902

## **CBU -COMMUNICATION POSITIONS**

### **Step Positions**

<b>Salary #</b>	<b>Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>C010</b>	<b>Communications Specialist</b>	<b>35.2000</b>	<b>37.5000</b>	<b>39.8000</b>	<b>42.1000</b>	
<b>New</b>	<b>Lead Communications Specialist</b>	<b>43.2700</b>	<b>44.7700</b>	<b>46.3200</b>		
<b>C011</b>	<b>Communications Supervisor</b>	<b>46.9771</b>	<b>48.4300</b>	<b>49.8829</b>	<b>51.3794</b>	<b>52.9208</b>

**PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS**  
**Step Positions**

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C004	Police Sergeant	\$11,053	\$12,281				
C003	Master Police Officer	\$9,973					
C002	Police Officer	\$6,996	\$7,513	\$8,007	\$8,501	\$8,995	\$9,498
C001	Police Recruit	\$6,996					
New N	Fire Captain /Paramedic	\$73.2889					
New S	Fire Captain Shift/ Paramedic	\$52.3492					
F07N	Fire Captain	\$69.7990					
F07S	Fire Captain Shift	\$49.8565					
New N	Fire Lieutenant/ Paramedic	\$66.3058					
New S	Fire Lieutenant Shift/ Paramedic	\$47.3613					
F05N	Fire Lieutenant*	\$63.1486					
F05S	Fire Lieutenant Shift	\$45.1061					
F04N	Firefighter/Paramedic/Engineer	\$60.5014					
F04S	Firefighter/Paramedic/Engineer Shift	\$43.2153					
F03N	Firefighter/Engineer	\$57.6202					
F03S	Firefighter/Engineer Shift	\$41.1573					

**PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS**  
**Step Positions**

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
F02N	Firefighter/Paramedic	\$42.0317	\$51.0216	\$57.5630			
F02S	Firefighter/Paramedic Shift	\$30.0227	\$36.4440	\$41.1164			
F01N	Firefighter	\$36.2317	\$41.4077	\$46.0659	\$51.7596		
F01S	Firefighter Shift	\$25.8798	\$29.5769	\$32.9042	\$36.9712		

## PS GRANT FUNDED

Salary #	Title	2025 Min	2025 Mid	2025 Max
P224	Case Management Coordinator, NE	\$5,868	\$6,520	\$7,172
P274	Clinician I	\$4,919	\$5,465	\$6,012
P220	Clinician II	\$6,149	\$6,832	\$7,515
P308	Clinician III	\$7,071	\$7,857	\$8,643
P221	Co-Responder Paramedic, NE	\$6,072	\$6,747	\$7,421
P261	Community Health & Diversion Program Mngr	\$8,312	\$9,236	\$10,160
P302	Outreach Victim's Advocate	\$5,282	\$5,869	\$6,456
P225	Peer Case Manager	\$5,295	\$5,884	\$6,472
A043	Project Coordinator	\$6,419	\$7,133	\$7,846



# **Temporary and Part Time Non Benefited Pay Grades**

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2025 Min</b>	<b>2025 Mid</b>	<b>2025 Max</b>
N127	T127	Accounting Assistant	\$24.62	\$27.36	\$30.09
N001	T001	Activity Assistant, CYF	\$15.50	\$15.50	\$19.12
N002	T002	Administrative Temp Pool	\$15.50	\$26.10	\$47.99
N005	T005	ASL Interpretor, <2 HR	\$162.00	\$180.00	\$220.04
N004	T004	ASL Interpretor, <48 HR	\$90.00	\$100.00	\$110.00
N003	T003	ASL Interpretor, General	\$67.50	\$75.00	\$82.50
N006	T006	Babysitter	\$15.50	\$15.50	\$19.12
N007	T007	Bartender	\$15.50	\$16.10	\$19.87
N090	T090	Building Inspector	\$35.39	\$39.32	\$43.25
N008	T008	Bus Driver	\$15.50	\$16.80	\$20.72
N009	T009	Bus Driver, CDL	\$18.90	\$21.00	\$25.91
N154	T154	CALEA Technician	\$29.92	\$33.24	\$38.70
N126	T126	Campus Attendant	\$23.21	\$25.79	\$28.37
N091	T091	Campus Supervisor	\$30.92	\$34.36	\$37.80
N010	T010	Catering Assistant	\$15.50	\$15.50	\$19.12
N011	T011	Climbing Wall Attendant	\$15.50	\$15.50	\$19.12
N012	T012	Coach, Assistant	\$15.50	\$15.50	\$19.20
N013	T013	Coach, Head, Level 1	\$15.50	\$16.78	\$20.70
N014	T014	Coach, Head, Level 2	\$16.09	\$17.88	\$22.06
N015	T015	Coach, Head, Level 3	\$18.99	\$21.10	\$26.04
N016	T016	Coach, Head, Level 4	\$22.40	\$24.89	\$30.71
N092	T092	Code Enforcement Inspector	\$29.98	\$33.31	\$36.64
N135	T135	Communications Specialist	\$35.20	\$35.20	\$35.20
N017	T017	Concession Manager	\$17.87	\$19.85	\$24.49
N018	T018	Concessionaire	\$15.50	\$15.50	\$19.12
N093	T093	Construction Inspector	\$35.25	\$39.17	\$43.09
N019	T019	Customer Service Representative	\$25.94	\$28.82	\$31.70
N158	T158	Customer Service Representative-Special Projects	\$25.13	\$27.92	\$30.71
N155	T155	CYF Clinician II	\$35.47	\$39.41	\$43.36
N020	T020	Day Camp Director	\$21.03	\$23.37	\$28.83
N108	T108	Day Camp Director, Assistant	\$15.74	\$17.49	\$21.58
N116	T116	Day Camp Director, Assistant SN	\$16.01	\$17.79	\$21.94
N025	T025	Day Camp Leader SN, Level 1	\$15.50	\$15.50	\$19.12
N026	T026	Day Camp Leader SN, Level 2	\$15.50	\$16.00	\$19.75
N027	T027	Day Camp Leader SN, Level 3	\$15.50	\$16.81	\$20.73

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2025 Min</b>	<b>2025 Mid</b>	<b>2025 Max</b>
N022	T022	Day Camp Leader, Level 1	\$15.50	\$15.50	\$19.12
N023	T023	Day Camp Leader, Level 2 (1 season exp)	\$15.50	\$16.00	\$18.62
N024	T024	Day Camp Leader, Level 3 (State Qualified)	\$15.50	\$16.81	\$20.73
N121	T121	Digital Communications Specialist	\$27.00	\$30.01	\$37.02
N028	T028	Electrical Eng Project Coord	\$61.50	\$68.34	\$75.17
N094	T094	Electrical Inspector	\$39.18	\$43.53	\$47.89
N159	T159	Electric Meter Technician	\$53.10	\$53.10	\$53.10
N124	T124	Environmental Regulatory Specialist	\$37.88	\$42.09	\$46.30
N134	T134	Equipment Technician I	\$28.75	\$31.94	\$35.13
N029	T029	Facility Event Coordinator	\$15.50	\$16.87	\$20.82
N142	T142	Field Engineer	\$41.07	\$45.63	\$50.19
N030	T030	Fitness Maintenance Technician	\$24.03	\$26.70	\$32.95
N031	T031	Front Desk Receptionist Level 1	\$15.50	\$15.50	\$19.12
N032	T032	Front Desk Receptionist Level 2	\$16.75	\$17.05	\$21.03
N033	T033	Front Desk Receptionist Level 3	\$18.42	\$19.75	\$24.37
N034	T034	Gate Attendant	\$15.50	\$15.50	\$19.12
N140	T140	Gate Attendant Level 2	\$16.75	\$17.05	\$21.03
N035	T035	Gift Shop Buyer	\$15.66	\$17.40	\$21.47
N095	T095	GIS/Mapping Technician	\$30.88	\$34.31	\$37.74
N132	T132	Golf Course Mower	\$15.50	\$15.50	\$18.05
N141	T141	Grant Assistant	\$39.02	\$43.36	\$47.69
N143	T143	Grant Coordinator	\$48.78	\$54.20	\$59.62
N096	T096	Grounds Maint Tech I	\$18.29	\$20.32	\$22.35
N119	T119	Grounds Maint Tech II	\$22.18	\$24.64	\$27.10
N117	T117	Grounds Maint Tech, Athletic	\$22.18	\$24.64	\$27.10
N037	T037	Ice Rink Coordinator, Outdoor	\$23.60	\$26.23	\$32.35
N036	T036	Ice Rink Skate Guard	\$15.50	\$15.50	\$19.12
N038	T038	Ice Rink Supervisor	\$19.88	\$22.09	\$24.30
N039	T039	Instructor Level 1 (Entry Level)	\$15.50	\$15.50	\$19.12
N040	T040	Instructor Level 2	\$15.50	\$16.20	\$19.99
N041	T041	Instructor Level 3	\$15.50	\$16.25	\$20.04
N042	T042	Instructor Level 4	\$17.23	\$19.14	\$23.62
N043	T043	Instructor Level 5	\$20.29	\$22.44	\$27.67
N044	T044	Instructor Level 6	\$23.89	\$26.54	\$32.74
N045	T045	Instructor Level 7	\$28.13	\$31.26	\$38.56
N046	T046	Instructor Level 8	\$33.12	\$36.80	\$45.40

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2025 Min</b>	<b>2025 Mid</b>	<b>2025 Max</b>
N047	T047	Instructor Level 9	\$38.99	\$43.32	\$54.53
N114	T114	Instructor, Fitness	\$38.99	\$43.32	\$54.53
N051	T051	Instructor, Private Swim	\$19.45	\$21.61	\$26.67
N111	T111	Instructor, Specialized Recreation	\$38.99	\$43.32	\$54.53
N050	T050	Instructor, Swim	\$15.50	\$15.50	\$19.12
N052	T052	Instructor, Water Safety (WSI, Red Cross)	\$15.50	\$16.15	\$19.93
N053	T053	Intern - No benchmark, Case by Case	\$15.50	\$44.22	\$54.56
N098	T098	Lab Technician	\$28.70	\$31.89	\$35.08
N054	T054	LEVI Project Coordinator, Grant Funded	\$30.46	\$33.84	\$41.46
N055	T055	Library Assistant	\$22.28	\$24.76	\$27.23
N019	T019	Library Customer Service Assistant	\$25.94	\$28.82	\$31.70
N128	T128	Library Page	\$21.17	\$23.52	\$25.87
N056	T056	Library Shelver	\$15.50	\$15.50	\$19.12
N057	T057	Library Technician	\$26.60	\$29.56	\$32.52
N058	T058	Lifeguard	\$15.50	\$15.50	\$19.12
N059	T059	Lifeguard, Lead	\$16.20	\$18.00	\$22.22
N060	T060	Lifeguard, Senior	\$16.65	\$18.50	\$22.82
N099	T099	Meter Reader	\$25.93	\$28.82	\$31.70
N148	T148	Museum Assistant	\$15.77	\$17.53	\$20.40
N156	T156	Museum Program Instructor 6	\$24.46	\$27.18	\$29.90
N061	T061	Museum Technician	\$21.64	\$24.04	\$26.44
N100	T100	Natural Resources Tech	\$26.01	\$28.90	\$31.79
N139	T139	Office Assistant	\$21.93	\$24.36	\$26.80
N138	T138	Operations Maintenance Tech	\$33.76	\$37.51	\$41.26
N136	T136	Parking Enforcement Officer	\$24.16	\$26.84	\$29.53
N130	T130	Parks & Open Space Ranger	\$25.60	\$28.44	\$31.28
N149	T149	Payroll Administrator PT	\$30.61	\$34.01	\$37.41
N123	T123	Peer Case Manager	\$30.55	\$33.94	\$37.34
N062	T062	Personal Trainer I	\$23.89	\$26.42	\$32.60
N063	T063	Personal Trainer II	\$25.76	\$28.62	\$35.31
N064	T064	Pool Manager	\$17.87	\$22.35	\$27.58
N065	T065	Pool Manager, Assistant	\$15.50	\$18.60	\$22.96
N145	T145	Pool Services Technician	\$24.09	\$26.76	\$30.32
N131	T131	POST Cert Community Service Officer	\$40.36	\$40.36	\$4.36
N161	T161	Principal Planner	\$53.47	\$59.41	\$65.35
N129	T129	Procurement Specialist	\$46.21	\$51.34	\$56.48
N115	T115	Program Assistant Level I	\$15.50	\$15.50	\$18.81

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2025 Min</b>	<b>2025 Mid</b>	<b>2025 Max</b>
N069	T069	Program Assistant Level II	\$15.50	\$15.50	\$18.81
N070	T070	Program Coordinator	\$16.18	\$17.90	\$22.20
N071	T071	Program Specialist	\$17.80	\$19.78	\$25.13
N125	T125	Project Field Engineer	\$25.41	\$28.23	\$34.83
N103	T103	Public Works Tech, CDL	\$41.07	\$45.63	\$50.19
N072	T072	Range Safety Officer	\$28.03	\$31.15	\$34.26
N073	T073	School Crossing Guard	\$15.81	\$17.34	\$21.39
N120	T120	School Crossing Guard, Substitute	\$15.50	\$15.50	\$19.12
N074	T074	Scorekeeper	\$15.50	\$16.09	\$19.85
N075	T075	Seasonal Landscape Grounds	\$15.50	\$15.50	\$19.12
N146	T146	Slide Attendant	\$15.50	\$15.50	18.78
N077	T077	Special Projects Assistant	\$15.50	\$27.01	\$148.52
N078	T078	Sports Official Youth Level I	\$15.50	\$15.50	\$19.12
N079	T079	Sports Official Youth Level II	\$15.50	\$16.27	\$22.86
N080	T080	Sports Official Youth Level III	\$15.54	\$19.02	\$23.46
N081	T081	Sports Official, Adult Level I	\$18.95	\$21.05	\$25.98
N082	T082	Sports Official, Adult Level II	\$22.74	\$25.04	\$30.89
N083	T083	Sports Official, Single Man Adult	\$26.80	\$29.77	\$36.73
N133	T133	Sr. Accountant	\$42.58	\$47.31	\$52.04
N101	T101	Sr. Project Mngr	\$55.74	\$61.94	\$68.13
N084	T084	Supervisor, Building	\$19.88	\$22.09	\$24.30
N137	T137	Supervisor, Building OT Rate (Salary Table Only)	\$29.82	\$33.13	\$36.44
N085	T085	Supervisor, Facility /Field	\$19.88	\$22.09	\$24.30
N147	T147	Sustainability Associate	\$25.48	\$28.31	\$32.07
N086	T086	Swim Beach Manager	\$17.87	\$22.35	\$27.58
N076	T076	Temporary Ranger	\$15.50	\$16.46	\$20.30
N102	T102	Utility Worker, No CDL, Entry Level	\$22.10	\$24.56	\$27.02
N105	T105	Utility Worker, Snow Plow Driver	\$30.88	\$34.31	\$42.33
N118	T118	Victim Services Advocate, NE, PS Grant	\$30.47	\$33.86	\$37.24
N157	T157	Visitors Services Gallery Attendent	\$16.75	\$17.05	\$21.03
N106	T106	Volunteer Coordinator	\$16.18	\$17.98	\$22.20
N160	T160	Water Conservation Associate	\$33.59	\$37.32	\$41.05
N152	T152	Water Quality Analyst I	\$29.15	\$32.39	\$35.62
N104	T104	Water Utility Tech	\$30.15	\$33.50	\$36.85
N153	T153	Watershed Forestry Technician	\$28.90	\$32.11	\$35.32
N144	T144	Watershed Ranger	\$25.60	\$28.44	\$31.28
N107	T107	Weight Room Attendant	\$15.50	\$15.50	\$19.12

# **Bilingual Pay Rates**

<b>Bilingual Pay - City wide</b>		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

**2025**

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