

2012 Proposed Pay Plan



**August 30, 2011
Human Resource Services Division**

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Overview

When establishing the pay plan we use the City's Financial Policy related to compensation, as well as, established compensation guidelines outlined in the City of Longmont Total Compensation Philosophy.

The City's Financial Policy relating to compensation states that "The City of Longmont will strive to establish prevailing market ranges of pay for City positions".

Established compensation guidelines include the following:

- The City strives to be a competitive employer regarding both pay ranges and actual salaries.
- Pay ranges are compared with pay ranges of other entities within our defined labor market and actual salaries are compared to the salaries paid by other entities for the same or similar position.
- Our labor market is typically defined as the Front Range and Northern Colorado area.
- The City's financial ability to pay and overall equity throughout the organization are always considerations.
- Performance is a key component of any merit increases.
- For purposes of establishing pay ranges for the City's open range positions, pay range midpoints of other entities within our labor market are primary in determining our market position.
- For purposes of establishing step pay levels, actual salaries paid by other entities within our labor market are primary in determining our market position.

Annual Compensation Review Process

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 our defined labor market.

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 market
- 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 this year:

- Colorado Municipal League Compensation Survey System
- Mountain States Employers Council Colorado Benchmark Compensation Survey
- Mountain States Employers Council Public Employers Survey
- Mountain States Employers Council Rural Electric Association Survey
- Mountain States Employers Council Utilities Compensation for Public and Private Employers Survey
- Mountain States Employers Council Public Library Survey
- Mountain States Employers Council Fire Protective Services Survey

We continue to work with Mountain States 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.

To address those positions in the pay plan for which sufficient market data is unavailable and therefore cannot be benchmarked, compensation panels were utilized earlier this year. The purpose of the panels was to link non-benchmarked positions to positions for which a current benchmark exists and to determine where the non-benchmarked position should be placed in the pay plan in relation to the position to which it is linked. In the event that benchmarked positions are reclassified due to market movement or due to an approved job audit, the

positions that are linked to such positions will also be reclassified based on the relationship to the benchmarked position as determined by the panels. This process helped to establish both internal equity and the inherent value of a position to the City.

Participating Employers

Our labor market is defined as public and private employers in the Denver metropolitan area (Adams, Arapahoe, Denver, Douglas, and Jefferson Counties), and Northern Colorado (Boulder, Larimer and Weld Counties). This is our primary recruitment area. Our normal comparison group of public entities is listed in Appendix A of this report. Also included in Appendix A is a listing of Utilities and Parks & Recreation Districts that participated in the MSEC Public Employers Survey.

Actual public and private entities used for comparison vary based on department and survey data availability. Specific private employers in our comparison area vary by survey. A complete list of participating organizations in one of the largest surveys used, Mountain States Employers Council Colorado Benchmark Compensation Survey, is included in Appendix B of this report.

Benchmark Positions

A benchmark position is a position that can be matched to a position included in one of the surveys used by the City, and for which at least six of our comparison group entities have submitted data for. The benchmarking of all City of Longmont positions is not possible due to the fact that not all City of Longmont positions can be matched to surveyed positions.

Even though not all positions can be benchmarked, staff looks to benchmark at least some of the positions within all areas of the pay plan. In general, positions that can be benchmarked are positions that:

- 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.

A total of 176, or 63%, of the City's non-collectively bargained open range positions were benchmarked in preparation of this 2012 Proposed Pay Plan.

Evaluation of Salary Survey Data

The annual evaluation of the survey data includes:

- Ensuring that each job match is a “valid” match using an industry standard determined by MSEC of a 70% match. This means that at least 70% of the duties in the salary survey job description match the duties in the City’s position. This may require follow up with individual organizations to ensure good matches.
- Ensuring that significant organizations have participated in the surveys.
- Evaluating pay range midpoint of our benchmark positions against average pay range midpoint calculated from data collected in the surveys.
- Evaluating salary data of our benchmark positions against the average actual salary data collected in the surveys.
- Reviewing the width of our ranges compared to our defined market.
- Projecting pay range movements by others in our defined market.
- Projecting salary increases by others in our defined market.

Survey Results

- We evaluated survey data on 176 of the City’s 281 non-collectively bargained open range positions, which accounts for approximately 63% of all such positions and is an increase from last year’s 57%. A list of these benchmark positions is included in Appendix C.
- When comparing the City’s pay range midpoints and average actual salaries with market range midpoints and market level salaries we found our market positions based on job families to be:

Job Family	City of Longmont range midpoints compared to market midpoints	City of Longmont actual salaries compared to market level salaries
Administrative	99.5%	99.9%
Labor Trades	100.4%	99.2%
Management	101.9%	98.8%
Professional	99.3%	98.1%
Citywide	100%	98.7%

- Preparation and maintenance of the City’s Pay Plan is primarily focused on positioning City of Longmont pay ranges centered at or above market level for similar positions. Survey data on average actual salaries is obtained and

utilized in making recommendations for step pay adjustments and merit increases.

- Data collected as of March 2011 by Mountain States Employers Council projected average pay range movement for 2012 by governmental and private employers combined within the Denver/Boulder and Northern Colorado areas to be approximately 1.2%.
- Data collected as of March 2011 by Mountain States Employers Council projected average salary increases for 2012 for governmental and private employers combined within the Denver/Boulder and Northern Colorado areas to be approximately 2.2%. This includes all forms of actual salary increases such as merit, step, cost of living, and any other form of pay increase.

This year staff also evaluated employees' actual salaries compared to their relative pay range midpoint to determine how many employees currently have an actual salary that is less than 100% of the City's market range/midpoint. The table below shows data for years 2006 through 2011, including the actual range movement and average budgeted merit increase for that particular year and the number of employees and percent of employees below market range/midpoint for that particular year:

Open Range Employee Salary Data

Year	Range Movement	Average Budgeted Salary Increase	# Employees Below Market	Total # Employees in Open Range Positions	% Positions Below Market
2006	1.5%	1.9%	146	627	23.3%
2007	2.5%	3.0%	158	618	25.6%
2008	1.5%	2.0%	148	612	24.2%
2009	3.0%	4.0%	141	585	24.1%
2010	1.85%-4.95%	0%	269	523	51.4%
2011	0%	1%	235	504	46.6%

**Collective Bargaining Unit Open Range Positions excluded from data in 2010 and 2011.

The data above indicate that since 2006 the number of employees with actual salaries under 100% of the City's market range/midpoint has increased by 61%, while the percentage of employees has increased from roughly one-quarter of employees between 2006 and 2009 to nearly half of employees in years 2010 and 2011. In 2010, the numbers changed significantly because we adjusted pay ranges by job family to catch up with market but did not award salary increases. In 2011 the numbers decreased slightly due to the fact that we awarded a 1% increase to salary but the pay ranges did not change.

2012 Recommendations

Based on our current market position, projected market movement for 2012, and the slow economic turnaround, the following recommendations are made in order to maintain a competitive compensation program, which provides for successful recruitment and retention opportunities and is in support of the City's Total Compensation Philosophy. These recommendations are reflected in the actual pay plan, which is in Appendix D on page 32.

Pay Range Movements

In establishing pay ranges for the coming year, it is important to look at both our current market position as well as potential pay range increases by other organizations for the coming year. Currently, our city-wide position is at 100% of our defined labor market prior to adjustments for 2012. If market pay ranges within our labor market actually are adjusted up to 1.2% in 2012, the City could potentially drop to 98.8% of market level on average.

For 2012 we are recommending a 1% adjustment to pay ranges, with the exception of the Management Job Family, which is currently at 101.9% of market. Should our comparison groups adjust their pay ranges by 1.2% as predicted in the March data, the City wide pay ranges compared to market would remain competitive at or near 100%. As a reminder, movement of pay ranges has little or no impact on actual salaries for the majority of current employees but serves to better position the City in regards to recruitment by keeping the pay ranges at market level.

We did find significant differences in the market for one benchmarked position within the open range job families and we recommend moving this position to the appropriate range consistent with the overall management of the pay plan. The recommendation to move this position was made after considering factors such as a sustained market movement and not a sudden movement, the magnitude of the market difference, consistent survey participants, further confirmation of the survey matches, compression with subordinate positions, and internal equity.

- Victim Services Coordinator from PT2 to PT4

Compensation panels reviewed 96 positions earlier this year in an effort to link non-benchmarked positions to positions for which a current benchmark exists, and to determine where the non-benchmarked position should be placed in the pay plan in relation to the position to which it is linked. The process resulted in the upward reclassification of 14 positions and the downward reclassification of one position. Additionally, feedback from the panel participants in regard to specific non-benchmarked positions enabled Human Resources to benchmark six additional positions, in which five resulted in an upward reclassification and one resulted in a downward reclassification.

We are recommending the upward reclassification of the following positions based on the evaluation done by the compensation panels:

- Seniors Program Leader from PT1 to PT2
- Community Relations Specialist from PT2 to PT3
- Electric Distribution Field Engineer Trainee from PT2 to PT4
- Customer Service Energy Specialist from PT3 to PT4
- Economic Development Specialist from PT3 to PT4 **(new benchmark)**
- Electric Distribution Field Engineer I from PT3 to PT5
- Sr. Code Enforcement Inspector from PT3 to PT4
- Electric Distribution Field Engineer II from PT4 to PT6 **(new benchmark)**
- Community & Neighborhood Resources Supervisor from PT6 to PT8
- Industrial Pre-Treatment Coordinator from PT6 to PT7
- Major Account Representative from PT6 to PT7 **(new benchmark)**
- CDBG Coordinator from PT7 to PT8
- Electrical Engineering Project Coordinator from PT7 to PT8 **(new benchmark)**
- Parks & Open Space Project Manager from PT7 to PT8
- Airport Manager from PT8 to PT9 **(new benchmark)**
- Assistant to the City Manager from MGT3 to MGT4
- Electric Technology Services Coordinator from MGT3 to MGT4
- Utility & Streets Operations & Maintenance Manager from MGT4 to MGT5
- Assistant Director of Finance from MGT5 to MGT6

Administrative Regulation A-35 regarding pay upon reclassification states that all salary increases as a result of upward reclassification will be based on pay ranges for the year that the reclassification becomes effective, and an employee in any position that is being reclassified to a higher pay range needs to be paid an amount that falls within the new pay range. Employees in reclassified positions moving upward will be eligible for a reclassification increase as provided for in Administrative Regulation A-35.

We are recommending the downward reclassification of the following positions based on the evaluation done by the compensation panels:

- Head Cashier from ADM6 to ADM5 (this position was moved to ADM5 in the 2011 pay plan when the current incumbent was hired)
- GIS Coordinator from PT9 to PT8 **(new benchmark, no current incumbent)**

Salary Adjustments

Open Range Non-Collectively Bargained Positions

In establishing salary adjustments for the coming year, it is important to look at both our current market position as well as potential pay increases by other organizations for the coming year. Currently, our city-wide position is at 98.7% of our defined labor market prior to adjustments for 2012. If market salaries within our labor market actually are adjusted up to 2.2% in 2012, the City could potentially drop to 96.5% of market salary level on average.

The proposed 2012 budget does not include funding for merit/performance increases for open range employees. Given the projection by Mountain States that actual salaries will increase by 2.2%, and considering that our benchmarked positions are at approximately 98.7% of market currently, our normal recommendation would have been a 2% across the board increase for open range employees. However, due to limited funding availability and the priorities from the City Council in July, this pay plan includes a 1% increase to the base salary of all incumbents in open range non-collectively bargained positions which are at or above 100% of market range, including those that were reclassified by the compensation panels, provided such an increase does not take the incumbent's salary out of the approved pay range for the position. Employees receiving a performance rating of Needs Improvement for 2011, newly hired and newly promoted employees (hired or promoted on or after 06/27/11) will not be eligible for the 1% increase.

As discussed previously, there are 235 employees with an actual salary below 100% of market range. We are recommending the implementation of a matrix for the incumbents, including those that were reclassified by the compensation panels, who are below 100% of market range with the intent of moving these employees closer to market over a period of one to three years. Such employees would not be given the 1% across the board pay increase, but rather an increase which would be determined by the use of the matrix below. Employees rated as Fully Performing or Developing will not receive increases in excess of the amount that would bring their salary to 100% of market. Employees receiving a performance rating of Needs Improvement for 2011, newly hired and newly promoted employees (hired or promoted on or after 06/27/11) will not be eligible for the merit matrix increase. Implementing the 1% across the board increase and the use of the matrix for those employees under market/midpoint would position the City at roughly 99% percent of market salary in 2012 even if our competitors increase salaries by 2.2% as predicted.

Move to Market Matrix:

	Oustanding	Exceeds	Fully Performing	Developing	Needs Improvement
95% to 99.99%	4.00%	3.00%	2.50%	2.00%	0.00%
90% to 94.99%	9.00%	7.00%	5.00%	3.00%	0.00%
83% to 89.99%	12.00%	10.00%	8.00%	4.00%	0.00%

Collective Bargaining Positions

Per the contract governing the positions covered by the Police collective bargaining agreement, the step rates will increase by 1% in the 2012 pay plan. The incumbents in the Police collective bargaining open range positions will receive a 1% increase to base pay. The actual pay ranges will remain unchanged. Per the contract governing the positions covered by the Fire collective bargaining agreement, the step rates will increase between 0% to 3.0%, or an average of 1.73%. This increase to step rates was agreed to when negotiating wages for the 2011 contract with the intention to move these employees to market salaries over a period of two years.

Longmont Power and Communications Step Positions

The data used to evaluate the Step Positions in LPC indicate that these positions will be between 97.6%-98.7% of market going into 2012. Increasing the step amounts by 2.4% for the positions that are at 97.6% of market and 1.3% for the positions that are at 98.7% of market, as well as, adding an additional 2% to cover predicted market salary movement, would keep the City at 100% of market.

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. For purposes of the 2012 pay plan we used the Boulder County Living Wage calculator. Using this calculator for a household of one in Boulder County, the current hourly living wage is \$9.82. Currently all regular employees at the City of Longmont have a base wage of at least \$10.00 per hour. Based on the information currently

available, we are recommending no changes be made to the City's current living wage minimum for regular employees.

Supplemental Pay Rates

Bilingual Compensation

Our ability to communicate effectively with our non-English speaking customers strengthens our overall service delivery and makes us more successful as an organization and as a community. The Bilingual compensation program is designed to encourage and reward regular employees who are conversationally fluent in Spanish and American Sign Language and who assist us in the delivery of services to our diverse customers.

The bilingual compensation program was implemented in 2005 and we currently have 75 employees participating in this program.

Survey data shows that while there is an increase in the number of organizations compensating employees for bilingual skills, the rate of compensation still varies widely among organizations. Based on survey data the City is still competitive with its bilingual compensation rates and we are recommending no changes for 2012.

Skill Based Pay in Public Works & Natural Resources

In an effort to improve effectiveness and efficiency in operations and thereby improving the value of the services to our customers, a Workforce Flexibility program was established in 2004. The program is designed to compensate employees for cross training to acquire and use additional skills. We are recommending no changes to pay lines of the existing skill based pay levels for 2012.

Temporary Pay Rates

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 news release dated Thursday, August 18, 2011 indicated that from the first half of 2010 to the first half of 2011 the CPI for the Denver-Boulder-Greeley, Colorado metropolitan area increased by 3.8%. The annual minimum

wage calculations will compare changes in the CPI-U from the first half of the preceding year with the first half of the current year to calculate a new minimum wage for the following year. Such calculation would change the Colorado Minimum Wage to \$7.64 per hour in 2012. Because of this we are recommending changes to the temporary pay ranges to bring us in compliance with the 2012 state minimum wage. These recommendations are reflected in the actual pay plan, which is in Appendix D on page 32.

Specialized Temporary Positions

In January 2007 City Council approved changes to the Personnel Rules that added an employment type titled "Specialized Temporary Position". These are positions requiring specialized or focused training, licensing or certifications and are not career path positions. These positions are to be designated annually by the Human Resources Director and are authorized to work up to 1560 hours in a twelve month period. All other temporary positions are limited to working 1040 hours in a twelve month period. For 2012, the Specialized Temporary Positions are indicated as such in the Temporary Pay Plan and are summarized below:

Assistant Pool Manager
Fitness Coordinator
Lifeguard
Pool Manager
Program Coordinator
Swim Lesson Coordinator

Appendix A

2011 Normal Comparison Group of Public Entities

City of Arvada
City of Aurora
City of Boulder
City and County of Broomfield
City and County of Denver
City of Englewood
City of Fort Collins
City of Greeley
City of Lafayette
City of Lakewood
City of Littleton
City of Louisville
City of Loveland
City of Northglenn
City of Thornton
City of Westminster
City of Wheatridge
Adams County
Arapahoe County
Boulder County
Douglas County
Jefferson County
Larimer County
Weld County
State of Colorado

Utilities Participating in the Mountain States Public Employers Survey:

Aspen Consolidated Sanitation District
Board Public Utilities, Cheyenne
Breckenridge Sanitation District
Colorado River Water Conservation District
Colorado Springs Utilities
Crestview Water & Sanitation
Denver Water Department
Dolores Water Conservancy District
Eagle River Water and Sanitation District
Empire Electric Association
Green Mountain Water & Sanitation District
Holy Cross Energy
Left Hand Water District
Little Thompson Water District
Metro Wastewater Reclamation District
North Table Mountain Water & Sanitation District
Parker Water & Sanitation District
Pinery Water & Wastewater District
Platte Canyon Water & Sanitation District
Platte River Power Authority
Poudre Valley REA, Inc.
South Adams County Water & Sanitation District
Southeast Colorado Power Association
Southgate Sanitation District
St. Vrain Sanitation District
Summit Utilities, Inc.
United Power, Inc.
Ute Water Conservancy District
Willows Water District

**Parks & Recreation Districts Participating in the Mountain States
Public Employers Survey:**

Apex Park and Recreation District
East Rio Blanco Metro Recreation &
Park District
Foothills Park & Recreation District
Highlands Ranch Community Association
Hyland Hills Park & Recreation District
South Suburban Park & Recreation District

Appendix B

**Denver/Boulder MSEC Colorado Benchmark Compensation
2011 Participants**

Manufacturing Employment
Size*

AeroGrow International, Inc. A
Ampcor Rigid Plastics A
Ball Aerospace & Technologies 6
Ball Corporation 4
Baxa Corporation 4
Blue Mountain Arts 1
CaridianBCT, Inc. 5
Coleman Natural Products, Inc. 2
Deep Rock Water Company 2
Gambro, Inc. 3
Hunter Douglas Inc. 4
Inovonics Corporation 1
Intrex Global Solutions 1
Jeppesen Sanderson, Inc. 5
KONG Company, LLC 1
Leanin' Tree Inc. 2
Leprino Foods Company 4
Lexmark International, Inc. 2
Lightning Eliminators & Consultants A
Melco Industries A
Metalwest LLC 1
Micro Motion, Inc. 3
MillerCoors LLC 5
MKS Instruments 2
Norgren 2
Premier Precision Group 2
PTA Corporation 1
Publication Printers Corporation 3
Ready Foods 2
RMO, Inc. 2
Roche Colorado, Inc. 3
Rocky Mountain Prestress, LLC 3
Rosemount DP Flow Design and Operations 2
Sandoz. Inc. 4
SEAKR Engineering, Inc. 3
Tetrad Corporation dba Sound Technology 1
The Hain Celestial Group 2
United Launch Alliance 5
Watersaver Company, Inc. A
Wright & McGill Company 2

Non-Manufacturing Employment
Size*

ACT Teleconferencing Services 2
Alltech, Inc. 2
AMC Cancer Research Center A
American Red Cross 1
American Residential Communities 2
American Water Works Association 2
American West Construction, LLC A
Amstar Group, LLC 1
APC Construction Company LLC A
Aurora Bank FSB 4
Aurora Mental Health 4
Bonfils Blood Center-Denver 3
Boulder Community Hospital 6
Brakes Plus, Inc. 2
Catholic Charities 3
Catholic Health Initiatives 4
Central Resources, Inc. A
Centura Health - Corporate 6
Children's Hospital 6
Chipotle Mexican Grill, Inc. 2
CIBER 2
CoBiz Financial Inc. 3
Cold Front Distribution, LLC 1
Colorado Access 2
Colorado Christian University 3
Colorado Coalition for the Homeless 3
Colorado Dental Service, Inc. 2
Colorado Doorways, Inc. 1
Colorado Energy Management A
Colorado Foundation for Medical Care 1
Colorado Health Foundation, The 1
Colorado PERA 3
Colorado Satellite Broadcasting 2
Consolidated Investment Group A
COPIC Companies 2
Coresite, LLC 1
Correctional Healthcare Management 3
CraftWorks Restaurants & Breweries, Inc. 2
CSG Systems, Inc. 2
Cummins Rocky Mountain, Inc. 2
Denver Art Museum 3

Denver Botanic Gardens, Inc. 2
Denver Children's Home 1
Denver Community Federal Credit Union 1
Denver Center for Performing Arts 3
Denver Health & Hospital Authority 6
Denver Rescue Mission 2
Denver Seminary 3
Doc Holliday Casino II LLC A
Duncan Oil, Inc. A
E Light Electric Services, Inc. 2
Educause A
Elevations Credit Union 2
Ensign United States Drilling A
EPS Settlements Group A
Exempla/St. Joseph/Lutheran 6
FirstBank Holding Company of Colorado 5
Fitzgeralds Casino 2
FlightSafety Services Corporation 2
Forest Oil Corporation 3
Frasier Meadows Retirement Community 3
Gary-Williams Energy Corporation 1
Gastroenterology of the Rockies 1
Girl Scouts of Colorado 1
Glacier Construction Company, Inc. 1
Great-West Life & Annuity Insurance 6
Guaranty Bank and Trust Company 2
H + L Architecture 1
Hand Surgery Associates, PC 1
HCA - HealthONE 6
HealthTrans, LLC 2
Heating & Plumbing Engineers 1
Highlands Ranch Community Association 4
Home Buyers Warranty Corporation 3
Hyder Construction, Inc. A
Imagine! 4
Intermap Technologies, Inc. 1
Isle of Capri Casino 4
Jackson National Life Service 4
Janus Capital Group 4
Jewish Family Service of Colorado 2
Jones International, LTD 3
Jupiter I, LLC 2
K.P. Kauffman Company, Inc. A
Kaiser Permanente 6
Kelly Cable Corporation 2
Kinder Morgan 3

Lincoln Trust Company 2
Listen Up, Inc. 1
Local Insight Media/The Berry Company 1
Lockton Companies of Colorado, Inc. 2
Lodge Casino at Black Hawk 4
Long Building Technologies 2
Longmont United Hospital 5
Ludvik Electric Company 2
Medical Group Management Association 2
Mid-Continent Research for Ed. & Learning 2
Miller International, Inc. 2
Molycorp Minerals, LLC A
Moody Insurance Agency Inc. 1
MOPS International Inc. A
MSI, LLC 2
National Cattlemen's Beef Association 2
National Jewish Medical & Research Center 5
National Renewable Energy Lab 5
Nelnet 4
Nordstrom FSB 3
North Metro Community Services 3
Pentax Imaging Company A
Performance Food Group 3
Petroleum Field Services, LLC A
Physician Health Partners 2
Pinnacol Assurance 4
Planned Parenthood 2
Platte Valley Medical Center 4
Policy Studies, Inc. 2
ProBuild Holdings 4
Qdoba Restaurant Corporation 4
QEP Resources, Inc. 2
Recondo Technology 1
Regis University 4
Rocky Mountain HMC A
Rocky Mountain Lions Eye Bank A
Rocky Mountain Motorists 2
Rocky Vista University 1
Samuel Engineering, Inc. 1
Seniors' Resource Center, Inc. 3
Shea Homes 1
Sherman & Howard LLC 3
Space Age Federal Credit Union A
Specialized Loan Servicing, LLC 4
SSP (USA), Inc. A
Summit Utilities, Inc. 1

Supervalu, Inc. 2
TCA Financial Inc. 2
Telecrafter Services LLC A
TeleTech Holdings 4
Third Way Center 2
Thule Organization Solutions, Inc. 2
The Gallegos Corporate 1
The Innovative Alliance Inc. A
Transfirst, LLC 4
TransMontaigne Product Services, Inc. 2
Tri-State Generation & Transmission 4
UCAR 5
United Power, Inc. 2
University of Denver 6
Verio Inc. 1
Viawest Internet Services, Inc. 2
Visiting Nurse Corporation of Colorado, Inc. 3
Wagner Equipment Company 3
Water Research Foundation A
Wellbridge Inc. 4
WideOpenWest A
YMCA of Metropolitan Denver 4

Government

Adams 12 Five Star Schools 6
Adams County Government 5
Adams County School District 50 5
Apex Park & Recreation District 4
Arapahoe County 5
Boulder County 5
Boulder Housing Partners 1
Brighton School District 27J 5
Career Service Authority 6
Castle Pines Metropolitan District A
City and County of Broomfield 4
City of Arvada 4
City of Aurora 6
City of Boulder 5
City of Brighton 2
City of Cherry Hills Village A
City of Commerce City 3
City of Englewood 3
City of Federal Heights 1
City of Greenwood Village 2
City of Lakewood 4

City of Littleton 3
City of Longmont 4
City of Louisville 3
City of Northglenn 3
City of Thornton 5
City of Westminster 4
City of Wheat Ridge 3
Clear Creek County 2
Clear Creek County Library District A
Crestview Water & Sanitation A
Denver Public Library 3
Denver Water Department 5
Douglas County Libraries 3
E-470 Public Highway Authority A
Foothills Park & Recreation District 3
Gilpin County 2
Highlands Ranch Metro District 2
Hyland Hills Park & Recreation District 5
Jefferson County Government 6
Jefferson County Juvenile Assessment Center A
Left Hand Water District A
Metro Wastewater Reclamation District 3
Parker Water & Sanitation District 1
Platte Canyon Water & Sanitation District A
Regional Transportation District 6
South Adams County Water & Sanitation Dist. 1
South Metro Fire Rescue Authority 3
South Suburban Park & Recreation District 5
Southgate Sanitation District A
State of Colorado Personnel System* 6
Town of Castle Rock 3
Town of Elizabeth A
Town of Parker 4
Town of Superior A
Tri-County Health Department 3
West Metro Fire Protection District 3

**Northern Colorado MSEC Colorado Benchmark Compensation Survey
2011 Participants**

Carestream Health, Inc. 3
Genesis Innovations, LLC A
Golden Aluminum, Inc. 2
Group Publishing, Inc. 2
Kodak Colorado Division 2
New Belgium Brewing Company 3
Owens-Illinois 2
Remote Switch Systems, Inc. A
TOLMAR, Inc. 3
UQM Technologies, Inc. 1
Value Plastics, Inc. 1
Waterpik Inc. 2
Woodward Governor Company 5
Non-Manufacturing Employment
Size*
American Residential Communities A
Banner Health Colorado 6
Bonfils Blood Center A
CPP, Inc. 1
Denver Rescue Mission-Harvest Farm A
Ensign United States Drilling 1
Foothills Gateway, Inc. 3
Girl Scouts/Mountain Prairie A
Greeley Center for Independence, Inc. 2
Heska Corporation 2
Jupiter I, LLC A
Kroll Factual Data 3
Larimer Center for Mental Health 2
Lextron, Inc. 2
Mountain States Pipe & Supply A
North Range Behavioral Health 3
Poudre Valley Health System 6
Poudre Valley REA, Inc. 1
ProBuild Holdings 1
Rocky Mountain Motorists A
Wagner Equipment Company A
Weld Adolescent Resources, Inc. A
Weston Distance Learning 2
Yancey's Food Service 2
Government
Aims Community College 4
City of Fort Collins 5

City of Greeley 4
City of Loveland 4
City of Sterling 2
High Plains Library District 2
Larimer County 5
Northern Colorado Water Conservancy District 1
Platte River Power Authority 2
St. Vrain Sanitation District A
Town of Erie 3
Town of Firestone A
Weld County Government 5
Weld County School District 6 4

*Key

A = 1 – 49 employees
1 = 50 – 99 employees
2 = 100 – 249 employees
3 = 250 – 499 employees
4 = 500 – 999 employees
5 = 1000 – 1999 employees
6 = 2000 or more employees

Appendix C

2011 Benchmark Positions

Job Code	Position Title
8800	Accountant
1305	Accounting Assistant
1400	Accounting Clerk
3500	Accounting Technician
1510	Administrative Analyst
1310	Administrative Assistant
8602	Administrative Supervisor
4509	Airport Manager
8712	Aquatics Specialist
9467	Aquatics Supervisor
8011	Assistant City Attorney I
8106	Assistant City Attorney II
8613	Assistant Librarian
8425	Associate Civil Engineer
5118	Associate Electrical Engineer
8111	Associate Planner
8216	Benefits Administrator
8201	Budget Manager
8215	Building Inspection Supervisor
8614	Building Inspector
8511	Building Permit Technician
9587	Business Analyst
8701	Buyer II
1501	Cashier
9100	Chief Building Official
5101	Chief Electrical Engineer
9106	Chief Human Resources Officer
9007	Chief Information Officer
8412	Children & Youth Counselor
8803	Children/ Youth Resources Prog Specialist
9558	Circulation Desk Manager
3516	City Clerk
8426	Civil Engineer
8705	Code Enforcement Inspector
9532	Code Enforcement Supervisor
4500	Communications Center Manager
8217	Compensation Specialist
3107	Construction Inspector
4600	Court Administrator
8500	Crime and Data Analyst
9960	Crime Scene Investigator

2011 Benchmark Positions

Job Code	Position Title
2906	Custodian
1404	Customer Service Rep
8616	Database Administrator
9110	Deputy City Attorney
9457	Development Services Manager
9961	Director of Economic Development
9001	Director of Finance & Support Services
9515	Director of PW & NR
4506	Dist & Coll System Mtce Supv
9495	Economic Development Manager
9962	Economic Development Specialist
5114	Elect Engineering Proj Coord
5106	Electric Distribution Field Engineer II
5119	Electrical Engineer
8428	Electrical Inspector
2050	Electrician
5300	Electric Construction Coordinator
5201	Electric Operations Manager
9534	Emergency Manager
3108	Engineering Technician
9102	Enterprise Tech Svcs Manager
9447	Environmental Project Spec
2200	Equipment Mechanic II
9560	Evidence Technician
1410	Executive Assistant
2406	Facilities Maintenance Supervisor
2610	Facilities Maintenance Worker
8110	Fire Protection Engineer
9203	Fleet Manager
4401	Fleet Operations Supervisor
4702	Forestry & Cont Maint Superv
8009	GIS Analyst
8309	GIS Coordinator
3109	GIS/Mapping Technician
2407	Golf Course Equip Mechanic
4501	Golf Course Supervisor
9300	Golf Operations Manager
2750	Grounds Mtce Tech I
2702	Grounds Mtce Tech II
8715	Head Lifeguard
8510	Housing Program Specialist
8414	Human Resources Partner
1205	Inventory Control Technician

2011 Benchmark Positions

Job Code	Position Title
3202	Laboratory Technician
9585	Lead GIS Analyst
9581	Legal Administrator/Paralegal I
9582	Legal Administrator/Paralegal II
1101	Legal Secretary
8603	Librarian I
8403	Librarian II
9105	Library Director
1605	Library Page
3305	Library Technician
1503	Mail Room Clerk
9443	Maintenance Supervisor
8598	Major Account Representative
8970	Management Assistant
1610	Marketing Analyst
9589	Marketing & Development Program Coord
2901	Meter Reader
9462	Mobile Data Computer Specialist
8714	Museum Curator
8214	Network Analyst
1210	Office Assistant
9453	Operations & Maintenance Technician
9520	Operations & Maint Tech Lead
2902	Parking Enforcement Officer
9215	Parks, Open Space, Greenways Manager
4502	Parks Supervisor
8903	Parks/Open Space Ranger
1307	Payroll Technician
8611	PC Specialist
8112	Planner
9004	Planning Manager
8429	Plans Examiner
6150	Police Commander
4503	Police Records Supervisor
9401	Pool Technician
2812	Printer
8605	Programmer
8209	Programmer Analyst
1504	Public Information Assistant
9551	Public Information Officer
4512	Public Works Supervisor
9573	Public Works Technician

2011 Benchmark Positions

Job Code	Position Title
9206	Purchasing & Contracts Mgr
9563	PWNR Engineering Services Manager
9592	PWNR Operations Manager
9586	PWNR Technology/GIS Coordinator
3514	Records Manager/Asst City Clerk
8301	Recreation Center Supervisor
9207	Recreation Manager
8430	Recreation Program Supervisor
8431	Recreation Specialist
4205	Revenue Manager
8420	Risk Management Claims Adjuster
9301	Risk Manager
7700	Safety Education Coord
8609	Safety Officer
8607	Sales Tax Auditor
8415	Seniors Recreation Program Supervisor
8951	Seniors Recreation Specialist
8413	Seniors Resources Coordinator
8904	Seniors Resource Specialist
8210	Seniors Services Manager
2418	Sign/Pavement Technician
8608	Sr Accountant
8615	Sr Building Inspector
8427	Sr Civil Engineer
9464	Sr Database Administrator
5120	Sr Electrical Engineer
3000	Sr Engineering Technician
2202	Sr. Equipment Operator
2713	Sr Grounds Maintenance Tech
8002	Sr Network Analyst
2754	Sr Park Ranger Technician
8113	Sr Planner
8305	Sr Plans Examiner
8010	Sr. Programmer Analyst
4701	Survey Party Chief
3507	Survey Technician
9580	Systems Administrator
9559	Traffic Engineering Administrator
2203	Traffic Signal Tech II
8105	Transportation Planner
9535	Treatment Operations Supervisor
5104	Utilities Financial Analyst
4804	Utility Billing Manager

2011 Benchmark Positions

Job Code	Position Title
2900	Utility Worker
9570	Victim Services Coordinator
2803	Warehouse Supervisor
2803	Warehouse Worker
8432	Water Quality Analyst
4100	Water Quality Lab Supervisor
9438	Water Utilities Technician I
3511	Website Administrator

Appendix D

REGULAR PAY RATES

MANAGEMENT

RANGE	JOB TITLE	MIN	MID	MAX
MGT10	Chief of Public Safety Director of Public Works & Natural Resources	\$9,457	\$11,348	\$13,240
MGT9	Director of Community Services Director of Economic Development Director of Finance & Support Services Director of Power & Communications	\$8,224	\$9,868	\$11,513
MGT8	Chief Human Resources Officer Chief Information Officer PWNR Engineering Services Manager PWNR Operations Manager	\$7,739	\$9,287	\$10,835
MGT7	Chief Electrical Engineer Deputy City Attorney Development Services Manager Library Director Planning Manager Police Commander PWNR Business Srvs & Strategic Planning Mgr PWNR Environmental Services Manager PWNR Natural Resources Manager Telecommunications Manager	\$7,371	\$8,846	\$10,320
MGT6	Assistant Director of Finance Assistant Fire Chief	\$6,969	\$8,363	\$9,757
MGT5	City Clerk Economic Development Manager Electric Operations Manager Enterprise Technology Services Manager PWNR Engineering Administrator Redevelopment Program Manager Traffic Engineering Administrator Utility & Streets O&M Manager	\$6,490	\$7,787	\$9,085

MANAGEMENT

RANGE	JOB TITLE	MIN	MID	MAX
MGT4	Assistant to the City Manager Budget Manager Chief Building Official Communications Center Manager Electric Construction Coordinator Electric Technology Services Coordinator Emergency Manager Parks Maint & Solid Waste Ops Manager Parks, Open Space, Greenways Manager Power & Comm Business Manager Recreation Manager Treatment Operations Manager Water Resources Administrator	\$6,126	\$7,352	\$8,577
MGT3	Fleet Manager Golf Operations Manager Public Safety Information & Tech Manager Purchasing & Contracts Manager	\$5,835	\$7,002	\$8,168
MGT2	Museum Manager Risk Manager	\$5,325	\$6,390	\$7,455
MGT1	Children & Youth Resources Manager Senior Services Manager	\$4,924	\$5,909	\$6,893

PROFESSIONAL/TECHNICAL

RANGE	JOB TITLE	MIN	MID	MAX
PT10	Assistant City Attorney II Senior Electrical Engineer	\$6,597	\$7,916	\$9,235
PT9	Airport Manager Electrical Engineer Principal Planner Sr Civil Engineer Sr Database Administrator Sr Network Analyst Sr Programmer Analyst	\$5,965	\$7,159	\$8,352
PT8	Assistant City Attorney I Associate Electrical Engineer CDBG Coordinator Civil Engineer Community & Neighborhood Resources Sup Customer Services & Marketing Manager Database Administrator Electrical Engineering Project Coord Environmental Sustainability Coordinator GIS Coordinator Parks and Open Space Project Manager Programmer Analyst PWNR Technology/GIS Coordinator Telecommunications Engineer Water Quality Lab Supervisor	\$5,451	\$6,542	\$7,632

PROFESSIONAL/TECHNICAL

RANGE	JOB TITLE	MIN	MID	MAX
PT7	Associate Civil Engineer	\$4,942	\$5,931	\$6,919
	Benefits Administrator			
	Compensation Specialist			
	Fire Protection Engineer			
	Industrial Pre-Treatment Coordinator			
	Major Account Representative			
	Network Analyst			
	Public Information Officer			
	PWNR Project Manager			
	Revenue Manager			
	Sr. Planner			
	Systems Analyst			
	Transportation Planner			
	Water Resources Analyst			
PT6	Aquatics Supervisor	\$4,568	\$5,482	\$6,396
	Building Inspection Supervisor			
	Chief Probation Officer			
	Construction Inspection Supervisor			
	Electric Distribution Field Engineer II			
	Eng & Surveying Tech Support Supervisor			
	Field Engineer			
	Lead GIS Analyst			
	Legal Administrator/Paralegal II			
	Librarian II			
	Metering & Load Research Coordinator			
	Programmer			
	Records Manager/Assistant City Clerk			
	Systems Administrator			
	Utility Billing Manager			
	Website Administrator			

PROFESSIONAL/TECHNICAL

RANGE	JOB TITLE	MIN	MID	MAX
PT5	Accounting/Budget Analyst	\$4,350	\$5,221	\$6,090
	Code Enforcement Supervisor			
	Court Administrator			
	Crime, Info & Research Analyst			
	Crime Scene Investigator			
	Deputy City Clerk			
	Electric Distribution Field Engineer I			
	Emergency Comm Technical Systems Specialist			
	GIS Analyst			
	Range Coordinator			
	Recreation Center Supervisor			
	Sr Accountant			
	Sr Building Inspector			
	Sr Plans Examiner			
	Utilities Financial Analyst			

PROFESSIONAL/TECHNICAL

RANGE	JOB TITLE	MIN	MID	MAX
PT4	Building Inspector Children & Youth Counselor Community Relations Program Coordinator Crime and Data Analyst Customer Service Energy Specialist Economic Development Specialist Electrical Inspector Electric Distribution Field Engineer Trainee Energy Services Specialist Environmental Project Specialist Hazardous Materials Inspector Human Resources Partner Natural Resources Specialist Planner Plans Examiner Police Programs Coordinator Procurement Specialist Recreation Program Supervisor Safety Education Coordinator Safety Officer Sales Tax Auditor Seniors Recreation Program Supervisor Seniors Resources Coordinator Sr Construction Inspector Sr Housing/Code Enforcement Inspector Sr Engineering Technician Sr GIS/Mapping Technician Victim Services Coordinator Water Quality Analyst	\$4,144	\$4,972	\$5,801

PROFESSIONAL/TECHNICAL

RANGE	JOB TITLE	MIN	MID	MAX
PT3	Accountant	\$3,692	\$4,430	\$5,168
	Art in Public Places Administrator			
	Associate Planner			
	Business Analyst			
	Buyer II			
	Children & Youth Resources Comm Coordinator			
	Circulation Desk Manager			
	Community Relations Specialist			
	Construction Inspector			
	Engineering Technician			
	Evidence/Crime Scene Technician			
	Legal Administrator/Paralegal I			
	Librarian I			
	Marketing Analyst			
	Marketing & Dev Prog Coordinator			
	Mobile Data Computer Specialist			
	Museum Curator			
	PC Specialist			
	Probation Officer			
	Risk Management Claims Adjuster			
	Sales Tax Accountant			
	Survey Party Chief			
	Telecommunications Technical Specialist			
	Utility Accountant			
	Water Resources Technician			
	Water Services Coordinator			

PROFESSIONAL/TECHNICAL

RANGE	JOB TITLE	MIN	MID	MAX
PT2	Aquatics Specialist	\$3,287	\$3,944	\$4,602
	Assistant Librarian			
	Buyer I			
	Callahan House Manager			
	Children & Youth Resources Program Spec			
	Code Enforcement Inspector			
	Communications Specialist (part-time)*			
	Computer Operations Specialist			
	Energy Services Program Coordinator			
	Evidence Technician			
	GIS/Mapping Technician			
	Housing Program Specialist			
	Laboratory Technician			
	Management Assistant			
	Recreation Specialist			
	Seniors Recreation Specialist			
	Seniors Resource Specialist			
Survey Technician				
PT1	Assistant Museum Curator	\$2,967	\$3,560	\$4,154
	Building Permit Technician			
	Children & Youth Resources Program Leader			
	Community Service Coordinator			
	Risk Management Technician			

The Communications Specialist position listed under PT2 is for a regular part-time position only.
 The fulltime Communications Specialist position is part of the Police CBU and is listed on page 47.

LABOR TRADES				
RANGE	JOB TITLE	MIN	MID	MAX
LT10	Maintenance Supervisor Treatment Operations Supervisor	\$4,965	\$5,958	\$6,951
LT9	Distribution & Collection Sys Maint Supv Facilities Maintenance Supervisor Facilities Operations Supervisor Fleet Operations Supervisor Forestry & Contractual Maintenance Supervisor Golf Course Maintenance Supervisor Parks Supervisor Public Works Supervisor	\$4,555	\$5,467	\$6,378
LT8	Electrician Parks/Open Space Ranger Watershed Ranger	\$4,151	\$4,981	\$5,812
LT7	Instrumentation Technician	\$3,901	\$4,681	\$5,461
LT6	Master ASE Certified Equip Mechanic Operations & Maint Technician Lead Print Shop Supervisor Sr Equipment Mechanic Sr Traffic Signal Technician Warehouse Supervisor	\$3,742	\$4,489	\$5,238
LT5	Equipment Mechanic II Golf Course Equipment Mechanic Operations & Maintenance Technician Pool Technician Sr Arborist Technician Sr. Equipment Operator Sr Grounds Maintenance Technician Sr Park Ranger Technician Street Light Technician Traffic Signal Technician II Water Utilities Technician II	\$3,301	\$3,961	\$4,621

LABOR TRADES

RANGE	JOB TITLE	MIN	MID	MAX
LT4	Equipment & Supply Technician Equipment Mechanic I Facilities Maintenance Worker Fleet Service Coordinator Inventory Control Technician Printer Public Works Technician Service Truck Technician Sign/Pavement Technician Sr. Meter Reader Storm Drainage Utilities Technician Traffic Signal Technician I Water Utilities Technician I	\$3,015	\$3,618	\$4,221
LT3	Arborist Technician II Facility Maintenance Worker Grounds Maintenance Technician II Meter Reader Park Ranger Technician II Warehouse Worker	\$2,749	\$3,300	\$3,849
LT2	Arborist Technician I Graffiti Removal Specialist Grounds Maintenance Technician I Park Ranger Technician I Utility Worker	\$2,501	\$3,001	\$3,501
LT1	Custodian	\$2,297	\$2,756	\$3,216
LT0		\$2,012	\$2,415	\$2,817
LT00	Head Lifeguard	\$1,730	\$2,077	\$2,423

ADMINISTRATIVE

RANGE	JOB TITLE	MIN	MID	MAX
ADM8	Administrative Supervisor Police Records Supervisor	\$4,083	\$4,900	\$5,717
ADM6	Administrative Analyst Executive Assistant Human Resources Administrator Legal Secretary Sr Customer Service Representative Sr Library Technician	\$3,323	\$3,987	\$4,652
ADM5	Accounting Technician Administrative Assistant Field Customer Service Representative Head Cashier Library Technician Payroll Technician Purchasing Technician Traffic Engineering Assistant	\$2,914	\$3,497	\$4,078

RANGE	JOB TITLE	MIN	MID	MAX
ADM4	Accounting Assistant Customer Service Representative Library Customer Service Assistant Parking Enforcement Officer Sales Tax Assistant	\$2,607	\$3,128	\$3,650
ADM3	Accounting Clerk Cashier Library Assistant Office Assistant	\$2,311	\$2,772	\$3,235
ADM2	Mail Room Clerk Public Information Assistant	\$2,106	\$2,527	\$2,948
ADM1*	Library Page	\$1,656	\$1,988	\$2,319

*Regular employees will not be paid lower than the Boulder County Living Wage of \$9.82 per hour (equivalent to \$1,702 per month) as of 07/30/2011.

LPC STEP POSITIONS

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EL10	Line Crew Supervisor Substation Supervisor	\$7,028							
EL09	Elect Ops Supp/Training Spec Journey Lineworker Journey Substation Worker	\$6,389							
EL085	Meter Shop Supervisor	\$6,210							
EL08	Electric Meter Technician	\$5,645							
EL07	Apprentice Lineworker Apprentice Substation Worker	\$4,559	\$4,789	\$4,993	\$5,248	\$5,477	\$5,707	\$5,936	\$6,166
EL06	Apprentice Meter Technician	\$4,231	\$4,636	\$5,041	\$5,447				
EL05	Groundworker	\$4,097	\$4,245	\$4,399					

PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS

		Step 1	Step 2	Step 3	Step 4
CBP4	CB Police Sergeant	\$7,171	\$7,550		
CBP3	CB Master Police Officer	\$6,271			
CBP2	CB Police Officer	\$4,336	\$4,788	\$5,245	\$5,700
CBP1	CB Police Recruit	\$4,336			
CBF6	CB Fire Captain	\$7,049	\$7,401		
CBF5	CB Fire Lieutenant*	\$6,201	\$6,527		
CBF4	CB FF/Paramedic/Eng	\$5,908	\$6,322		
CBF3	CB FF/Engineer	\$5,598	\$6,006		
CBF2	CB FF/Paramedic	\$5,077	\$5,458	\$5,799	
CBF1	CB Firefighter	\$3,829	\$4,311	\$4,722	\$5,318

*Per the collective bargaining agreement, Fire Lieutenants who are also Paramedics will receive \$300 per month in skill based pay.

		MIN	MID	MAX
CBP9	CB Comm Shift Sup	\$3,993	\$4,792	\$5,590
CBP8	CB Comm Specialist CB CSO – Detectives CB CSO – Field Investigator	\$3,167	\$3,801	\$4,434
CBP7	CB CSO–Animal Control	\$2,859	\$3,431	\$4,003
CBP6	CB Sr Police Svcs Tech	\$2,775	\$3,330	\$3,885
CBP5	CB Police Svcs Tech	\$2,483	\$2,980	\$3,476

TEMPORARY PAY RATES

Temporary: Fitness/Sports Programs

<u>Range</u>	<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
TRF80	Adult Sports Official - Single Person Mechanics *Fitness Coordinator Fitness Instructor Head Coach Personal Trainer Specialized Recreation Instructor	\$9.00	\$40.00
TRF55	Assistant Coach Climbing Wall Attendant Field/Gym Supervisor Instructor Scorekeeper Sports Official Weight Room Attendant	\$7.64	\$18.18

*Specialized Temporary Position

Temporary: Aquatics Programs

<u>Range</u>	<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
TRA32	Head Water Safety Instructor *Pool Manager Seasonal Pool Manager Swim Beach Manager *Swim Lesson Coordinator Temporary Pool Manager	\$10.10	\$15.66
TRA16	*Assistant Pool Manager Seasonal Assistant Pool Manager Sr Lifeguard Temporary Assistant Pool Manager Water Safety Instructor	\$8.33	\$13.64
TRA08	*Lifeguard Seasonal Lifeguard Swim Instructor Temporary Lifeguard	\$7.64	\$11.64

* Specialized Temporary Position

Temporary: General Programs

<u>Range</u>	<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
TCY37	Administrative Temporary Pool	\$7.64	\$35.00
	Assistant Exhibit Developer		
	CDL Bus Driver		
	Children/Youth Resources Program Coordinator		
	Concessions Manager		
	Day Camp Director		
	Election Judge		
	GIS Technician		
	Housing Inspector		
	Information & Referral Specialist		
	Intern		
	LEVI Project Coordinator		
	Multicultural Plan Community Involvement Coord		
	Neighborhood Resources Specialist		
	Neighborhood Revitalization Specialist		
	Outdoor Ice Rink Coordinator		
	Personal Care Attendant		
	Preschool Director		
	*Program Coordinator		
	Program Specialist		
	Special Projects Assistant		
	Summer Program Instructor		
	Therapeutic Recreation Assistant		
	Volunteer Coordinator		
	Web Assistant		
	*Specialized Temporary Position		

Temporary: General Programs (continued)

<u>Range</u>	<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
TCY35	Activity Assistant	\$7.64	\$18.18
	Assets Education Coordinator		
	Assistant Day Camp Director		
	Assistant Warehouse Worker		
	Bus Driver		
	Building Supervisor		
	Children & Youth Development Assistant		
	Children & Youth Resources Activity Assistant		
	Facility Event Coordinator		
	Gate Attendant		
	Gift Shop Manager		
	Ice Rink Supervisor		
	Museum Technician		
	Preschool Teacher		
	Program Assistant		
	Research Assistant		
	Seasonal Ranger		
Summer Program Assistant			
TCY27	Assistant Seasonal Ranger	\$7.64	\$11.11
	Babysitter		
	Catering Assistant		
	Clerk		
	Concessionaire		
	Day Camp Leader		
	Preschool Teachers Aide		

Temporary: Field/Maintenance

<u>Range</u>	<u>Job Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
TFM45	Crew Leader	\$13.64	\$14.14	\$14.64
TFM40	Maintenance Worker IV	\$12.14	\$12.64	\$13.14
TFM32	Maintenance Worker III	\$10.64	\$11.14	\$11.64
TFM26	Maintenance Worker II	\$9.14	\$9.64	\$10.14
TFM18	Maintenance Worker I	\$7.64	\$8.14	\$8.64
TFM09	School Crossing Guard	<u>Minimum</u> \$10.70		<u>Maximum</u> \$11.64

Temporary: Office Support

<u>Range</u>	<u>Job Title</u>	<u>Minimum</u>	<u>Maximum</u>
TOS35	Reserve Communications Specialist	\$18.27	\$25.58
TOS05	Front Desk Receptionist Library Shelver	\$7.64	\$11.62

SUPPLEMENTAL PAY RATES
For Regular Employees

Supplemental Pay Rates for Regular Employees

Bilingual Pay - City wide *		Hourly Rate Based on 2080 Hours	Hourly Rate Based on 2912 Hours
Tier I	\$25 per month	\$0.1442	\$0.1030
Tier II	\$75 per month	\$0.4327	\$0.3091
Tier III	\$100 per month	\$0.5769	\$0.4121

Skill Based Pay – Public Works & Natural Resources Department *

	Monthly	Hourly
Water Treatment		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Wastewater Treatment		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Maintenance		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Pressure Systems		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Gravity Systems		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Streets		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Sanitation		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Instrumentation		
Regular	\$215	\$1.2404
Advanced	\$430	\$2.4808
Workgroup Lead	\$304	\$1.7539

Rates will be prorated for part time employees

*According to guidelines established by the City Manager