

# **City of Longmont 2024 Classification & Pay Plan**



**Effective 12/25/2023**

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## Employee Compensation Overview

Providing City services is a labor-intensive endeavor. Close to three-quarters of the expenditures in the General Fund are employee related. Since the quality of services provided is directly related to the quality of employee providing them, it is necessary to provide competitive wages and benefits in order to attract and retain highly skilled and motivated employees. 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 2023 the City contracted with Mercer to conduct a compensation study for open range positions for the City of Longmont. The study consisted of four parts:

- Compensation Assessment
- Review of current Pay Plan
- Review of the City's Paid Leave
- Recommendations for consideration

Compensation Assessment – 151 jobs were selected by the City & Mercer to be benchmarked. Mercer was able to successfully match 106 jobs to comparable survey data. The Human Resources department was able to match an additional 102 jobs through the back slotting process. 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). Positions were matched to the market 50<sup>th</sup> percentile to keep consistency with the City's compensation philosophy. Because these surveys are national data Mercer utilized a geographical differential of 10% for the cost of labor differential. The Human Resources department is confident that starting next year additional jobs will be matched to the Mercer & Willis Towers Watson data once the City has access to the full surveys.

Review of Current Pay Plan –After reviewing the City's current pay plan Mercer determined it is the second most common pay structure used in the market. The current structure is an excellent match for the City of Longmont's compensation philosophy. Jobs are very closely aligned to market and evaluated yearly to ensure they remain competitive. All these factors contribute to the high level of confidence around the internal pay equity within the City.

Review of the City's Paid Leave – Mercer reviewed the current accrual amounts for vacation, sick, holiday, and personal day. Mercer determined the current accrual in sick, holiday & personal days leave plans offered by the City are equal to or richer than market average. Mercer did indicate that the current accrual amounts for vacation time were low for the 15 year & over employees. Mercer has recommended that the City consider offering Parental Leave. Staff has accepted this recommendation and is working on the plan design.

## Recommendations –

- Update the current ranges to be +/- 10% so the midpoint will truly be the middle of the range. The 2024 proposed pay plan includes a job range of 90% - 110%.
- Update midpoints for positions where current midpoint is below the target market range.
- Mercer recommended the implementation of a compensation software program to manage the City's compensation plan including survey data. Staff selected Pay Factors software because of its vast capabilities. In addition to compensation management Pay Factors also has a large internal database of survey information. Pay Factors has both peer and market data for public & private entities within their surveys.
- Mercer has recommended the City participate in and purchase robust published data sets to maintain the results of the compensation study going forward. The City has participated in both Mercer & Willis Towers Watson surveys and intends to purchase data.

Positions included in the compensation study were benchmarked to public or private data according to the prevalence of each position in the labor market. Where applicable, a mixture of public & private data was used. Additional positions within the City benchmark to both private and public employers in the Denver/Boulder and Northern Colorado areas are included in these surveys plus fire districts, parks and recreation districts, public and private utility associations, housing authorities, and rural electric authorities.

Currently the City has approximately 133 jobs that are considered municipal in nature. Classically these positions have been benchmarked each year to a municipal salary survey conducted by Employers Council. At the beginning of 2023 the City was notified by Employers Council they would no longer be collecting survey data for positions. Additionally, we were informed that Pay Factors would be collecting the information on the positions that were formally benchmarked by the Employers Council. Due to the late notice from Employers Council, there wasn't enough time to collect updated and valid information from Pay Factors to review for 2024 market movement. Staff identified that there would be an issue obtaining the necessary survey data to analyze positions for 2024. During the planning process for the 2024 budget, the Human Resources staff set up an ongoing meeting with compensation representatives for cities and counties across the front range to address this issue and work towards a solution. Based on the information obtained from these meetings the city staff made the decision to age the 2023 data for the 2024 pay plan. The data would be aged by the projected market increase percentage from 2023 to the 2024 market.

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. Mercer projected a 4.2% market increase for 2024. The Human Resources department surveyed 17 cities and 5 counties across the front range to see what percent increase they were projecting to use for 2024. Based on the results we received, the average increase was 4.64%. Staff made the decision to use the 4.64% increase for 2024 market movement.

This proposed budget includes funding to implement 5 job audits that reclassify employees to a new job classification based on a change in the duties they are or will be performing. Since 2015, the City has consistently maintained a goal of benchmarking positions at 102% of market range. This goal was based on our high expectations and accountability levels for our employees. As an organization we continue to ask our employees to do more with less. As our expectations are higher than normal or average, our employees should be compensated for meeting those expectations at an amount higher than midpoint or average. This proposed 2024 budget has pay budgeted at 101% of market. We are still targeting 102% of market, however we will not reach that in 2024.

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 2024 budget includes all non-collectively bargained open range salaries budgeted at 101% and allows for performance-based movement within the open range for open

## Employee Compensation Overview Cont'd

range employees who are below the 2024 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 2024 position midpoint.

This proposed 2023 budget also includes funding of 2% of pay in each department budget to allow for employees who meet certain criteria in delivering extraordinary performance to be compensated between 101% and 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 2021, three-year contracts for both the Police and the Fire collective bargaining units were negotiated and approved for 2022, 2023 and 2024. This proposed 2024 budget includes the increases that were negotiated in those contracts.

The 2024 budget includes \$243,646 to continue the bilingual pay compensation program. This program recognizes regular, 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
- Colorado Municipal League Compensation Survey System
- American Public Power Association (APPA) Survey of Management Salaries in Publicly Owned Municipal Distribution Electric Utilities
- Economic Research Institute Salary Assessor (a national survey from which data is obtained from Employers Council for specific positions or industries).
- O\*Net, Occupational Information Network, developed under the sponsorship of the US Department of Labor/Employment and Training Administration (USDOL/ETA)

In 2016, the City added access to the CareerBuilder salary database. This database provides salary information from various survey data throughout the country, and includes the Bureau of Labor Statistics, market job postings, and aggregate data from large national sources such as ESMI.

We continue to work with Employers Council and the Colorado Municipal League to expand the benchmark jobs and refine current job descriptions in order to have as many City positions included in survey data as possible.

## **Participating Employers**

For 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. Going forward, benchmarks will be pulled from Pay Factors surveys and may contain additional reporting sources. For positions that have received a new benchmark via the compensation study, 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 2023 for the 2024 Pay Plan the annual evaluation of the survey data included:

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

## 2024 Recommendations

### *Pay Range Movements and Salary Adjustments*

**2023 Positions Reclassified due to job audits:** Director of Public Safety, ACM – Public Works, Electric, Operations, Rate & Pricing Manager, Parks & Trails – Design & Construction Manager, LPC Safety & Training Specialist, Civil Engineer II, Recreation & Golf Manager, Utility Operations & Maintenance Manager, Water Resources Manager, Administrative Assistant, Risk Administrative Assistant, Recreation Area Supervisor, Water Resources Analyst, Water Conservation & Sustainability Specialist, Natural Resources Technician, Sr. Natural Resources Technician.

**2023 Positions with Benchmark Reviews:** In-depth benchmark reviews were conducted for the following positions: Watershed Forestry Technician, Aquatics Facility Lead, Nextlight Customer Sales & Services Supervisor, Open Space Manager, Ecosystem Manager, Recreation Program Facility Supervisor / Aquatics & Ice, Nextlight Fiber Bury/Utility Technician, Lead Network Operations Center Technician, Building Energy Benchmarking Manager, Utilities Warehouse Manager, Energy Program Integrator, Energy Program Integration Manager, Senior Electric Meter Technician, Meter Shop Supervisor, Operations Specialist – LEDP, Community & Investor Relations Specialist – LEDP, CALEA Tech, Assistant Director of Water & Waste Services, Billing and Income Qualified Program Specialist Position, Sr Natural Resources Analyst, Library Branch Manager

**Minimum Wage Increases:** In accordance with the Colorado Constitution, minimum wage is adjusted annually for inflation as measured by the Consumer Price Index (CPI) used for Colorado. The inflation adjustment is based on the Consumer Price Index for All Urban Consumers (CPI-U) All Items, for the Denver-Boulder-Greeley combined metropolitan statistical area as published by the United States Bureau of Labor Statistics. The 2023 minimum wage has been set at \$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 \$21.07/hr. with Council approval.

# **CITYWIDE JOB FAMILY PAY GRADES**

## ADMINISTRATIVE JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
A039	AIPP Program Assistant	\$4,418	\$4,909	\$5,400
A003	Accounting Assistant	\$4,154	\$4,616	\$5,077
A013	Accounting Technician	\$4,673	\$5,192	\$5,711
A035	Accounting Technician, LHA	\$4,673	\$5,192	\$5,711
A022	Administrative Analyst	\$4,907	\$5,452	\$5,997
A008	Administrative Assistant	\$4,416	\$4,907	\$5,397
A037	Administrative Coordinator	\$5,397	\$5,997	\$6,597
A024	Administrative Supervisor	\$6,133	\$6,814	\$7,496
A014	Cashier	\$3,561	\$3,956	\$4,352
A009	Customer Service Representative	\$4,260	\$4,733	\$5,206
A011	Executive Assistant	\$5,397	\$5,997	\$6,597
A033	Fleet Administrative Assistant	\$4,416	\$4,907	\$5,397
A023	Head Cashier	\$4,487	\$4,986	\$5,485
A019	Human Resources Administrator	\$5,115	\$5,684	\$6,252
A038	Human Resources Coordinator	\$4,485	\$4,984	\$5,482
A001	Legal Support Specialist	\$5,427	\$6,030	\$6,632
A015	Library Assistant	\$3,612	\$4,013	\$4,414
A025	Library Page	\$3,439	\$3,821	\$4,204
A004	Library Technician	\$4,477	\$4,975	\$5,472
A016	Mail Room Clerk	\$3,462	\$3,847	\$4,231
A027	Nextlight Customer Service Representative	\$4,260	\$4,733	\$5,206
A036	Nextlight Load Analyst	\$4,907	\$5,452	\$5,997
A034	Nextlight Sr Customer Service Representative	\$4,685	\$5,206	\$5,726
A002	Office Assistant	\$3,435	\$3,816	\$4,198
A031	Parking Enforcement Officer	\$4,193	\$4,659	\$5,124
A007	Payroll Administrator	\$5,151	\$5,724	\$6,296
NEW	PMO Administrative Analyst	\$4,907	\$5,452	\$5,997
A018	Public Information Assistant	\$3,537	\$3,930	\$4,323
A017	Public Safety Records Supervisor	\$6,022	\$6,691	\$7,360
A020	Purchasing Technician	\$4,935	\$5,484	\$6,032
NEW	Risk Analyst	\$4,907	\$5,452	\$5,997
A005	Sales Tax Technician	\$4,394	\$4,883	\$5,371
A012	Sr. Customer Service Representative	\$4,685	\$5,206	\$5,726
A006	Sr. Library Technician	\$4,883	\$5,425	\$5,968
A021	Transportation Engineering Assistant	\$4,907	\$5,452	\$5,997
A026	Treasury Supervisor	\$6,770	\$7,523	\$8,275
A032	Utility Billing Customer Service Supervisor	\$6,133	\$6,814	\$7,496

## LABOR TRADES JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
L054	Arborist Technician I	\$3,709	\$4,121	\$4,533
L055	Arborist Technician II	\$4,636	\$5,151	\$5,666
L084	Building Supervisor	\$3,516	\$3,906	\$4,297
L096	Campus Security Attendent	\$3,769	\$4,188	\$4,606
L075	Campus Supervisor	\$5,025	\$5,583	\$6,142
L033	Chief Plant Operator	\$6,810	\$7,566	\$8,323
L049	City Forester	\$7,442	\$8,269	\$9,096
L043	Control Systems Operations Supervisor	\$7,851	\$8,724	\$9,596
L064	Custodian	\$3,385	\$3,761	\$4,137
L093	Custodial Manager	\$5,341	\$5,934	\$6,527
L005	Electrician I	\$6,838	\$7,598	\$8,358
L086	Electrician II	\$7,385	\$8,206	\$9,026
L011	Equipment Technician I	\$4,694	\$5,215	\$5,737
L007	Equipment Technician II	\$5,215	\$5,795	\$6,374
L031	EVT Technician	\$7,123	\$7,915	\$8,706
L076	Facilities Maintenance Supervisor	\$6,207	\$6,896	\$7,586
L032	Facilities Maintenance Technician I	\$4,655	\$5,172	\$5,689
L046	Facilities Maintenance Technician II	\$5,172	\$5,747	\$6,322
L013	Fleet Operations Supervisor	\$7,835	\$8,706	\$9,577
L073	Fleet Parts Buyer	\$5,328	\$5,920	\$6,512
L009	Fleet Service Coordinator	\$6,167	\$6,852	\$7,537
NEW	Fleet Service Coordinator Assistant	\$4,933	\$5,481	\$6,029
L069	Fleet Warehouse Worker	\$4,419	\$4,910	\$5,401
L016	Golf Course Equipment Mechanic	\$4,810	\$5,345	\$5,879
L020	Golf Course Supervisor	\$7,303	\$8,114	\$8,926
L066	Graffiti Removal Specialist	\$4,347	\$4,830	\$5,313
L053	Grounds Maintenance Technician I	\$3,616	\$4,018	\$4,420
L048	Grounds Maintenance Technician II	\$4,347	\$4,830	\$5,313
L052	Head Lifeguard	\$4,008	\$4,453	\$4,899
L030	Instrumentation Technician I	\$6,597	\$7,329	\$8,062
L092	Instrumentation Technician II	\$7,123	\$7,915	\$8,706
L081	Lead Custodian	\$4,943	\$5,492	\$6,041
L039	Lead Master Equipment Technician	\$7,123	\$7,915	\$8,706
L018	Maintenance Supervisor	\$7,851	\$8,724	\$9,596
L026	Master ASE Equipment Technician I	\$5,734	\$6,372	\$7,009
L038	Master ASE Equipment Technician II	\$6,476	\$7,195	\$7,915

## LABOR TRADES JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
L061	Meter Reader	\$4,364	\$4,849	\$5,334
L067	Meter Reading Supervisor	\$6,285	\$6,983	\$7,681
L034	Natural Resources Technician	\$4,863	\$5,404	\$5,944
NEW	Natural Resources Technician II	\$5,204	\$5,782	\$6,360
L095	Nextlight Bury/Utility Technician	\$4,849	\$5,388	\$5,927
L040	Nextlight Fiber Technician	\$6,560	\$7,289	\$8,018
L041	Nextlight Installation Technician	\$5,704	\$6,338	\$6,972
L082	Nextlight Lead Installation Technician	\$7,042	\$7,824	\$8,606
L042	Nextlight Service Technician	\$6,505	\$7,227	\$7,950
L023	Operations & Maintenance Technician I	\$5,681	\$6,312	\$6,944
L024	Operations & Maintenance Technician II	\$6,133	\$6,814	\$7,495
L087	Operations & Maintenance Technician III	\$6,622	\$7,358	\$8,094
L044	Operations Support Specialist	\$5,813	\$6,459	\$7,105
L080	Parks/Open Space Ranger I	\$4,159	\$4,621	\$5,083
L056	Parks/Open Space Ranger II	\$5,025	\$5,583	\$6,142
L021	Parks Supervisor	\$7,095	\$7,883	\$8,671
L014	Pool Technician	\$5,219	\$5,799	\$6,379
L029	Public Works Technician I	\$4,718	\$5,242	\$5,766
L045	Public Works Technician II	\$5,103	\$5,670	\$6,237
L088	Public Works Technician III	\$5,512	\$6,125	\$6,737
L035	Sanitation Supervisor	\$7,290	\$8,100	\$8,910
L017	Sr Arborist Technician	\$5,253	\$5,837	\$6,420
L097	Sr Natural Resources Analyst	\$5,598	\$6,220	\$6,842
L051	Sr Grounds Maintenance Technician	\$5,166	\$5,740	\$6,314
L057	Sr Meter Reader	\$5,237	\$5,819	\$6,401
L077	Sr Natural Resource Technician	\$5,958	\$6,620	\$7,282
L062	Sr Parks/Open Space Ranger	\$6,013	\$6,681	\$7,349
L006	Sr Traffic Signal Technician	\$5,935	\$6,594	\$7,254
L059	Sr Watershed Ranger	\$6,013	\$6,681	\$7,349
L037	System Operations Supervisor	\$7,851	\$8,724	\$9,596
L012	Traffic Signal Technician I	\$4,748	\$5,275	\$5,803
L008	Traffic Signal Technician II	\$5,341	\$5,935	\$6,528
L025	Treatment Operations Supervisor	\$7,851	\$8,724	\$9,596
L074	Utility & Streets Maintenance Supervisor	\$7,558	\$8,398	\$9,238
L078	Utility Parts Buyer/Inventory Control Technician	\$5,328	\$5,920	\$6,512
L060	Utility Worker	\$3,605	\$4,005	\$4,406
L047	Warehouse Supervisor	\$5,892	\$6,546	\$7,201

## LABOR TRADES JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
L058	Warehouse Worker	\$4,124	\$4,582	\$5,040
L072	Warehouse Worker II	\$5,007	\$5,564	\$6,120
L089	Waste Services Technician I	\$4,899	\$5,443	\$5,988
L090	Waste Services Technician II	\$5,292	\$5,880	\$6,468
L065	Watershed Ranger I	\$4,347	\$4,830	\$5,313
L079	Watershed Ranger II	\$5,025	\$5,583	\$6,142
L095	Watershed Forestry Technician	\$4,863	\$5,404	\$5,944
L027	Water Utility Technician I	\$5,073	\$5,637	\$6,201
L028	Water Utility Technician II	\$5,599	\$6,221	\$6,844
L092	Water Utility Technician III	\$6,048	\$6,720	\$7,392

## MANAGEMENT JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
M057	Accounting Manager	\$10,495	\$11,661	\$12,827
M080	AMI Project Manager	\$10,941	\$12,157	\$13,373
M054	Assistant Chief Building Official	\$8,149	\$9,054	\$9,960
M049	Assistant City Manager	\$16,962	\$18,847	\$20,732
M109	Assistant City Manager - Utilities & Public Works	\$17,834	\$19,815	\$21,797
M107	Assistant Communications & Engagement Director	\$9,672	\$10,747	\$11,821
M088	Assistant Director of Engineering Services	\$10,404	\$11,560	\$12,716
M115	Assistant Director of Water & Waste (New 2023)	\$14,607	\$16,230	\$17,853
M047	Assistant Fire Chief	\$12,542	\$13,936	\$15,330
M108	Assistant Fire Chief - Fire Marshall	\$12,542	\$13,936	\$15,330
M048	Assistant Fire Chief, Non Shift	\$12,542	\$13,936	\$15,330
M094	Assistant Police Chief	\$13,159	\$14,621	\$16,083
M016	Budget Manager	\$11,020	\$12,244	\$13,468
M008	Chief Building Official	\$10,157	\$11,286	\$12,415
M005	Chief Financial Officer	\$16,103	\$17,892	\$19,682
M046	Chief Human Resources Officer	\$13,380	\$14,866	\$16,353
M051	Chief of Collaborative Services	\$14,438	\$16,042	\$17,647
M061	Chief of Public Safety	\$18,496	\$20,551	\$22,606
M035	City Clerk	\$10,529	\$11,699	\$12,868
M033	Communications Center Manager	\$9,658	\$10,731	\$11,804
M103	Communications and Engagement Director	\$11,430	\$12,700	\$13,970
M055	Community & Neighborhood Resources Director	\$8,680	\$9,644	\$10,609
M024	CYF Manager	\$7,866	\$8,740	\$9,614
M097	Data and Analytics Manager	\$9,743	\$10,826	\$11,909
M013	Deputy City Attorney	\$13,071	\$14,523	\$15,975
M077	Director of Business Enablement	\$11,436	\$12,707	\$13,977
M009	Director of Electric Engineering	\$14,738	\$16,376	\$18,014
M073	Director of Electric Services	\$16,212	\$18,013	\$19,814
M064	Director of Electric Strategies and Solutions	\$12,709	\$14,121	\$15,533
M100	Director of Emergency Management (Office Of)	\$9,419	\$10,465	\$11,512
M041	Director of Engineering Services	\$14,235	\$15,816	\$17,398
M102	Director of Human Services	\$11,463	\$12,737	\$14,010
M079	Director of Parks & Natural Resources	\$13,498	\$14,997	\$16,497
M082	Director of Power Delivery	\$12,286	\$13,651	\$15,016

## MANAGEMENT JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
M086	Director of Project Deployment	\$15,075	\$16,750	\$18,425
M101	Director of Recreation and Culture	\$14,662	\$16,291	\$17,921
M027	Electric Operations Manager	\$11,154	\$12,393	\$13,632
M032	Electric Technology Services Coordinator	\$9,635	\$10,705	\$11,776
M089	Energy Portfolio Development Manager	\$10,875	\$12,083	\$13,292
M113	Energy Program Integration Manager	\$10,546	\$11,718	\$12,889
M104	Engineering & Operations Administrator	\$13,588	\$15,097	\$16,607
M045	Engineering Administrator	\$12,941	\$14,379	\$15,816
M043	Environmental Services Manager	\$11,214	\$12,461	\$13,707
M071	ETS Director	\$14,752	\$16,391	\$18,030
M087	Executive Director of Consolidated Services	\$13,122	\$14,579	\$16,037
M074	Executive Director of Nextlight	\$16,028	\$17,809	\$19,590
M075	Facilities Manager	\$10,319	\$11,465	\$12,612
M063	Facilities Operations & CIP Manager	\$7,791	\$8,657	\$9,523
M096	Fire Chief	\$16,814	\$18,682	\$20,551
M019	Fleet Manager	\$9,422	\$10,469	\$11,516
M091	Geospatial Data & Analysis Manager	\$9,743	\$10,826	\$11,909
M028	Golf Operations Manager	\$9,244	\$10,271	\$11,298
M090	Housing & Community Investment Division Director	\$10,610	\$11,789	\$12,968
M067	Human Resources Asst Director	\$10,257	\$11,396	\$12,536
M050	Land Program Administrator	\$9,866	\$10,962	\$12,058
M011	Library Director	\$11,381	\$12,646	\$13,910
M114	LPC Safety & Training Manager	\$10,140	\$11,266	\$12,393
M022	Museum Director	\$9,720	\$10,800	\$11,880
M092	Nextlight Customer Operations Manager	\$8,575	\$9,527	\$10,480
M076	Nextlight Fiber Network Director	\$12,892	\$14,324	\$15,756
M052	Nextlight Network Operations Manager	\$11,099	\$12,332	\$13,565
M112	Parks and Trails Design and Construction Manager	\$9,830	\$10,922	\$12,015
M065	Parks Superintendent	\$9,643	\$10,715	\$11,786
M081	Planning and Development Services Director	\$12,761	\$14,179	\$15,597
M066	Planning Manager	\$9,527	\$10,586	\$11,645
M095	Police Chief	\$16,814	\$18,682	\$20,551
M014	Police Commander	\$11,839	\$13,155	\$14,470
M060	Public Safety Technical Services Manager	\$10,193	\$11,326	\$12,458
M020	Purchasing & Contracts Manager	\$9,721	\$10,801	\$11,881

## MANAGEMENT JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
M040	PWNR Director of Operations	\$16,068	\$17,853	\$19,638
M021	Recreation & Golf Manager	\$10,189	\$11,321	\$12,454
M111	Recreation & Golf Superintendent	\$9,170	\$10,189	\$11,208
M031	Redevelopment Revitalization Manager	\$9,852	\$10,946	\$12,041
M029	Risk Manager	\$11,290	\$12,544	\$13,799
M023	Seniors Services Manager	\$7,866	\$8,740	\$9,614
M053	Special Projects Manager	\$9,383	\$10,425	\$11,468
M069	Technical Services Manager	\$11,147	\$12,386	\$13,625
M039	Traffic Engineering Administrator	\$12,941	\$14,379	\$15,816
M070	Transportation Planning Manager	\$9,527	\$10,586	\$11,645
M084	Transportation System Maintenance Manager	\$9,854	\$10,949	\$12,044
M085	Treatment Operations Assistant Manager	\$9,064	\$10,071	\$11,079
M036	Treatment Operations Manager	\$10,671	\$11,857	\$13,043
M018	Utility O&M Manager	\$10,593	\$11,770	\$12,947
M110	Utility Rate & Analysis Manager	\$10,220	\$11,356	\$12,491
M068	Waste Services Manager	\$10,108	\$11,232	\$12,355
M025	Water Resources Manager	\$10,225	\$11,361	\$12,497

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P189	Accountant	\$6,231	\$6,923	\$7,615
P295	Accountant, LHA	\$6,231	\$6,923	\$7,615
P106	Accounting/Budget Analyst	\$7,165	\$7,961	\$8,757
P130	Accounting Supervisor	\$8,920	\$9,912	\$10,903
P296	Accounting Supervisor, LHA	\$8,920	\$9,912	\$10,903
P078	Affordable Housing Program Specialist	\$6,337	\$7,041	\$7,745
P076	Airport Manager	\$9,360	\$10,400	\$11,440
NEW	Alternative Transportation Planner	\$8,049	\$8,943	\$9,837
P269	Air Quality/Oil & Gas Program Manager	\$9,664	\$10,738	\$11,812
P208	Application Support Analyst, Fixed Term	\$7,322	\$8,136	\$8,949
P353	Aquatics Facility Lead	\$4,061	\$4,512	\$4,963
P202	Art In Public Places Administrator	\$5,414	\$6,016	\$6,617
P008	Assistant City Attorney I	\$8,141	\$9,045	\$9,950
P014	Assistant City Attorney II	\$10,266	\$11,407	\$12,548
P020	Assistant Fire Marshal	\$8,780	\$9,755	\$10,731
P122	Assistant Librarian	\$4,257	\$4,730	\$5,203
P025	Associate Electrical Engineer	\$8,592	\$9,547	\$10,501
P021	Associate Planner	\$5,498	\$6,109	\$6,720
P151	Auditorium and Event Manager	\$6,190	\$6,878	\$7,566
P351	Backflow Prevention & Cross Connection Control Coord	\$7,747	\$8,607	\$9,468
P152	Billing Specialist	\$5,474	\$6,083	\$6,691
P193	Budget Analyst	\$7,083	\$7,870	\$8,657
P036	Building Inspection Supervisor	\$7,844	\$8,715	\$9,587
P123	Building Inspector	\$5,957	\$6,619	\$7,280
P080	Building Permit Technician	\$4,505	\$5,005	\$5,506
P215	Building Permit Tech II	\$5,261	\$5,846	\$6,431
P100	Business Analyst	\$7,083	\$7,870	\$8,657
P289	Business Process Improvement Coordinator	\$7,851	\$8,723	\$9,595
P332	Business Sustainability Coordinator	\$7,417	\$8,241	\$9,066
P194	Buyer I	\$5,136	\$5,707	\$6,278
P168	Buyer II	\$6,043	\$6,715	\$7,386
P178	Callahan House Manager	\$5,592	\$6,214	\$6,835
P045	CDBG Coordinator	\$7,352	\$8,169	\$8,985
P034	Chief Probation Officer	\$7,439	\$8,266	\$9,092
P087	Circulation Desk Manager	\$5,514	\$6,127	\$6,740
P259	CIS Business Analyst, Fixed Term	\$6,721	\$7,468	\$8,215
P285	Citywide Branding & Digital Communications Specialist	\$6,772	\$7,525	\$8,277

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P056	Civil Engineer I	\$7,678	\$8,531	\$9,384
P057	Civil Engineer II	\$9,176	\$10,195	\$11,215
P173	Code Enforcement Inspector	\$5,045	\$5,606	\$6,166
P082	Code Enforcement Manager	\$6,875	\$7,639	\$8,403
P218	Communications & Marketing Specialist	\$6,154	\$6,838	\$7,522
P029	Community Relations Program Coordinator	\$7,088	\$7,875	\$8,663
P192	Community Relations Specialist	\$6,443	\$7,159	\$7,875
P217	Community Service Project Coordinator	\$7,779	\$8,643	\$9,508
P309	Compensation and Benefit Manager	\$10,372	\$11,524	\$12,676
P264	Compensation & Benefit Specialist	\$7,260	\$8,067	\$8,873
P039	Construction Inspection Supervisor	\$8,936	\$9,929	\$10,922
P015	Construction Inspector	\$5,717	\$6,352	\$6,988
P346	Contract Specialist	\$7,214	\$8,016	\$8,818
P108	Court Administrator	\$7,404	\$8,227	\$9,050
P305	CS Communications & Marketing Manager	\$8,352	\$9,281	\$10,209
P339	Customer Experience & Communications Analyst	\$7,083	\$7,870	\$8,657
P306	Customer Service & Administrative Manager	\$7,179	\$7,977	\$8,774
P363	CYF Clinician I	\$4,776	\$5,306	\$5,837
P048	CYF Clinician II	\$5,970	\$6,633	\$7,296
P055	CYF Community Coordinator	\$6,525	\$7,250	\$7,975
P196	CYF Program Leader	\$5,009	\$5,566	\$6,122
P190	CYF Program Specialist	\$5,605	\$6,228	\$6,851
P312	Data and Innovation Analyst	\$8,359	\$9,288	\$10,217
NEW	Data Analyst	\$8,359	\$9,288	\$10,217
P125	Database Administrator	\$8,405	\$9,339	\$10,273
P313	Development Project Administrator	\$8,997	\$9,997	\$10,997
P120	Device Specialist	\$5,474	\$6,083	\$6,691
P257	Digital Media Records/Evidence Tech	\$5,102	\$5,669	\$6,236
P347	Digital Navigation Manager	\$7,579	\$8,421	\$9,263
P340	Digital Operations Manager	\$10,011	\$11,123	\$12,236
P358	Ecosystem Manager	\$8,879	\$9,865	\$10,852
P337	Ecosystem Management Administrator	\$7,206	\$8,007	\$8,808
P017	Electric Distribution Field Engineer I	\$7,468	\$8,298	\$9,128
P013	Electric Distribution Field Engineer II	\$8,401	\$9,335	\$10,268
P083	Electric Distribution Field Engineer Trainee	\$6,534	\$7,260	\$7,986
P024	Electric Engineering Project Manager	\$10,056	\$11,174	\$12,291
P026	Electrical Engineer	\$9,588	\$10,654	\$11,719

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P059	Electrical Inspector	\$6,593	\$7,326	\$8,058
P240	Emergency Management Coordinator	\$7,595	\$8,439	\$9,283
P322	Energy Efficiency and Educational Specialist	\$7,034	\$7,815	\$8,597
P360	Energy Program Integrator	\$9,491	\$10,546	\$11,600
P090	Energy Services Program Coordinator	\$5,178	\$5,753	\$6,329
P089	Energy Services Specialist	\$7,034	\$7,815	\$8,597
P084	Engineering & Surveying Technician Sup	\$9,514	\$10,571	\$11,628
P016	Engineering Technician	\$6,142	\$6,825	\$7,507
P065	Environmental Project Specialist	\$6,262	\$6,958	\$7,654
P132	Environmental Regulatory Specialist	\$5,978	\$6,642	\$7,306
P335	Environmental Sustainability Planner	\$6,355	\$7,061	\$7,767
P303	Equity and Engagement Specialist	\$6,443	\$7,159	\$7,875
P266	ERP Business Analyst	\$7,851	\$8,723	\$9,595
P092	Field Engineer	\$6,911	\$7,678	\$8,446
P182	Field Service Supervisor	\$7,277	\$8,086	\$8,895
P214	Fire Protection Engineer	\$7,833	\$8,703	\$9,573
P153	Fitness Specialist	\$4,592	\$5,102	\$5,612
P107	Fleet Analyst	\$7,294	\$8,104	\$8,915
P148	Flood Recovery Specialist	\$7,430	\$8,256	\$9,082
P159	Fund Development & Marketing Specialist	\$6,809	\$7,566	\$8,323
P006	GIS Analyst	\$6,496	\$7,218	\$7,940
P044	GIS Coordinator	\$8,120	\$9,022	\$9,924
P018	GIS/Mapping Technician	\$5,197	\$5,774	\$6,351
P314	Grant Coordinator	\$8,208	\$9,120	\$10,032
P357	Harm Reduction Specialist	\$4,667	\$5,186	\$5,705
NEW	Homeownership Specialist	\$6,355	\$7,061	\$7,767
P327	Housing Compliance Manager	\$6,770	\$7,522	\$8,275
P344	Housing Development Project Manager	\$7,678	\$8,531	\$9,384
P325	Housing Development Specialist	\$6,355	\$7,061	\$7,767
P324	Housing Investment Manager	\$7,921	\$8,801	\$9,682
P142	Housing Rehabilitation Inspector	\$5,958	\$6,620	\$7,282
P263	Human Resources Partner I	\$6,065	\$6,739	\$7,413
P050	Human Resources Partner II	\$7,135	\$7,928	\$8,720
P031	Industrial Pre-Treatment Coordinator	\$7,675	\$8,528	\$9,381
P105	Key Account Manager	\$9,288	\$10,320	\$11,352
P288	Laboratory Support Technician	\$4,628	\$5,142	\$5,656
P228	Lead Accountant	\$8,100	\$9,000	\$9,900

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P169	Lead ERP Tech Function Analyst	\$10,770	\$11,967	\$13,163
P098	Lead GIS Analyst	\$8,120	\$9,022	\$9,924
P286	Lead Infrastructure Analyst	\$9,902	\$11,002	\$12,102
P362	Lead Network Operations Center Technician	\$6,319	\$7,021	\$7,723
P164	Lead Systems Integration Analyst	\$10,770	\$11,967	\$13,163
P239	Legal Administrator/Paralegal	\$6,986	\$7,762	\$8,538
P111	Librarian I	\$5,615	\$6,239	\$6,863
P184	Librarian I, NE	\$5,615	\$6,239	\$6,863
P047	Librarian II	\$7,151	\$7,945	\$8,740
P237	Licensing Administrator	\$5,270	\$5,855	\$6,441
P177	LPC Communications & Marketing Manager	\$8,352	\$9,281	\$10,209
P270	LPC Customer Process & Billing Analyst	\$7,083	\$7,870	\$8,657
P271	LPC Customer Sales & Service Manager	\$6,865	\$7,628	\$8,391
P277	LPC Marketing Coordinator	\$6,156	\$6,840	\$7,524
P209	LPC Safety & Training Specialist	\$8,245	\$9,161	\$10,077
P293	LPC Sr Electrical Inspector	\$8,517	\$9,464	\$10,410
P155	Marketing Coordinator	\$5,941	\$6,601	\$7,261
P199	Marketing Coordinator, NE	\$5,941	\$6,601	\$7,261
P133	Multi Media/Marketing Specialist	\$5,838	\$6,487	\$7,135
P201	Multi Media/Marketing Specialist, NE	\$5,838	\$6,487	\$7,135
P183	Museum Curator	\$5,415	\$6,016	\$6,618
P249	Museum Exhibitions Technician	\$4,087	\$4,541	\$4,996
P300	Museum Manager of Fund Development	\$8,458	\$9,398	\$10,337
P186	Museum Program Leader	\$5,145	\$5,717	\$6,288
P248	Natural Resources Analyst	\$4,935	\$5,484	\$6,032
P094	Natural Resources Specialist	\$6,627	\$7,364	\$8,100
P315	Neighborhood Resource Coordinator	\$7,088	\$7,875	\$8,663
P068	Neighborhood Resource Specialist	\$6,443	\$7,159	\$7,875
P035	Network Analyst	\$7,418	\$8,242	\$9,067
P273	Network Operations Center Technician	\$5,681	\$6,312	\$6,943
P283	Nextlight Construction Coordinator	\$6,893	\$7,659	\$8,424
P356	NextLight Customer Sales & Service Manager	\$6,250	\$6,944	\$7,638
P276	Nextlight Field Engineer I	\$7,981	\$8,868	\$9,755
P136	Nextlight Network Engineer	\$7,961	\$8,845	\$9,730
P229	Nextlight Outside Plant Engineer	\$7,277	\$8,086	\$8,895
P275	Nextlight Outside Plant Manager	\$8,417	\$9,352	\$10,287
P342	Nextlight Product Development & Operations Manager	\$10,440	\$11,600	\$12,760

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P284	Nextlight Sales Coordinator	\$7,048	\$7,831	\$8,614
P279	Nextlight Sales & Distribution Manager	\$7,700	\$8,555	\$9,411
P282	Nextlight Sales Engineer	\$6,760	\$7,511	\$8,263
P294	Nextlight Service & Quality Assurance Specialist	\$4,963	\$5,515	\$6,066
P210	Nextlight Sr Network Engineer	\$9,895	\$10,995	\$12,094
P140	Nextlight Technical Service Representative	\$5,223	\$5,803	\$6,383
P359	Open Space Manager	\$8,879	\$9,865	\$10,852
P022	Planner	\$6,355	\$7,061	\$7,767
P150	Planning Technician	\$5,077	\$5,641	\$6,205
P060	Plans Examiner	\$6,072	\$6,746	\$7,421
NEW	PMO Manager	\$10,663	\$11,848	\$13,032
P030	Principal Planner	\$8,997	\$9,997	\$10,997
P074	Probation Officer	\$5,472	\$6,081	\$6,689
P336	Probation Program Specialist	\$5,472	\$6,081	\$6,689
P280	Process Analyst/Project Manager	\$7,410	\$8,233	\$9,057
P052	Procurement Specialist	\$7,776	\$8,640	\$9,504
P272	Product Marketing & Distribution Manager	\$8,501	\$9,446	\$10,390
P146	Project Manager I	\$6,497	\$7,219	\$7,941
P101	Project Manager II	\$7,219	\$8,021	\$8,823
P126	Prosecuting Attorney I	\$8,384	\$9,316	\$10,248
P127	Prosecuting Attorney II	\$9,462	\$10,513	\$11,564
P144	PS Data/Statistical Analyst	\$6,538	\$7,264	\$7,990
P171	PS IT Application Support Analyst	\$5,474	\$6,083	\$6,691
P255	PS Network & Tech Support	\$6,831	\$7,590	\$8,349
P118	PS Outreach Manager	\$6,470	\$7,189	\$7,908
P326	PS Records Manager	\$6,677	\$7,419	\$8,161
P244	PS Communications & Marketing Manager	\$8,792	\$9,769	\$10,746
P066	PS Technical Support	\$5,474	\$6,083	\$6,691
P085	Public Information Officer	\$8,115	\$9,017	\$9,919
P131	Public Information Specialist	\$6,431	\$7,145	\$7,860
P141	Public Relations & Marketing Specialist	\$6,154	\$6,838	\$7,522
P138	Purchasing Card Administrator	\$5,461	\$6,068	\$6,675
P175	PWNR Communications & Marketing Manager	\$8,352	\$9,281	\$10,209
P179	PWNR Rate Analyst/Manager	\$9,667	\$10,741	\$11,815
P102	Range Coordinator	\$6,962	\$7,735	\$8,509
P081	Records Manager/Deputy City Clerk	\$7,120	\$7,912	\$8,703
P323	Recovery Officer	\$7,632	\$8,480	\$9,328

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P328	Recovery Resource Specialist	\$5,605	\$6,228	\$6,851
P041	Recreation Area Supervisor	\$7,420	\$8,245	\$9,069
P062	Recreation Program Coordinator	\$5,145	\$5,717	\$6,288
P354	Recreation Program Facility Supervisor / Aquatics & Ice	\$6,204	\$6,894	\$7,583
P061	Recreation Program Supervisor	\$6,452	\$7,169	\$7,886
P160	Registrar	\$4,061	\$4,512	\$4,963
P278	Renewable Energy Strategy Manager	\$9,691	\$10,768	\$11,845
P116	Research & Community Engagement Manager	\$7,524	\$8,359	\$9,195
P174	Resiliency Environmental Planner	\$7,430	\$8,256	\$9,082
P316	Retirement Plan Specialist	\$7,056	\$7,840	\$8,624
P054	Risk Management Claims Adjuster	\$7,903	\$8,781	\$9,660
P166	Safety Education Coordinator	\$6,630	\$7,367	\$8,104
P117	Safety Officer	\$7,903	\$8,781	\$9,660
P188	Sales Tax Accountant	\$6,231	\$6,923	\$7,615
P147	Sales Tax Administrator	\$7,934	\$8,816	\$9,698
P114	Sales Tax Auditor	\$6,351	\$7,057	\$7,763
P213	Security Analyst	\$8,799	\$9,777	\$10,754
P317	Seniors Clinician II	\$5,970	\$6,633	\$7,296
P103	Seniors Recreation Program Coordinator	\$5,145	\$5,717	\$6,288
P051	Seniors Recreation Program Supervisor	\$6,452	\$7,169	\$7,886
P195	Seniors Resource Specialist	\$5,605	\$6,228	\$6,851
P297	Sharepoint/O365 Architect	\$9,712	\$10,792	\$11,871
P318	Social Equity Coordinator	\$7,088	\$7,875	\$8,663
P115	Sr Accountant	\$7,165	\$7,961	\$8,757
P262	Sr Assistant City Attorney	\$11,955	\$13,284	\$14,612
P156	Sr Budget Analyst	\$8,105	\$9,005	\$9,906
P124	Sr Building Inspector	\$6,361	\$7,067	\$7,774
P058	Sr Civil Engineer	\$10,195	\$11,327	\$12,460
P104	Sr Code Enforcement/Housing Inspector	\$5,958	\$6,620	\$7,282
P311	Sr Communication & Marketing Manager	\$8,792	\$9,769	\$10,746
P009	Sr Construction Inspector	\$6,289	\$6,988	\$7,687
P333	Sr Database Administrator	\$9,594	\$10,660	\$11,727
P299	Sr Electric Distribution Field Engineer	\$9,335	\$10,372	\$11,409
P207	Sr Electrical & Control Systems Engineer	\$12,181	\$13,534	\$14,888
P027	Sr Electrical Engineer	\$12,181	\$13,534	\$14,888
P212	Sr Electrical Inspector	\$6,787	\$7,541	\$8,295
P004	Sr Engineering Technician	\$6,613	\$7,348	\$8,083

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P268	Sr Environmental Sustainability Planner	\$7,505	\$8,339	\$9,172
P348	Sr Financial Analyst	\$8,105	\$9,005	\$9,906
P086	Sr Fire Code Inspector	\$7,802	\$8,669	\$9,536
P128	Sr GIS Analyst	\$8,120	\$9,022	\$9,924
P019	Sr GIS/Mapping Technician	\$6,496	\$7,218	\$7,940
P301	Sr Key Accounts Manager	\$10,216	\$11,351	\$12,486
P005	Sr Network Analyst	\$8,677	\$9,642	\$10,606
P023	Sr Planner	\$7,505	\$8,339	\$9,172
P043	Sr Plans Examiner	\$6,804	\$7,560	\$8,316
P231	Sr Plans Examiner/Sr Project Manager	\$7,207	\$8,008	\$8,809
P007	Sr Programmer Analyst	\$10,134	\$11,260	\$12,386
P143	Sr Project Manager	\$9,381	\$10,423	\$11,466
P250	Sr PS Tech Support	\$6,831	\$7,590	\$8,349
P334	Sr Security Analyst	\$10,339	\$11,488	\$12,636
P251	Sr Technical Functional Analyst	\$9,694	\$10,771	\$11,848
P252	Storm Water Tech	\$6,183	\$6,870	\$7,557
P330	Supervising Electrical Engineer	\$13,398	\$14,887	\$16,376
P350	Supportive Services Supervisor	\$6,567	\$7,296	\$8,026
P331	Sustainability Coordinator	\$7,417	\$8,241	\$9,066
P205	Sustainability Manager	\$9,272	\$10,302	\$11,332
P154	Swim Lesson Specialist	\$4,591	\$5,101	\$5,611
P157	Systems Admin/Analyst	\$7,288	\$8,098	\$8,908
P226	Systems Administrator I	\$6,224	\$6,916	\$7,608
P095	Systems Administrator II	\$7,208	\$8,009	\$8,810
P158	Systems Analyst/DBA	\$8,617	\$9,574	\$10,531
P265	Technical Functional Analyst	\$8,616	\$9,574	\$10,531
P349	Therapeutic Recreation Coordinator	\$5,145	\$5,717	\$6,288
P298	Traffic Safety Coordinator	\$6,693	\$7,437	\$8,181
P170	Training Coordinator	\$6,362	\$7,069	\$7,776
P012	Transportation Planner	\$8,049	\$8,943	\$9,838
P191	Utility Billing Manager	\$9,355	\$10,394	\$11,434
P328	Utility Billing Resource Specialist	\$5,605	\$6,228	\$6,851
P109	Utility Rate Analyst	\$8,888	\$9,875	\$10,863
P338	Victim Services Manager	\$7,142	\$7,935	\$8,729
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

## PROFESSIONAL/TECHNICAL JOB FAMILY

Salary #	Title	2024 Min	2024 Mid	2024 Max
P253	Water Conservation & Sustainability Specialist	\$7,067	\$7,852	\$8,637
P290	Water Quality Analyst I	\$4,758	\$5,286	\$5,815
P291	Water Quality Analyst II	\$5,643	\$6,270	\$6,897
P329	Water Quality & Environmental Compliance Coord	\$8,936	\$9,929	\$10,922
P010	Water Quality Lab Supervisor	\$8,156	\$9,062	\$9,968
P292	Water Quality Specialist I	\$6,561	\$7,290	\$8,019
P287	Water Quality Specialist II	\$7,338	\$8,154	\$8,969
P042	Water Resource Analyst	\$7,134	\$7,926	\$8,719
P247	Water Resources Engineer	\$9,644	\$10,716	\$11,787
P321	Watershed Coordinator	\$7,068	\$7,853	\$8,638
P172	Website Administrator	\$8,318	\$9,242	\$10,166
P046	Wellness Coordinator	\$5,708	\$6,342	\$6,977
P355	Youth Program Specialist	\$5,605	\$6,228	\$6,851

LONGMONT POWER & COMMUNICATIONS

LABOR TRADES - OPEN RANGE POSITIONS

Salary #	Title	2024 Min	2024 Mid	2024 Max
E013	Line Crew Supervisor	\$10,140	\$11,266	\$12,393
E014	Substation Supervisor	\$10,140	\$11,266	\$12,393
E015	Journey Lineworker	\$9,218	\$10,242	\$11,266
E016	Journey Substation Worker	\$9,218	\$10,242	\$11,266
E017	Meter Shop Supervisor	\$9,914	\$11,015	\$12,117
E019	Sr. Electric Meter Technician	\$9,180	\$10,200	\$11,220
E018	Electric Meter Technician	\$8,500	\$9,444	\$10,389

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	\$7,374	\$7,579	\$7,784	\$7,989	\$8,194	\$8,501	\$8,911	\$9,320
E007	Apprentice Substation Worker	\$7,374	\$7,579	\$7,784	\$7,989	\$8,194	\$8,501	\$8,911	\$9,320
E008	Apprentice Meter Technician	\$6,800	\$6,989	\$7,178	\$7,367	\$7,555	\$7,839	\$8,217	\$8,594
E012	Street Light Technician	\$8,194	\$8,501	\$8,911					
E006	Groundworker	\$6,145	\$6,555	\$6,965					

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

<b>Salary #</b>	<b>Title</b>	<b>2024 Min</b>	<b>2024 Mid</b>	<b>2024 Max</b>
C011	Communications Shift Supervisor	\$6,967	\$7,741	\$8,360
C010	Communications Specialist	\$5,120	\$5,689	\$6,144
C007	CSO Animal Control	\$4,691	\$5,212	\$5,629
C017	CSO Animal Control Supervisor	\$5,160	\$5,733	\$6,192
C014	CSO Crime Scene Investigator	\$6,057	\$6,731	\$7,269
C009	CSO Detectives	\$4,984	\$5,538	\$5,981
C012	CSO Emergency Comm Tech Systems Support	\$6,124	\$6,805	\$7,349
C008	CSO Field Investigator	\$4,984	\$5,538	\$5,981
C016	CSO Sr Field Investigator	\$5,683	\$6,314	\$6,819
C015	CSO Patrol	\$4,984	\$5,538	\$5,981
C013	CSO Property & Evidence Custodian	\$4,977	\$5,530	\$5,973
C005	Police Services Technician	\$4,260	\$4,733	\$5,112
C006	Sr Police Services Technician	\$4,643	\$5,159	\$5,572

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

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C004	Police Sergeant	\$10,639	\$11,199				
C003	Master Police Officer	\$8,948					
C002	Police Officer	\$6,122	\$6,602	\$7,081	\$7,560	\$8,041	\$8,522
C001	Police Recruit	\$6,122					
F07N	Fire Captain	\$64,0462					
F07S	Fire Captain Shift	\$45,7473					
F05N	Fire Lieutenant*	\$57,2514					
F05S	Fire Lieutenant Shift	\$40,8939					
F04N	Firefighter/Paramedic/Engineer	\$54,6389					
F04S	Firefighter/Paramedic/Engineer Shift	\$39,0278					
F03N	Firefighter/Engineer	\$52,0269					
F03S	Firefighter/Engineer Shift	\$37,1621					
F02N	Firefighter/Paramedic	\$41,8870	\$44,2144	\$50,8764			
F02S	Firefighter/Paramedic Shift	\$29,9193	\$31,5817	\$36,3403			
F01N	Firefighter	\$32,5788	\$37,2332	\$39,5601	\$46,5413		
F01S	Firefighter Shift	\$23,2706	\$26,5951	\$28,2572	\$33,2438		

## PS GRANT FUNDED

Salary #	Title	2023 Min	2023 Mid	2023 Max
P224	Case Management Coordinator, NE	\$5,697	\$6,330	\$6,963
P274	Clinician I	\$4,776	\$5,306	\$5,837
P220	Clinician II	\$5,970	\$6,633	\$7,296
P308	Clinician III	\$6,865	\$7,628	\$8,391
P221	Co-Responder Paramedic, NE	\$5,025	\$5,584	\$6,142
P261	Community Health & Diversion Program Mngr	\$7,492	\$8,324	\$9,157
P302	Outreach Victim's Advocate	\$5,128	\$5,698	\$6,268
P225	Peer Case Manager	\$5,141	\$5,712	\$6,284
P219	Supervising Clinician	\$7,164	\$7,960	\$8,755

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

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2024 Min</b>	<b>2024 Mid</b>	<b>2024 Max</b>
N127	T127	Accounting Assistant	\$23.97	\$26.63	\$29.29
N001	T001	Activity Assistant, CYF	\$15.50	\$15.50	\$18.56
N002	T002	Administrative Temp Pool	\$15.50	\$26.10	\$46.59
N005	T005	ASL Interpretor, <2 HR	\$162.00	\$180.00	\$213.63
N004	T004	ASL Interpretor, <48 HR	\$81.00	\$90.00	\$106.82
N003	T003	ASL Interpretor, General	\$45.00	\$50.00	\$59.34
N006	T006	Babysitter	\$15.50	\$15.50	\$18.56
N007	T007	Bartender	\$15.50	\$16.10	\$19.29
N090	T090	Building Inspector	\$34.37	\$38.18	\$42.00
N008	T008	Bus Driver	\$15.50	\$16.80	\$20.12
N009	T009	Bus Driver, CDL	\$18.90	\$21.00	\$25.16
N154	T154	CALEA Technician	\$29.92	\$33.24	\$37.57
N126	T126	Campus Attendant	\$21.74	\$24.16	\$26.57
N091	T091	Campus Supervisor	\$28.99	\$32.21	\$35.43
N010	T010	Catering Assistant	\$15.50	\$15.50	\$18.56
N011	T011	Climbing Wall Attendant	\$15.50	\$15.50	\$18.56
N012	T012	Coach, Assistant	\$15.50	\$15.50	\$18.56
N013	T013	Coach, Head, Level 1	\$15.50	\$16.78	\$20.10
N014	T014	Coach, Head, Level 2	\$16.09	\$17.88	\$21.42
N015	T015	Coach, Head, Level 3	\$18.99	\$21.10	\$25.28
N016	T016	Coach, Head, Level 4	\$22.40	\$24.89	\$29.82
N092	T092	Code Enforcement Inspector	\$29.11	\$32.34	\$35.58
N135	T135	Communications Specialist	\$29.54	\$32.82	\$36.10
N017	T017	Concession Manager	\$17.87	\$19.85	\$23.78
N018	T018	Concessionaire	\$15.50	\$15.50	\$18.56
N093	T093	Construction Inspector	\$32.98	\$36.65	\$40.31
N019	T019	Customer Service Representative	\$24.57	\$27.31	\$30.04
N158	T158	Customer Service Representative-Special Projects	\$23.30	\$25.89	\$28.48
N155	T155	CYF Clinician II	\$34.44	\$38.27	\$42.09
N020	T020	Day Camp Director	\$21.03	\$23.37	\$27.99
N108	T108	Day Camp Director, Assistant	\$15.74	\$17.49	\$20.95
N116	T116	Day Camp Director, Assistant SN	\$16.01	\$17.79	\$21.30
N025	T025	Day Camp Leader SN, Level 1	\$15.50	\$15.50	\$18.56
N026	T026	Day Camp Leader SN, Level 2	\$15.50	\$16.00	\$19.17
N027	T027	Day Camp Leader SN, Level 3	\$15.50	\$16.81	\$20.13

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2024 Min</b>	<b>2024 Mid</b>	<b>2024 Max</b>
N022	T022	Day Camp Leader, Level 1	\$15.50	\$15.50	\$18.56
N023	T023	Day Camp Leader, Level 2 (1 season exp)	\$15.50	\$16.00	\$18.08
N024	T024	Day Camp Leader, Level 3 (State Qualified)	\$15.50	\$16.81	\$20.13
N121	T121	Digital Communications Specialist	\$27.00	\$30.01	\$35.94
N028	T028	Electrical Eng Project Coord	\$58.02	\$64.46	\$70.91
N094	T094	Electrical Inspector	\$38.04	\$42.26	\$46.49
N124	T124	Environmental Regulatory Specialist	\$34.49	\$38.32	\$42.15
N134	T134	Equipment Technician I	\$27.08	\$30.09	\$33.10
N029	T029	Facility Event Coordinator	\$15.50	\$16.87	\$20.21
N142	T142	Field Engineer	\$39.87	\$44.30	\$48.73
N030	T030	Fitness Maintenance Technician	\$24.03	\$26.70	\$31.99
N031	T031	Front Desk Receptionist Level 1	\$15.50	\$15.50	\$18.56
N032	T032	Front Desk Receptionist Level 2	\$16.75	\$17.05	\$20.42
N033	T033	Front Desk Receptionist Level 3	\$18.42	\$19.75	\$23.66
N034	T034	Gate Attendant	\$15.50	\$15.50	\$18.56
N140	T140	Gate Attendant Level 2	\$16.75	\$17.05	\$20.42
N035	T035	Gift Shop Buyer	\$15.66	\$17.40	\$20.84
N095	T095	GIS/Mapping Technician	\$29.98	\$33.31	\$36.64
N132	T132	Golf Course Mower	\$15.50	\$15.50	\$17.52
N141	T141	Grant Assistant	\$37.88	\$42.09	\$46.30
N143	T143	Grant Coordinator	\$47.36	\$52.62	\$57.88
N096	T096	Grounds Maint Tech I	\$16.27	\$18.08	\$19.89
N119	T119	Grounds Maint Tech II	\$19.56	\$21.73	\$23.90
N117	T117	Grounds Maint Tech, Athletic	\$19.56	\$21.73	\$23.90
N037	T037	Ice Rink Coordinator, Outdoor	\$23.60	\$26.23	\$31.41
N036	T036	Ice Rink Skate Guard	\$15.50	\$15.50	\$18.56
N038	T038	Ice Rink Supervisor	\$17.31	\$19.23	\$23.04
N039	T039	Instructor Level 1 (Entry Level)	\$15.50	\$15.50	\$18.56
N040	T040	Instructor Level 2	\$15.50	\$16.20	\$19.41
N041	T041	Instructor Level 3	\$15.50	\$16.25	\$19.46
N042	T042	Instructor Level 4	\$17.23	\$19.14	\$22.93
N043	T043	Instructor Level 5	\$20.29	\$22.44	\$26.88
N044	T044	Instructor Level 6	\$23.89	\$26.54	\$31.79

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2024 Min</b>	<b>2024 Mid</b>	<b>2024 Max</b>
N045	T045	Instructor Level 7	\$28.13	\$31.26	\$37.44
N046	T046	Instructor Level 8	\$33.12	\$36.80	\$44.08
N047	T047	Instructor Level 9	\$38.99	\$43.32	\$52.94
N114	T114	Instructor, Fitness	\$38.99	\$43.32	\$52.94
N051	T051	Instructor, Private Swim	\$19.45	\$21.61	\$25.89
N111	T111	Instructor, Specialized Recreation	\$38.99	\$43.32	\$52.94
N050	T050	Instructor, Swim	\$15.50	\$15.50	\$18.56
N052	T052	Instructor, Water Safety (WSI, Red Cross)	\$15.50	\$16.15	\$19.35
N053	T053	Intern - No benchmark, Case by Case	\$15.50	\$44.22	\$52.97
N098	T098	Lab Technician	\$26.70	\$29.67	\$32.63
N054	T054	LEVI Project Coordinator, Grant Funded	\$30.46	\$33.84	\$40.54
N055	T055	Library Assistant	\$20.84	\$23.15	\$25.47
N019	T019	Library Customer Service Assistant	\$24.57	\$27.31	\$30.04
N128	T128	Library Page	\$19.84	\$22.05	\$24.25
N056	T056	Library Shelver	\$15.50	\$15.50	\$18.56
N057	T057	Library Technician	\$25.83	\$28.70	\$31.57
N058	T058	Lifeguard	\$15.50	\$15.50	\$18.56
N059	T059	Lifeguard, Lead	\$16.20	\$18.00	\$21.57
N060	T060	Lifeguard, Senior	\$16.65	\$18.50	\$22.16
N099	T099	Meter Reader	\$25.18	\$27.98	\$30.77
N156	T156	Museum Program Instructor 6	\$23.75	\$26.38	\$29.02
N061	T061	Museum Technician	\$20.12	\$22.35	\$26.78
N100	T100	Natural Resources Tech	\$25.25	\$28.06	\$30.86
N139	T139	Office Assistant	\$19.81	\$22.02	\$24.22
N138	T138	Operations Maintenance Tech	\$32.78	\$36.42	\$40.06
N136	T136	Parking Enforcement Officer	\$24.19	\$26.88	\$29.56
N130	T130	Parks & Open Space Ranger	\$21.59	\$23.99	\$26.39
N149	T149	Payroll Administrator PT	\$29.72	\$33.02	\$36.32
N123	T123	Peer Case Manager	\$29.66	\$32.96	\$36.25
N062	T062	Personal Trainer I	\$23.89	\$26.42	\$31.65
N063	T063	Personal Trainer II	\$25.76	\$28.62	\$34.28
N064	T064	Pool Manager	\$17.87	\$22.35	\$26.78
N065	T065	Pool Manager, Assistant	\$15.50	\$18.60	\$22.29
N145	T145	Pool Services Technician	\$24.09	\$26.76	\$29.44
N131	T131	POST Cert Community Service Officer	\$35.32	\$35.32	\$35.32
N129	T129	Procurement Specialist	\$44.86	\$49.85	\$54.83
N115	T115	Program Assistant Level I	\$15.50	\$15.50	\$18.23

**TEMPORARY & PART TIME POSITIONS**

<b>PTNB</b>	<b>Temp #</b>	<b>Title</b>	<b>2024 Min</b>	<b>2024 Mid</b>	<b>2024 Max</b>
N069	T069	Program Assistant Level II	\$16.18	\$17.90	\$21.55
N070	T070	Program Coordinator	\$17.80	\$19.78	\$24.40
N071	T071	Program Specialist	\$25.41	\$28.23	\$33.82
N125	T125	Project Field Engineer	\$39.87	\$44.30	\$48.73
N103	T103	Public Works Tech, CDL	\$18.78	\$20.87	\$25.00
N072	T072	Range Safety Officer	\$15.81	\$17.34	\$20.77
N073	T073	School Crossing Guard	\$15.50	\$15.50	\$18.56
N120	T120	School Crossing Guard, Substitute	\$15.50	\$16.09	\$19.27
N074	T074	Scorekeeper	\$15.50	\$15.50	\$18.56
N075	T075	Seasonal Landscape Grounds	\$16.00	\$16.00	\$19.17
N146	T146	Slide Attendant	\$15.50	\$15.50	\$18.23
N077	T077	Special Projects Assistant	\$15.50	\$27.01	\$144.19
N078	T078	Sports Official Youth Level I	\$15.50	\$15.50	\$18.56
N079	T079	Sports Official Youth Level II	\$15.50	\$16.27	\$22.19
N080	T080	Sports Official Youth Level III	\$15.54	\$19.02	\$22.78
N081	T081	Sports Official, Adult Level I	\$18.95	\$21.05	\$25.22
N082	T082	Sports Official, Adult Level II	\$22.74	\$25.04	\$29.99
N083	T083	Sports Official, Single Man Adult	\$26.80	\$29.77	\$35.66
N133	T133	Sr. Accountant	\$41.34	\$45.93	\$50.52
N101	T101	Sr. Project Mngr	\$54.12	\$60.13	\$66.15
N084	T084	Supervisor, Building	\$17.66	\$19.23	\$23.04
N137	T137	Supervisor, Building OT Rate (Salary Table Only)	\$26.48	\$28.85	\$34.56
N085	T085	Supervisor, Facility /Field	\$17.66	\$19.23	\$23.04
N086	T086	Swim Beach Manager	\$17.87	\$22.35	\$26.78
N076	T076	Temporary Ranger	\$15.50	\$16.46	\$19.71
N102	T102	Utility Worker, No CDL, Entry Level	\$20.80	\$23.11	\$25.42
N105	T105	Utility Worker, Snow Plow Driver	\$30.88	\$34.31	\$41.10
N118	T118	Victim Services Advocate, NE, PS Grant	\$29.58	\$32.87	\$36.16
N157	T157	Visitors Services Gallery Attendent	\$16.75	\$17.05	\$20.42
N106	T106	Volunteer Coordinator	\$16.18	\$17.98	\$21.55
N160	T160	Water Conservation Associate	\$31.32	\$34.80	\$38.28
N152	T152	Water Quality Analyst I	\$27.45	\$30.50	\$33.55
N104	T104	Water Utility Tech	\$29.27	\$32.52	\$35.77
N153	T153	Watershed Forestry Technician	\$28.06	\$31.17	\$34.29
N144	T144	Watershed Ranger	\$22.57	\$25.08	\$27.59
N107	T107	Weight Room Attendant	\$15.50	\$15.50	\$18.56

# **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

**2024**

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