

EXHIBIT A



**CITY OF FORT COLLINS
2023 PAY PLAN**

<u>JOB TITLE</u>	<u>JOB TYPE</u>	<u>LEVEL</u>	<u>JOB FUNCTION</u>	<u>JOB FAMILY</u>	<u>JOB SUB FAMILY</u>	<u>TABLE</u>
Accountant II	P049	P2	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTING	4
Administrator I, Systems	P003	P1	TECHNOLOGY	SYSTEMS	SYSTEMS ADMINISTRATION	3
Analyst I, Apps Software	P005	P1	TECHNOLOGY	APPLICATIONS SOFTWARE	APPLICATIONS SOFTWARE	3
Analyst I, Benefits	P016	P1	HUMAN RESOURCES	BENEFITS	BENEFITS	4
Analyst I, Data	P122	P1	TECHNOLOGY	DATA SCIENCE	DATA ANALYSIS	3
Analyst I, Finance	P020	P1	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
Analyst I, GIS	P002	P1	TECHNOLOGY	GIS	GIS	3
Analyst I, HRIS	P023	P1	HUMAN RESOURCES	HRIS	HRIS	4
Analyst II, Apps Software	P028	P2	TECHNOLOGY	APPLICATIONS SOFTWARE	APPLICATIONS SOFTWARE	3
Analyst II, Apps Software Dev	P123	P2	TECHNOLOGY	APPLICATIONS SOFTWARE	APPS SOFTWARE DEVELOPMENT	3
Analyst II, Benefits	P124	P2	HUMAN RESOURCES	BENEFITS	BENEFITS	4
Analyst II, Budget	P136	P2	FINANCE & ACCOUNTING	BUDGET	BUDGET	4
Analyst II, Bus Intelligence	P133	P2	TECHNOLOGY	DATA SCIENCE	BUSINESS INTELLIGENCE	3
Analyst II, Finance	P050	P2	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
Analyst II, GIS	P031	P2	TECHNOLOGY	GIS	GIS	3
Architect, IT Security	P101	P4	TECHNOLOGY	INFORMATION SECURITY	INFORMATION SECURITY	3
Architect, Landscape	P032	P2	PLANNING	PARK PLANNING	LANDSCAPE	1
Architect, Portfolio Mgmt	P145	P4	TECHNOLOGY	TECHNOLOGY	PORTFOLIO MANAGEMENT	3
Architect, Technology	P109	P4	TECHNOLOGY	DATA SCIENCE	DATA SCIENCE	3
Asst Superintendent, Parks	O019	OT6	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Auditor II, Sales Tax	P060	P2	FINANCE & ACCOUNTING	REVENUE	SALES TAX AUDIT & REVENUE	4
Bailiff	A001	A2	LEGAL	JUDICIAL	CUSTOMER SERVICE	4
BUILDING INSPECTOR	OS14	OS5	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1S
Business Support I	A002	A2	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Business Support II	A008	A3	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Business Support III	A020	A4	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Buyer II	P043	P2	FINANCE & ACCOUNTING	PURCHASING	PURCHASING	4
Chemist	P008	P1	SCIENCES & ENGINEERING	SCIENCES	CHEMISTRY	3
Chief Building Official	M042	M2	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
Chief Deputy City Clerk	P158	P3	ADMINISTRATION	MUNICIPAL ADMINISTRATION	CITY CLERK	4
Chief Information Officer	M092	M4	STRATEGY	TECHNOLOGY	TECHNOLOGY	7
City Clerk	M072	M3	ADMINISTRATION	MUNICIPAL ADMINISTRATION	CITY CLERK	4
City Engineer	M079	M3	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
City Traffic Engineer	M064	M3	SCIENCES & ENGINEERING	ENGINEERING	TRAFFIC ENGINEERING	3

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Civil Engineer I	P009	P1	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Civil Engineer II	P037	P2	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Civil Engineer III	P078	P3	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Community Service Officer	O044	OT4	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNITY SERVICES OPERATIONS	5B
Coord, Sales Tax & Audit Rev	A097	A4	FINANCE & ACCOUNTING	REVENUE	SALES TAX AUDIT & REVENUE	4
Coordinator, AR / Billing	A021	A4	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTS RECEIVABLE / BILLING	4
Coordinator, Accounts Payable	A015	A4	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTS PAYABLE	4
Coordinator, Active Modes	A093	A4	PLANNING	TRANSPORTATION PLANNING	ACTIVE MODES	1
Coordinator, Bldg & Dev Review	A071	A4	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
Coordinator, Communications	A028	A4	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS	4
Coordinator, Cultural Services	A031	A4	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Coordinator, Customer Support	A074	A4	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Coordinator, Finance	A022	A4	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
Coordinator, HRIS	A017	A4	HUMAN RESOURCES	HRIS	HRIS	4
Coordinator, Outreach	A036	A4	PROTECTIVE SERVICES	INVESTIGATION	OUTREACH	5
Coordinator, Payroll	A018	A4	FINANCE & ACCOUNTING	ACCOUNTING	PAYROLL	4
Coordinator, Public Engagement	A023	A4	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Coordinator, Talent Acquisitio	A098	A4	HUMAN RESOURCES	TALENT MANAGEMENT	TALENT ACQUISITION	4
Coordinator, Theatre Prod	A096	A4	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Court Security Officer	O036	OT4	PROTECTIVE SERVICES	OPERATIONS	ENFORCEMENT	5
Crew Chief, Electric Dist	S013	S1	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2
Crew Chief, Facilities	S006	S1	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Crew Chief, Forestry	S012	S1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Crew Chief, Natural Areas	S059	S1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Crew Chief, Parks	S010	S1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Crew Chief, Transportation Ops	S052	S1	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Crew Chief, Water Field Ops	S053	S1	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2
Crime Analyst	A062	A5	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Crime Analyst	A090	A6	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Criminalist	A069	A6	PROTECTIVE SERVICES	INVESTIGATION	INVESTIGATION	5
Curator	P014	P1	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Deputy City Clerk	A060	A5	ADMINISTRATION	MUNICIPAL ADMINISTRATION	CITY CLERK	4
Deputy Court Administrator	S002	S1	LEGAL	JUDICIAL	ADMINISTRATION	4
Deputy Court Clerk I	A005	A3	LEGAL	JUDICIAL	CUSTOMER SERVICE	4
Deputy Court Clerk II	A013	A4	LEGAL	JUDICIAL	CUSTOMER SERVICE	4
Deputy Director, Broadband	M135	M4	STRATEGY	BROADBAND	BROADBAND	7
Deputy Director, PDT	M094	M4	STRATEGY	PLANNING, DEV & TRANSPORTATION	CITY PLANNING	7

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Deputy Director, PDT	M097	M4	STRATEGY	PLANNING, DEV & TRANSPORTATION	PLANNING, DEV & TRANSPORTATION	7
Deputy Director, Sus Services	M136	M4	STRATEGY	SUSTAINABILITY SERVICES	SUSTAINABILITY SERVICES	7
Deputy Director, Utilities	M096	M4	STRATEGY	UTILITIES	ELECTRIC	7
Deputy Director, Utilities	M095	M4	STRATEGY	UTILITIES	WATER	7
Deputy Director, Utilities	M093	M4	STRATEGY	UTILITIES	ELECTRIC	7
Dir, Economic Sustainability	M081	M3	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Dir, Electric Distribution	M073	M3	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2
Dir, Environ Sustainability	M069	M3	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Dir, Social Sustainability	M066	M3	SUSTAINABILITY	SOCIAL SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Dir, Transportation Operations	M074	M3	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Director, Accounting	M082	M3	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTING	4
Director, Broadband	M120	M3	OPERATIONS	BROADBAND	BROADBAND	2
Director, Budget	M067	M3	FINANCE & ACCOUNTING	BUDGET	BUDGET	4
Director, Civil Engineering	M086	M3	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Director, Civil Engineering	M089	M3	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Director, Communications	M065	M3	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS	4
Director, Cultural Services	M075	M3	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Director, Elec Engineering	M114	M3	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3
Director, FP&A	M078	M3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
Director, Facilities & Fleet	M083	M3	OPERATIONS	FACILITIES & FLEET	FACILITIES & FLEET	2
Director, Human Resources	M088	M3	HUMAN RESOURCES	TALENT MANAGEMENT	HUMAN RESOURCES	4
Director, Information Services	M040	M3	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Director, Natural Areas	M127	M3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Director, Park Planning	M068	M3	PLANNING	PARK PLANNING	LANDSCAPE	1
Director, Parks	M071	M3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Director, Plant Operations	M084	M3	OPERATIONS	PLANT OPERATIONS	PLANT OPERATIONS	2
Director, Plant Operations	M139	M3	OPERATIONS	PLANT OPERATIONS	PLANT OPERATIONS	2
Director, Purchasing	M077	M3	FINANCE & ACCOUNTING	PURCHASING	PURCHASING	4
Director, Recreation	M070	M3	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	1
Director, Sciences	M085	M3	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Director, Technology	M121	M3	TECHNOLOGY	TECHNOLOGY	TECHNOLOGY	3
Director, Total Compensation	M123	M3	HUMAN RESOURCES	COMPENSATION/BENEFITS/WELLNES	TOTAL COMPENSATION	4
Director, Transit	M076	M3	OPERATIONS	TRANSPORTATION	TRANSIT	2
Director, Water Field Ops	M108	M3	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2
Electric Line Worker	OS12	OS4	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2S
Electric Meter Systems Tech	OS18	OS4	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - LOW VOLTAGE	2S
Electric Systems Operator	OS05	OS3	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - FIELD OPS	2S
Electrical Engineer I	P012	P1	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3

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Electrical Engineer II	P143	P2	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3
Electrical Engineer II	P039	P2	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3
Electrical Engineer III	P077	P3	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3
Electrician	O038	OT4	OPERATIONS	FACILITIES & FLEET	ELECTRICIAN	2
Emergency Commun Dispatcher	O043	OT4	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNICATIONS	5A
Emergency Management Officer	M109	M4	STRATEGY	EMERGENCY MANAGEMENT	EMERGENCY MANAGEMENT	7
Engineer I, Fiber	P112	P1	TECHNOLOGY	FIBER	FIBER	3
Engineer I, Network	P004	P1	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Engineer II, Fiber	P138	P2	TECHNOLOGY	FIBER	FIBER	3
Engineer II, Network	P029	P2	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Engineer II, Systems	P030	P2	TECHNOLOGY	SYSTEMS	SYSTEMS ENGINEERING	3
Exec Assistant To The City Mgr	P001	P1	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Executive Admin Assistant	A043	A5	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Executive Assist, City Council	P160	P1	FINANCE & ACCOUNTING	ADMINISTRATION	ADMINISTRATION	4
Fleet Maintenance Tech	OS19	OS4	OPERATIONS	FACILITIES & FLEET	FLEET	2S
Inspector, Code Compliance	O023	OT3	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CODE COMPLIANCE	1
Investigative Aide	A061	A5	PROTECTIVE SERVICES	INVESTIGATION	INVESTIGATION	5
Lab Assistant	O001	OT1	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Lead Analyst, Utility Rate	P102	P4	FINANCE & ACCOUNTING	UTILITY	UTILITY RATE ANALYSIS	4
Lead Auditor, Sales Tax	P150	P3	FINANCE & ACCOUNTING	REVENUE	SALES TAX AUDIT & REVENUE	4
LEAD BUILDING INSPECTOR	SS03	SS1	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	S1
Lead Coord, Communications	A086	A6	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS	4
Lead Coord, Utility Rate/Fee	A066	A6	FINANCE & ACCOUNTING	UTILITY	UTILITY RATE / FEE	4
Lead Inspector Code Compliance	O064	OT6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CODE COMPLIANCE	1
Lead Inspector, Construction	O052	OT6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CONSTRUCTION INSPECTION	1
Lead Inspector, Zoning	O073	OT6	DEVELOPMENT & COMPLIANCE	COMPLIANCE	ZONING	1
Lead Park Ranger	S011	S1	PROTECTIVE SERVICES	OPERATIONS	RESOURCE MANAGEMENT	5
LEAD PLANT OPERATOR	OS13	OS5	OPERATIONS	PLANT OPERATIONS	PLANT OPERATIONS	2S
Lead Rep, Customer Support	A040	A5	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Lead Spc, Cultural Services	P081	P3	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Lead Spc, Econ Sustainability	P159	P3	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Lead Spc, Employee Relations	P099	P3	HUMAN RESOURCES	TALENT MANAGEMENT	EMPLOYEE RELATIONS	4
Lead Spc, Env Sustainability	P092	P3	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Lead Spc, Homelessness	P135	P3	SUSTAINABILITY	SOCIAL SUSTAINABILITY	HOMELESSNESS	1
Lead Spc, Process Improvement	P065	P3	ADMINISTRATION	PROJECT MANAGEMENT	PROCESS IMPROVEMENT	4
Lead Spc, Soc Sustainability	P097	P3	SUSTAINABILITY	SOCIAL SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Lead Spc, Special Events	P084	P3	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	SPECIAL EVENTS	1
Lead Spec, Emergency Mgmt	P154	P3	ADMINISTRATION	PROJECT MANAGEMENT	EMERGENCY MANAGEMENT	4

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Lead Specialist, Communication	P155	P3	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS	4
Lead Specialist, Forestry	P085	P3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Lead Specialist, Marketing	P047	P3	MARKETING & CREATIVE SERVICES	MARKETING	MARKETING	4
Lead Specialist, Natural Areas	P104	P3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Lead Specialist, Occpntl Hlth	P115	P3	HUMAN RESOURCES	SAFETY & RISK MANAGEMENT	OCCUPATIONAL HEALTH	4
Lead Specialist, Parks	P165	P3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Lead Specialist, Public Engage	P141	P3	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Lead Specialist, Safety	P093	P3	HUMAN RESOURCES	SAFETY & RISK MANAGEMENT	SAFETY	4
Lead Specialist, Sciences	P072	P3	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Lead Specialist, Security	P091	P3	ADMINISTRATION	SAFETY & RISK MANAGEMENT	SECURITY	4
Lead Sr Facilities Project Mgr	M111	M1	ADMINISTRATION	PROJECT MANAGEMENT	FACILITIES PROJECT MANAGEMENT	4
Lead Tech, Graphic Design	A068	A6	MARKETING & CREATIVE SERVICES	MEDIA	GRAPHIC DESIGN	4
Lead Tech, Transportation Ops	O065	OT6	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Lead Technician, Sciences	A065	A6	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Lead Technician, Video Prod	A067	A6	MARKETING & CREATIVE SERVICES	MEDIA	VIDEO PRODUCTION	4
Legal Assistant	A009	A3	LEGAL	LEGAL	LEGAL SUPPORT	4
Line Crew Chief	SS05	SS1	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2S
Line Groundworker	OS01	OS1	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2S
Locator, Elec Dist - Field Ops	O006	OT3	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - FIELD OPS	2
Manager, Active Modes	M023	M1	PLANNING	TRANSPORTATION PLANNING	ACTIVE MODES	1
Manager, Administration	M116	M1	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Manager, Applications Software	M001	M1	TECHNOLOGY	APPLICATIONS SOFTWARE	APPLICATIONS SOFTWARE	3
Manager, Apps Software Dev	M002	M1	TECHNOLOGY	APPLICATIONS SOFTWARE	APPS SOFTWARE DEVELOPMENT	3
Manager, Benefits	M125	M1	HUMAN RESOURCES	BENEFITS	BENEFITS	4
Manager, Bldg & Dev Review	M034	M1	PLANNING	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
Manager, Broadband	M105	M1	OPERATIONS	BROADBAND	BROADBAND OPERATIONS	2
Manager, Broadband Operations	M143	M1	OPERATIONS	BROADBAND	BROADBAND OPERATIONS	2
Manager, Civil Engineering	M008	M1	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Manager, Communications	M017	M1	CUSTOMER SERVICE	COMMUNICATIONS	COMMUNICATIONS	4
Manager, Compliance	M115	M1	DEVELOPMENT & COMPLIANCE	COMPLIANCE	COMPLIANCE	1
Manager, Construction Inspect	M005	M1	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CONSTRUCTION INSPECTION	1
Manager, Cultural Services	M016	M1	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Manager, Customer Support	M021	M1	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Manager, Econ Sustainability	M033	M1	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Manager, Elec Distr Hi Voltage	M103	M1	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2
Manager, Env Sustainability	M100	M1	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Manager, Environ Planning	M032	M1	PLANNING	ENVIRONMENTAL PLANNING	ENVIRONMENTAL PLANNING	1
Manager, FP&A	M026	M1	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4

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Manager, Forestry	M128	M1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Manager, GIS	M004	M1	TECHNOLOGY	GIS	GIS	3
Manager, Graphic Design	M020	M1	MARKETING & CREATIVE SERVICES	MEDIA	GRAPHIC DESIGN	4
Manager, HR Operations	M102	M1	HUMAN RESOURCES	ADMINISTRATION	ADMINISTRATION	4
Manager, Historic Preservation	M022	M1	PLANNING	CITY PLANNING	HISTORIC PRESERVATION	1
Manager, Marketing	M018	M1	MARKETING & CREATIVE SERVICES	MARKETING	MARKETING	4
Manager, Payroll	M029	M1	FINANCE & ACCOUNTING	ACCOUNTING	PAYROLL	4
Manager, Plant Operations	M012	M1	OPERATIONS	PLANT OPERATIONS	PLANT OPERATIONS	2
Manager, Project Management	M129	M1	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT	4
Manager, Public Engagement	M017	M1	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Manager, Purchasing	M130	M1	FINANCE & ACCOUNTING	PURCHASING	PURCHASING	4
Manager, Real Estate	M027	M1	OPERATIONS	FACILITIES & FLEET	REAL ESTATE	2
Manager, Recreation	M024	M1	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	1
Manager, Sales	M138	M1	MARKETING & CREATIVE SERVICES	SALES	SALES	4
Manager, Sciences	M019	M1	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Manager, Service Delivery	M131	M1	TECHNOLOGY	CLIENT SERVICES	CLIENT SERVICES	3
Manager, Social Sustainability	M119	M1	SUSTAINABILITY	SOCIAL SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Manager, Systems Admin	M009	M1	TECHNOLOGY	SYSTEMS	SYSTEMS ADMINISTRATION	3
Manager, Systems Engineering	M003	M1	TECHNOLOGY	SYSTEMS	SYSTEMS ENGINEERING	3
Manager, Talent Acquisition	M015	M1	HUMAN RESOURCES	TALENT MANAGEMENT	TALENT ACQUISITION	4
Manager, Talent Development	M030	M1	HUMAN RESOURCES	ADMINISTRATION	ADMINISTRATION	4
Manager, Technical Proj Mgmt	M106	M1	ADMINISTRATION	PROJECT MANAGEMENT	TECHNICAL PROJECT MANAGEMENT	4
Manager, Traffic Engineering	M007	M1	SCIENCES & ENGINEERING	ENGINEERING	TRAFFIC ENGINEERING	3
Manager, Transportation Ops	M013	M1	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Manager, Transportation Plng	M112	M1	PLANNING	TRANSPORTATION PLANNING	TRANSPORTATION PLANNING	1
Manager, Video Production	M031	M1	MARKETING & CREATIVE SERVICES	MEDIA	VIDEO PRODUCTION	4
Manager, Water Field Ops	M006	M1	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2
Manager, Water Util Dev Review	M122	M1	SCIENCES & ENGINEERING	ENGINEERING	DEVELOPMENT REVIEW	3
Manager, Wellness	M014	M1	HUMAN RESOURCES	BENEFITS	WELLNESS	4
Master Electrician	O051	OT6	OPERATIONS	FACILITIES & FLEET	ELECTRICIAN	2
Mechanic	OS07	OS4	OPERATIONS	FACILITIES & FLEET	FLEET	2S
Mechanical Engineer I	P011	P1	SCIENCES & ENGINEERING	ENGINEERING	MECHANICAL ENGINEERING	3
Mechanical Engineer II	P134	P2	SCIENCES & ENGINEERING	ENGINEERING	MECHANICAL ENGINEERING	3
Mechanical Engineer III	P075	P3	SCIENCES & ENGINEERING	ENGINEERING	MECHANICAL ENGINEERING	3
Municipal Court Administrator	S019	S2	LEGAL	JUDICIAL	ADMINISTRATION	4
Natural Areas Trail Ranger	O058	OT4	PROTECTIVE SERVICES	OPERATIONS	RESOURCE MANAGEMENT	5
Officer I, Enforcement	O010	O3	PROTECTIVE SERVICES	OPERATIONS	ENFORCEMENT	5
Officer I, Transportation Ops	O013	OT2	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2

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Officer II, Enforcement	O026	OT3	PROTECTIVE SERVICES	OPERATIONS	ENFORCEMENT	5
Operator I, Transit	O011	OT2	OPERATIONS	TRANSPORTATION	TRANSIT	2
Operator I, Transportation Ops	O009	OT2	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Operator II, Broadband	O069	OT3	OPERATIONS	BROADBAND	BROADBAND OPERATIONS	2
Operator II, Transit	O021	OT3	OPERATIONS	TRANSPORTATION	TRANSIT	2
Operator II, Transportation Op	O022	OT3	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Paralegal	A064	A6	LEGAL	LEGAL	LEGAL SUPPORT	4
Park Ranger	O037	OT4	PROTECTIVE SERVICES	OPERATIONS	RESOURCE MANAGEMENT	5
Parking Enforcement Officer I	O010	OT2	DEVELOPMENT & COMPLIANCE	COMPLIANCE	PARKING	1
Parking Enforcement Officer II	O066	OT3	DEVELOPMENT & COMPLIANCE	COMPLIANCE	PARKING	1
Partner, Human Resources	P062	P2	HUMAN RESOURCES	TALENT MANAGEMENT	HUMAN RESOURCES	4
Planner, City	P052	P2	PLANNING	CITY PLANNING	CITY PLANNING	1
Planner, Environmental	P048	P2	PLANNING	ENVIRONMENTAL PLANNING	ENVIRONMENTAL PLANNING	1
Planner, Transit	P046	P2	PLANNING	TRANSPORTATION PLANNING	TRANSIT PLANNING	1
Planner, Transportation	P113	P2	PLANNING	TRANSPORTATION PLANNING	TRANSPORTATION PLANNING	1
Plans Examiner	A073	A6	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
Plant Operator	OS09	OS4	OPERATIONS	PLANT OPERATIONS	PLANT OPERATIONS	2S
Police Assistant Chief	M090	M3	PROTECTIVE SERVICES	POLICE ADMINISTRATION	POLICE ADMINISTRATION	5
Police Corporal	S017	S1	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Police Deputy Chief	M098	M4	STRATEGY	PROTECTIVE SERVICES	POLICE ADMINISTRATION	7
Police Lieutenant	M063	M2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Police Officer	O025	OT6	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Police Psychologist	P103	P4	PROTECTIVE SERVICES	INVESTIGATION	OUTREACH	5
Police Sergeant	S051	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	SWORN OPERATIONS	5C
Probation Officer	A087	A5	LEGAL	JUDICIAL	CUSTOMER SERVICE	4
Process Engineer I	P139	P1	SCIENCES & ENGINEERING	ENGINEERING	PROCESS ENGINEERING	3
Project Analyst	P026	P1	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT	4
Project Coordinator	A083	A5	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT	4
Project Manager	P041	P2	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT	4
Reliability Engr II, Utilities	P152	P2	SCIENCES & ENGINEERING	ENGINEERING	RELIABILITY ENGINEERING	3
Reliability Engr III, Utilities	P130	P3	SCIENCES & ENGINEERING	ENGINEERING	RELIABILITY ENGINEERING	3
Rep I, Customer Support	A003	A2	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Rep II, Customer Support	A006	A3	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Rep II, Police Records	A011	A3	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Specialist, Active Modes	P013	P1	PLANNING	TRANSPORTATION PLANNING	ACTIVE MODES	1
Specialist, City Planning	P121	P1	PLANNING	CITY PLANNING	CITY PLANNING	1
Specialist, Communications	P021	P1	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS	4
Specialist, Compliance	P127	P1	DEVELOPMENT & COMPLIANCE	COMPLIANCE	COMPLIANCE	1

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Specialist, Customer Support	P034	P1	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Specialist, DOT	P157	P1	HUMAN RESOURCES	SAFETY & RISK MANAGEMENT	SAFETY	4
Specialist, Econ Sustainability	P119	P1	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Specialist, Env Sustainability	P120	P1	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Specialist, Facilities	P007	P1	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Specialist, Natural Areas	P140	P1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Specialist, Public Engagement	P015	P1	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Specialist, Regulatory Svcs	P163	P1	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Specialist, Revenue	P149	P1	FINANCE & ACCOUNTING	REVENUE	SALES TAX AUDIT & REVENUE	4
Specialist, Safety	P111	P1	HUMAN RESOURCES	SAFETY & RISK MANAGEMENT	SAFETY	4
Specialist, Sales	P116	P1	MARKETING & CREATIVE SERVICES	SALES	SALES	4
Specialist, Sciences	P010	P1	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Specialist, Social Sustain	P019	P1	SUSTAINABILITY	SOCIAL SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Specialist, Talent Acquisition	P117	P1	HUMAN RESOURCES	TALENT MANAGEMENT	TALENT ACQUISITION	4
Specialist, Talent Development	P017	P1	HUMAN RESOURCES	TALENT MANAGEMENT	TALENT DEVELOPMENT	4
Specialist, Wellness	P018	P1	HUMAN RESOURCES	BENEFITS	WELLNESS	4
Sr Accountant	P083	P3	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTING	4
Sr Administrator, Database	P069	P3	TECHNOLOGY	DATABASE	DATABASE	3
Sr Administrator, Systems	P067	P3	TECHNOLOGY	SYSTEMS	SYSTEMS ADMINISTRATION	3
Sr Administrtr, SCADA PLC Prgr	P148	P3	TECHNOLOGY	SYSTEMS	SYSTEMS ADMINISTRATION	3
Sr Analyst, Administration	P129	P3	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Sr Analyst, Apps Software	P066	P3	TECHNOLOGY	APPLICATIONS SOFTWARE	APPLICATIONS SOFTWARE	3
Sr Analyst, Apps Software Dev	P070	P3	TECHNOLOGY	APPLICATIONS SOFTWARE	APPS SOFTWARE DEVELOPMENT	3
Sr Analyst, Budget	P080	P3	FINANCE & ACCOUNTING	BUDGET	BUDGET	4
Sr Analyst, Business	P131	P3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	BUSINESS ANALYSIS	4
Sr Analyst, Compensation	P082	P3	HUMAN RESOURCES	COMPENSATION	COMPENSATION	4
Sr Analyst, Data	P164	P3	TECHNOLOGY	DATA SCIENCE	DATA ANALYSIS	3
Sr Analyst, Finance	P094	P3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
Sr Analyst, GIS	P126	P3	TECHNOLOGY	GIS	GIS	3
Sr Analyst, Grants Admin	P162	P3	FINANCE & ACCOUNTING	FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
Sr Analyst, HRIS	P096	P3	HUMAN RESOURCES	HRIS	HRIS	4
Sr Analyst, IT Security	P114	P3	TECHNOLOGY	INFORMATION SECURITY	INFORMATION SECURITY	3
Sr Analyst, Systems	P071	P3	TECHNOLOGY	SYSTEMS	SYSTEMS ADMINISTRATION	3
Sr Analyst, Treasury	P090	P3	FINANCE & ACCOUNTING	TREASURY / INVESTMENT	TREASURY / INVESTMENT	4
Sr Architect, Landscape	P074	P3	PLANNING	PARK PLANNING	LANDSCAPE	1
Sr Buyer	P089	P3	FINANCE & ACCOUNTING	PURCHASING	PURCHASING	4
Sr Coord, Sales Tax Audit Rev	A056	A5	FINANCE & ACCOUNTING	REVENUE	SALES TAX AUDIT & REVENUE	4

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Sr Coordinator, AP	A039	A5	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTS PAYABLE	4
Sr Coordinator, Accounting	A088	A5	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTING	4
Sr Coordinator, Active Modes	A076	A5	PLANNING	TRANSPORTATION PLANNING	ACTIVE MODES	1
Sr Coordinator, Benefits	A082	A5	HUMAN RESOURCES	BENEFITS	BENEFITS	4
Sr Coordinator, Communications	A037	A5	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS	4
Sr Coordinator, Creative Svcs	A095	A5	MARKETING & CREATIVE SERVICES	MEDIA	GRAPHIC DESIGN	4
Sr Coordinator, Cultural Svcs	A049	A5	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Sr Coordinator, Forestry	A048	A5	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Sr Coordinator, HRIS	A044	A5	HUMAN RESOURCES	HRIS	HRIS	4
Sr Coordinator, Marketing	A055	A5	MARKETING & CREATIVE SERVICES	MARKETING	MARKETING	4
Sr Coordinator, Payroll	A042	A5	FINANCE & ACCOUNTING	ACCOUNTING	PAYROLL	4
Sr Coordinator, Public Engage	A041	A5	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Sr Coordinator, Recreation	A054	A5	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	1
Sr Coordinator, Risk Mgmt	A038	A5	FINANCE & ACCOUNTING	RISK MANAGEMENT	RISK MANAGEMENT	4
Sr Coordinator, Safety	A052	A5	HUMAN RESOURCES	SAFETY & RISK MANAGEMENT	SAFETY	4
Sr Director, Utilities Finance	M141	M4	STRATEGY	UTILITIES	FINANCIAL PLANNING & ANALYSIS	7
Sr Director, Water Operations	M140	M4	STRATEGY	UTILITIES	WATER	7
Sr Engineer, Network	P068	P3	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Sr Engineer, Systems	P064	P3	TECHNOLOGY	SYSTEMS	SYSTEMS ENGINEERING	3
Sr Engineer, Video Prod	P156	P3	MARKETING & CREATIVE SERVICES	SYSTEMS	VIDEO PRODUCTION	3
Sr Facilities Project Manager	P073	P3	ADMINISTRATION	PROJECT MANAGEMENT	FACILITIES PROJECT MANAGEMENT	4
Sr Inspector, Compliance	O056	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	COMPLIANCE	1
Sr Inspector, Construction	O045	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	CONSTRUCTION INSPECTION	1
Sr Inspector, Zoning	O048	OT5	DEVELOPMENT & COMPLIANCE	COMPLIANCE	ZONING	1
Sr Legal Assistant	A026	A4	LEGAL	LEGAL	LEGAL SUPPORT	4
Sr Locator, Elec Dist Field Op	O012	OT4	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - FIELD OPS	2
Sr Manager, Accounting	M052	M2	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTING	4
Sr Manager, Apps Software	M038	M2	TECHNOLOGY	APPLICATIONS SOFTWARE	APPLICATIONS SOFTWARE	3
Sr Manager, City Planning	M126	M2	PLANNING	CITY PLANNING	CITY PLANNING	1
Sr Manager, Civil Engineering	M043	M2	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Sr Manager, Creative Services	M132	M2	MARKETING & CREATIVE SERVICES	MEDIA	GRAPHIC DESIGN	4
Sr Manager, Cultural Services	M050	M2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Sr Manager, Cultural Services	M054	M2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Sr Manager, Customer Support	M051	M2	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Sr Manager, Econ Sustainability	M110	M2	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
Sr Manager, Elec Engr	M060	M2	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3
Sr Manager, Emergency Comms	M061	M2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNICATIONS	5A
Sr Manager, Env Sustain	M056	M2	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1

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Sr Manager, Facilities & Fleet	M044	M2	OPERATIONS	FACILITIES & FLEET	FACILITIES & FLEET	2
Sr Manager, Forestry	M035	M2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Sr Manager, HRIS	M124	M2	HUMAN RESOURCES	HRIS	HRIS	4
Sr Manager, Horticulture	M142	M2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Sr Manager, Information Svcs	M062	M2	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Sr Manager, Mechanical Engr	M045	M2	SCIENCES & ENGINEERING	ENGINEERING	MECHANICAL ENGINEERING	3
Sr Manager, Neighborhood Svcs	M058	M2	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	NEIGHBORHOOD SERVICES	1
Sr Manager, Network Engineering	M104	M2	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Sr Manager, Parks	M057	M2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Sr Manager, Public Engagement	M133	M2	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Sr Manager, Recreation	M134	M2	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	1
Sr Manager, Sales Tax/Revenue	M036	M2	FINANCE & ACCOUNTING	REVENUE	SALES TAX AUDIT & REVENUE	4
Sr Manager, Sciences	M046	M2	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Sr Manager, Social Sustainblty	M118	M2	SUSTAINABILITY	SOCIAL SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Sr Manager, Technology	M039	M2	TECHNOLOGY	TECHNOLOGY	TECHNOLOGY	3
Sr Manager, Traffic Engr	M041	M2	SCIENCES & ENGINEERING	ENGINEERING	TRAFFIC ENGINEERING	3
Sr Manager, Transit	M049	M2	OPERATIONS	TRANSPORTATION	TRANSIT	2
Sr Manager, Transportation Ops	M137	M2	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Sr Manager, Transportation Pln	M037	M2	PLANNING	TRANSPORTATION PLANNING	TRANSPORTATION PLANNING	1
Sr Manager, Water Engineering	M047	M2	SCIENCES & ENGINEERING	ENGINEERING	WATER ENGINEERING	3
Sr Mgr, Safety & Risk Mgmt	M117	M2	HUMAN RESOURCES	SAFETY & RISK MANAGEMENT	SAFETY	4
Sr Partner, Human Resources	P142	P3	HUMAN RESOURCES	TALENT MANAGEMENT	HUMAN RESOURCES	4
Sr Planner, City	P098	P3	PLANNING	CITY PLANNING	CITY PLANNING	1
Sr Planner, Environmental	P086	P3	PLANNING	ENVIRONMENTAL PLANNING	ENVIRONMENTAL PLANNING	1
Sr Planner, Trails	P137	P3	PLANNING	PARK PLANNING	LANDSCAPE	1
Sr Planner, Transportation	P087	P3	PLANNING	TRANSPORTATION PLANNING	TRANSPORTATION PLANNING	1
Sr Project Manager	P095	P3	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT	4
Sr Project Manager, Talent Mgmt	P166	P3	HUMAN RESOURCES	TALENT MANAGEMENT	HUMAN RESOURCES	4
Sr Rep, Cultural Svcs	A025	A4	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Sr Spc, Neighborhood Svcs	P044	P2	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	NEIGHBORHOOD SERVICES	1
Sr Spc, Process Improvement	P053	P2	ADMINISTRATION	PROJECT MANAGEMENT	PROCESS IMPROVEMENT	4
Sr Spec, Talent Development	P161	P2	HUMAN RESOURCES	TALENT MANAGEMENT	TALENT DEVELOPMENT	4
Sr Specialist, Communications	P058	P2	MARKETING & CREATIVE SERVICES	COMMUNICATIONS	COMMUNICATIONS	4
Sr Specialist, Compliance	P146	P2	DEVELOPMENT & COMPLIANCE	COMPLIANCE	COMPLIANCE	1
Sr Specialist, Cultural Svcs	P153	P2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Sr Specialist, Cust Support	P027	P2	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Sr Specialist, DAR Program Mgr	P167	P3	PLANNING	TRANSPORTATION PLANNING	TRANSIT PLANNING	1
Sr Specialist, Econ Sustain	P056	P2	SUSTAINABILITY	ECONOMIC SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1

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Sr Specialist, Env Compliance	P125	P2	SUSTAINABILITY	COMPLIANCE	COMPLIANCE	1
Sr Specialist, Enviro Sustain	P061	P2	SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
Sr Specialist, Equity	P144	P2	SUSTAINABILITY	SOCIAL SUSTAINABILITY	EQUITY, DIVERSITY & INCLUSION	1
Sr Specialist, Forestry	P151	P2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Sr Specialist, OEM	P128	P2	ADMINISTRATION	PROJECT MANAGEMENT	EMERGENCY MANAGEMENT	4
Sr Specialist, Outreach	P107	P2	PROTECTIVE SERVICES	INVESTIGATION	OUTREACH	5
Sr Specialist, Parks	P033	P2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Sr Specialist, Public Engage	P054	P2	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Sr Specialist, Real Estate	P055	P2	OPERATIONS	FACILITIES & FLEET	REAL ESTATE	2
Sr Specialist, Recreation	P045	P2	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	1
Sr Specialist, Sciences	P035	P2	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Sr Specialist, Social Sustain	P132	P2	SUSTAINABILITY	SOCIAL SUSTAINABILITY	SOCIAL SUSTAINABILITY	1
Sr Specialist, Workers Comp	P147	P2	ADMINISTRATION	SAFETY & RISK MANAGEMENT	WORKERS COMPENSATION	4
Sr Supervisor, AR / Billing	S045	S2	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTS RECEIVABLE / BILLING	4
Sr Supervisor, CSO	S050	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNITY SERVICES OPERATIONS	5B
Sr Supervisor, Cultural Svcs	S037	S2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Sr Supervisor, Cust Support	S018	S2	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Sr Supervisor, Electric Dist	S034	S2	OPERATIONS	ELECTRIC UTILITIES	ELECTRIC DIST - LOW VOLTAGE	2
Sr Supervisor, Emergency Comm	S046	S2	PROTECTIVE SERVICES	COLLECTIVE BARGAINING UNIT	COMMUNICATIONS	5A
Sr Supervisor, Facilities	S026	S2	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Sr Supervisor, Fleet	S024	S2	OPERATIONS	FACILITIES & FLEET	FLEET	2
Sr Supervisor, Forestry	S025	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Sr Supervisor, HRIS	S041	S2	HUMAN RESOURCES	HRIS	HRIS	4
Sr Supervisor, Information Svc	S047	S2	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Sr Supervisor, Land Surveying	S068	S2	SCIENCES & ENGINEERING	ENGINEERING	SURVEYING	3
Sr Supervisor, Maintenance	S032	S2	OPERATIONS	PLANT OPERATIONS	MAINTENANCE	2
Sr Supervisor, Marketing	S038	S2	MARKETING & CREATIVE SERVICES	MARKETING	MARKETING	4
Sr Supervisor, Mechanical Engr	S022	S2	SCIENCES & ENGINEERING	ENGINEERING	MECHANICAL ENGINEERING	3
Sr Supervisor, Natural Areas	S058	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Sr Supervisor, Neighbrhood Svc	S055	S2	DEVELOPMENT & COMPLIANCE	NEIGHBORHOOD SERVICES	NEIGHBORHOOD SERVICES	1
Sr Supervisor, Netwk Engineer	S065	S2	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Sr Supervisor, Parks	S031	S2	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Sr Supervisor, Plant Ops	S023	S2	OPERATIONS	PLANT OPERATIONS	PLANT OPERATIONS	2
Sr Supervisor, Process Support	S048	S2	PROTECTIVE SERVICES	PROCESSING SUPPORT	TECHNICAL	5
Sr Supervisor, Project Mgmt	S043	S2	ADMINISTRATION	PROJECT MANAGEMENT	PROJECT MANAGEMENT	4
Sr Supervisor, Public Engage	S039	S2	CUSTOMER SERVICE	OUTREACH	PUBLIC ENGAGEMENT	4
Sr Supervisor, Recreation	S044	S2	CULTURE, PARKS & RECREATION	RECREATION	RECREATION	1
Sr Supervisor, Sciences	S020	S2	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3

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Sr Supervisor, Transit	S042	S2	OPERATIONS	TRANSPORTATION	TRANSIT	2
Sr Supervisor, Transportn Ops	S060	S2	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Sr Supervisor, Video Productn	S066	S2	MARKETING & CREATIVE SERVICES	MEDIA	VIDEO PRODUCTION	4
Sr Tech, Police Records	A092	A5	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Sr Tech, Police Technology	A063	A5	PROTECTIVE SERVICES	PROCESSING SUPPORT	POLICE TECHNOLOGY	5
Sr Tech, Processing Support	A091	A5	PROTECTIVE SERVICES	PROCESSING SUPPORT	TECHNICAL	5
Sr Tech, Transportation Ops	O046	OT5	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Sr Technical Project Manager	P076	P3	ADMINISTRATION	PROJECT MANAGEMENT	TECHNICAL PROJECT MANAGEMENT	4
Sr Technician, Client Services	A047	A5	TECHNOLOGY	CLIENT SERVICES	CLIENT SERVICES	3
Sr Technician, Facilities	O049	OT5	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Sr Technician, Fiber	O057	OT5	TECHNOLOGY	FIBER	FIBER	3
Sr Technician, Maintenance	O050	OT5	OPERATIONS	PLANT OPERATIONS	MAINTENANCE	2
Sr Technician, Network Engr	A080	A5	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Sr Technician, Police Admin	A081	A5	PROTECTIVE SERVICES	POLICE ADMINISTRATION	POLICE ADMINISTRATION	5
Sr Technician, Traffic Engr	O055	OT5	SCIENCES & ENGINEERING	ENGINEERING	TRAFFIC ENGINEERING	3
Sr Technician, Video Prod	A084	A5	MARKETING & CREATIVE SERVICES	MEDIA	VIDEO PRODUCTION	4
Sr Technician, Water Field Ops	O053	OT5	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2
Substation Elec/Comm Spec	OS15	OS5	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3S
Substation Specialist	OS11	OS4	SCIENCES & ENGINEERING	ENGINEERING	ELECTRICAL ENGINEERING	3S
Supervisor, Accounts Payable	S067	S1	FINANCE & ACCOUNTING	ACCOUNTING	ACCOUNTS PAYABLE	4
Supervisor, Administration	S003	S1	ADMINISTRATION	ADMINISTRATION	ADMINISTRATION	4
Supervisor, Bldg & Dev Rev	S057	S1	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
Supervisor, Civil Engineering	S005	S1	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Supervisor, Client Services	S004	S1	TECHNOLOGY	CLIENT SERVICES	CLIENT SERVICES	3
Supervisor, Cultural Services	S062	S1	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Supervisor, Customer Support	S001	S1	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Supervisor, Energy Services	S028	S1	OPERATIONS	FACILITIES & FLEET	ENERGY SERVICES	2
Supervisor, Enforcement	S009	S1	PROTECTIVE SERVICES	OPERATIONS	ENFORCEMENT	5
Supervisor, Facilities	S008	S1	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Supervisor, Fiber	S063	S1	TECHNOLOGY	FIBER	FIBER	3
Supervisor, Fleet	S021	S1	OPERATIONS	FACILITIES & FLEET	FLEET	2
Supervisor, Network Engr	S061	S1	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Supervisor, Plans Examiner	S064	S1	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
Supervisor, Plant Operations	S014	S1	OPERATIONS	PLANT OPERATIONS	PLANT OPERATIONS	2
Supervisor, Transit	S007	S1	OPERATIONS	TRANSPORTATION	TRANSIT	2
Tech I, Material Handling	O070	OT3	OPERATIONS	FACILITIES & FLEET	MATERIAL HANDLING	2
Tech II, Investigative Support	A094	A4	PROTECTIVE SERVICES	INVESTIGATION	INVESTIGATION	5
Tech II, Police Technology	A089	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	POLICE TECHNOLOGY	5

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Tech II, Processing Support	A033	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	TECHNICAL	5
Tech II, Transportation Ops	O031	OT4	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Technical Project Manager	P036	P2	ADMINISTRATION	PROJECT MANAGEMENT	TECHNICAL PROJECT MANAGEMENT	4
Technician I, Bldg Dev Review	A010	A3	DEVELOPMENT & COMPLIANCE	BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
Technician I, CCT Ops	O071	OT3	OPERATIONS	CUSTOMER CONNECTIONS	CUSTOMER CARE & TECH OPS	2
Technician I, Civil Engr	O014	OT3	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Technician I, Customer Support	O016	OT3	CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER SUPPORT	4
Technician I, Facilities	O020	OT3	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Technician I, Fiber	O062	OT3	OPERATIONS	FIBER	FIBER	2
Technician I, Fleet	O017	OT3	OPERATIONS	FACILITIES & FLEET	FLEET	2
Technician I, Forestry	O018	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Technician I, Horticulture	O075	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Technician I, Natural Areas	O060	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Technician I, Parks	O024	OT3	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Technician I, Police Admin	A012	A3	PROTECTIVE SERVICES	POLICE ADMINISTRATION	POLICE ADMINISTRATION	5
Technician I, Traffic Control	O068	OT3	OPERATIONS	TRANSPORTATION	TRAFFIC CONTROL	2
Technician I, Water Field Util	O027	OT3	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2
Technician II, Civil Engr	O028	OT4	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Technician II, Client Services	A019	A4	TECHNOLOGY	CLIENT SERVICES	CLIENT SERVICES	3
Technician II, Energy Services	O040	OT4	OPERATIONS	FACILITIES & FLEET	ENERGY SERVICES	2
Technician II, Facilities	O032	OT4	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Technician II, Fiber	O061	OT4	TECHNOLOGY	FIBER	FIBER	3
Technician II, Fleet	O054	OT4	OPERATIONS	FACILITIES & FLEET	FLEET	2
Technician II, Forestry	O033	OT4	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	FORESTRY	1
Technician II, GIS	A027	A4	TECHNOLOGY	GIS	GIS	3
Technician II, Graphic Design	A085	A4	MARKETING & CREATIVE SERVICES	MEDIA	GRAPHIC DESIGN	4
Technician II, Maintenance	O041	OT4	OPERATIONS	PLANT OPERATIONS	MAINTENANCE	2
Technician II, Natural Areas	O034	OT4	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	NATURAL AREAS	1
Technician II, Network Engr	A079	A4	TECHNOLOGY	NETWORK	NETWORK ENGINEERING	3
Technician II, Police Records	A035	A4	PROTECTIVE SERVICES	PROCESSING SUPPORT	INFORMATION SERVICES	5
Technician II, Sciences	A078	A4	SCIENCES & ENGINEERING	SCIENCES	SCIENCES	3
Technician II, Traffic Control	O074	OT4	OPERATIONS	TRANSPORTATION	TRAFFIC CONTROL	2
Technician II, Traffic Engr	O030	OT4	SCIENCES & ENGINEERING	ENGINEERING	TRAFFIC ENGINEERING	3
Technician II, Video Prod	A029	A4	MARKETING & CREATIVE SERVICES	MEDIA	VIDEO PRODUCTION	4
Technician II, Water Engr	O029	OT4	SCIENCES & ENGINEERING	ENGINEERING	WATER ENGINEERING	3
Technician II, Wtr Field Util	O039	OT4	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2
Victim Advocate	A034	A4	PROTECTIVE SERVICES	INVESTIGATION	OUTREACH	5
Water Engineer II	P038	P2	SCIENCES & ENGINEERING	ENGINEERING	WATER ENGINEERING	3

EXHIBIT A



**CITY OF FORT COLLINS
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Water Meter Systems Operator	OS17	OS2	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2S
Water Meter Technician	OS02	OS2	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2S
Water Utility Maint Operator	OS04	OS2	OPERATIONS	WATER UTILITIES	WATER FIELD OPERATIONS	2S
Worker I, Facilities	O003	OT1	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Worker I, Fleet	O067	OT1	OPERATIONS	FACILITIES & FLEET	FLEET	2
Worker I, Parks	O004	OT1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Worker I, Parks Shop Attendant	O072	OT1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	PARKS	1
Worker I, Recreation	O059	OT1	CULTURE, PARKS & RECREATION	OUTDOOR SERVICES	RECREATION	1
Worker I, Transit	O002	OT1	OPERATIONS	TRANSPORTATION	TRANSIT	2
Worker I, Transportation Ops	O005	OT1	OPERATIONS	TRANSPORTATION	TRANSPORTATION OPERATIONS	2
Worker II, Cultural Services	O063	OT2	CULTURE, PARKS & RECREATION	CULTURAL SERVICES	CULTURAL SERVICES	1
Worker II, Facilities	O008	OT2	OPERATIONS	FACILITIES & FLEET	FACILITIES	2
Worker II, Fleet	O007	OT2	OPERATIONS	FACILITIES & FLEET	FLEET	2



**CITY OF FORT COLLINS
2023 PAY PLAN**

TABLE 1: SUSTAINABILITY, PLANNING, CULTURE, PARKS & RECREATION, DEVELOPMENT & COMPLIANCE

MANAGERIAL				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M3	<u>BIWEEKLY</u>	\$3,606.42	\$4,808.43	\$6,010.44
	<u>MONTHLY</u>	\$7,813.92	\$10,418.27	\$13,022.63
	<u>ANNUAL</u>	\$93,767.00	\$125,019.25	\$156,271.50
M2	<u>BIWEEKLY</u>	\$3,220.08	\$4,293.17	\$5,366.27
	<u>MONTHLY</u>	\$6,976.83	\$9,301.88	\$11,626.92
	<u>ANNUAL</u>	\$83,722.00	\$111,622.50	\$139,523.00
M1	<u>BIWEEKLY</u>	\$2,874.89	\$3,833.18	\$4,791.48
	<u>MONTHLY</u>	\$6,228.93	\$8,305.23	\$10,381.54
	<u>ANNUAL</u>	\$74,747.10	\$99,662.80	\$124,578.50
S2	<u>BIWEEKLY</u>	\$2,450.54	\$3,267.38	\$4,084.23
	<u>MONTHLY</u>	\$5,309.50	\$7,079.33	\$8,849.17
	<u>ANNUAL</u>	\$63,714.00	\$84,952.00	\$106,190.00
S1	<u>BIWEEKLY</u>	\$2,187.98	\$2,917.31	\$3,646.63
	<u>MONTHLY</u>	\$4,740.63	\$6,320.83	\$7,901.04
	<u>ANNUAL</u>	\$56,887.50	\$75,850.00	\$94,812.50
PROFESSIONAL				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P3	<u>BIWEEKLY</u>	\$2,454.95	\$3,273.30	\$4,091.60
	<u>MONTHLY</u>	\$5,319.07	\$7,092.15	\$8,865.14
	<u>ANNUAL</u>	\$63,828.80	\$85,105.75	\$106,381.68
P2	<u>BIWEEKLY</u>	\$2,160.38	\$2,880.49	\$3,600.63
	<u>MONTHLY</u>	\$4,680.83	\$6,241.05	\$7,801.36
	<u>ANNUAL</u>	\$56,170.00	\$74,892.65	\$93,616.33
P1	<u>BIWEEKLY</u>	\$1,901.14	\$2,534.83	\$3,168.55
	<u>MONTHLY</u>	\$4,119.13	\$5,492.12	\$6,865.19
	<u>ANNUAL</u>	\$49,429.60	\$65,905.45	\$82,382.33

EXHIBIT A



**CITY OF FORT COLLINS
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ADMINISTRATIVE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A6	<u>BIWEEKLY</u>	\$2,141.30	\$2,676.63	\$3,212.00
	<u>MONTHLY</u>	\$4,639.49	\$5,799.36	\$6,959.32
	<u>ANNUAL</u>	\$55,673.90	\$69,592.38	\$83,511.88
A5	<u>BIWEEKLY</u>	\$1,946.67	\$2,433.31	\$2,919.99
	<u>MONTHLY</u>	\$4,217.79	\$5,272.17	\$6,326.64
	<u>ANNUAL</u>	\$50,613.48	\$63,266.08	\$75,919.70
A4	<u>BIWEEKLY</u>	\$1,769.70	\$2,212.11	\$2,654.55
	<u>MONTHLY</u>	\$3,834.35	\$4,792.90	\$5,751.53
	<u>ANNUAL</u>	\$46,012.25	\$57,514.80	\$69,018.38
A3	<u>BIWEEKLY</u>	\$1,592.73	\$1,990.90	\$2,389.08
	<u>MONTHLY</u>	\$3,450.92	\$4,313.63	\$5,176.34
	<u>ANNUAL</u>	\$41,411.03	\$51,763.53	\$62,116.03
A2	<u>BIWEEKLY</u>	\$1,433.42	\$1,792.21	\$2,154.16
	<u>MONTHLY</u>	\$3,105.75	\$3,883.13	\$4,667.34
	<u>ANNUAL</u>	\$37,269.00	\$46,597.53	\$56,008.05

OPERATIONS & SKILLED TRADE

O6	<u>BIWEEKLY</u>	\$2,210.85	\$2,763.56	\$3,316.27
	<u>MONTHLY</u>	\$4,790.17	\$5,987.71	\$7,185.25
	<u>ANNUAL</u>	\$57,482.00	\$71,852.50	\$86,223.00
O5	<u>BIWEEKLY</u>	\$1,989.76	\$2,487.20	\$2,984.64
	<u>MONTHLY</u>	\$4,311.15	\$5,388.94	\$6,466.73
	<u>ANNUAL</u>	\$51,733.80	\$64,667.25	\$77,600.70
O4	<u>BIWEEKLY</u>	\$1,790.79	\$2,238.48	\$2,686.17
	<u>MONTHLY</u>	\$3,880.05	\$4,850.04	\$5,820.04
	<u>ANNUAL</u>	\$46,560.63	\$58,200.53	\$69,840.43

EXHIBIT A



**CITY OF FORT COLLINS
2023 PAY PLAN**

O3	<u>BIWEEKLY</u>	\$1,611.69	\$2,014.64	\$2,413.60
	<u>MONTHLY</u>	\$3,492.00	\$4,365.05	\$5,229.46
	<u>ANNUAL</u>	\$41,904.05	\$52,380.58	\$62,753.58
O2	<u>BIWEEKLY</u>	\$1,450.53	\$1,813.19	\$2,175.80
	<u>MONTHLY</u>	\$3,142.82	\$3,928.57	\$4,714.23
	<u>ANNUAL</u>	\$37,713.85	\$47,142.83	\$56,570.78
O1	<u>BIWEEKLY</u>	\$1,305.50	\$1,631.84	\$1,958.22
	<u>MONTHLY</u>	\$2,828.57	\$3,535.66	\$4,242.81
	<u>ANNUAL</u>	\$33,942.88	\$42,427.83	\$50,913.80

TABLE 2: OPERATIONS

MANAGERIAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M3	<u>BIWEEKLY</u>	\$4,290.81	\$5,720.84	\$7,150.95
	<u>MONTHLY</u>	\$9,296.75	\$12,395.15	\$15,493.73
	<u>ANNUAL</u>	\$111,561.00	\$148,741.85	\$185,924.75
M2	<u>BIWEEKLY</u>	\$3,647.03	\$4,862.72	\$6,078.25
	<u>MONTHLY</u>	\$7,901.90	\$10,535.89	\$13,169.54
	<u>ANNUAL</u>	\$94,822.75	\$126,430.68	\$158,034.50
M1	<u>BIWEEKLY</u>	\$3,099.84	\$4,133.31	\$5,166.79
	<u>MONTHLY</u>	\$6,716.31	\$8,955.51	\$11,194.71
	<u>ANNUAL</u>	\$80,595.75	\$107,466.13	\$134,336.50
S2	<u>BIWEEKLY</u>	\$2,596.40	\$3,461.94	\$4,327.47
	<u>MONTHLY</u>	\$5,625.54	\$7,500.86	\$9,376.19
	<u>ANNUAL</u>	\$67,506.50	\$90,010.38	\$112,514.25
S1	<u>BIWEEKLY</u>	\$2,282.32	\$3,043.11	\$3,803.85
	<u>MONTHLY</u>	\$4,945.03	\$6,593.40	\$8,241.68
	<u>ANNUAL</u>	\$59,340.33	\$79,120.78	\$98,900.20

EXHIBIT A



**CITY OF FORT COLLINS
2023 PAY PLAN**

PROFESSIONAL				
P2		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$2,055.24	\$2,740.30
	<u>MONTHLY</u>	\$4,453.03	\$5,937.31	\$7,421.68
	<u>ANNUAL</u>	\$53,436.33	\$71,247.75	\$89,060.20
<hr/>				
P1		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$1,808.61	\$2,411.47
	<u>MONTHLY</u>	\$3,918.66	\$5,224.85	\$6,531.04
	<u>ANNUAL</u>	\$47,023.93	\$62,698.23	\$78,372.53
<hr/>				
OPERATIONS & SKILLED TRADE				
O6		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$2,346.66	\$2,933.27
	<u>MONTHLY</u>	\$5,084.43	\$6,355.43	\$7,626.60
	<u>ANNUAL</u>	\$61,013.13	\$76,265.13	\$91,519.18
<hr/>				
O5		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$2,133.30	\$2,666.62
	<u>MONTHLY</u>	\$4,622.15	\$5,777.67	\$6,933.19
	<u>ANNUAL</u>	\$55,465.83	\$69,332.03	\$83,198.23
<hr/>				
O4		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$1,939.38	\$2,424.20
	<u>MONTHLY</u>	\$4,201.99	\$5,252.44	\$6,302.98
	<u>ANNUAL</u>	\$50,423.85	\$63,029.30	\$75,635.78
<hr/>				
O3		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$1,763.08	\$2,203.83
	<u>MONTHLY</u>	\$3,820.00	\$4,774.96	\$5,729.92
	<u>ANNUAL</u>	\$45,840.05	\$57,299.55	\$68,759.05
<hr/>				
O2		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$1,602.78	\$2,003.48
	<u>MONTHLY</u>	\$3,472.70	\$4,340.88	\$5,209.05
	<u>ANNUAL</u>	\$41,672.40	\$52,090.50	\$62,508.60
<hr/>				
O1		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
		<u>BIWEEKLY</u>	\$1,457.08	\$1,821.35
	<u>MONTHLY</u>	\$3,157.00	\$3,946.25	\$4,735.50
	<u>ANNUAL</u>	\$37,884.00	\$47,355.00	\$56,826.00



**CITY OF FORT COLLINS
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TABLE 3: SCIENCES & ENGINEERING, TECHNOLOGY

MANAGERIAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M3	<u>BIWEEKLY</u>	\$4,377.38	\$5,836.51	\$7,295.63
	<u>MONTHLY</u>	\$9,484.33	\$12,645.77	\$15,807.21
	<u>ANNUAL</u>	\$113,811.90	\$151,749.20	\$189,686.50
M2	<u>BIWEEKLY</u>	\$3,806.46	\$5,075.21	\$6,344.04
	<u>MONTHLY</u>	\$8,247.32	\$10,996.29	\$13,745.42
	<u>ANNUAL</u>	\$98,967.85	\$131,955.43	\$164,945.05
M1	<u>BIWEEKLY</u>	\$3,309.92	\$4,413.26	\$5,516.55
	<u>MONTHLY</u>	\$7,171.50	\$9,562.05	\$11,952.53
	<u>ANNUAL</u>	\$86,057.98	\$114,744.65	\$143,430.30
S2	<u>BIWEEKLY</u>	\$2,878.20	\$3,837.60	\$4,797.00
	<u>MONTHLY</u>	\$6,236.10	\$8,314.80	\$10,393.50
	<u>ANNUAL</u>	\$74,833.20	\$99,777.60	\$124,722.00
S1	<u>BIWEEKLY</u>	\$2,532.81	\$3,377.10	\$4,221.34
	<u>MONTHLY</u>	\$5,487.76	\$7,317.05	\$9,146.25
	<u>ANNUAL</u>	\$65,853.18	\$87,804.58	\$109,754.95
PROFESSIONAL				
P4	<u>BIWEEKLY</u>	\$3,556.83	\$4,742.44	\$5,928.01
	<u>MONTHLY</u>	\$7,706.46	\$10,275.28	\$12,844.02
	<u>ANNUAL</u>	\$92,477.55	\$123,303.40	\$154,128.23
P3	<u>BIWEEKLY</u>	\$3,130.03	\$4,173.37	\$5,216.66
	<u>MONTHLY</u>	\$6,781.74	\$9,042.29	\$11,302.76
	<u>ANNUAL</u>	\$81,380.90	\$108,507.53	\$135,633.13
P2	<u>BIWEEKLY</u>	\$2,754.41	\$3,672.54	\$4,590.66
	<u>MONTHLY</u>	\$5,967.89	\$7,957.16	\$9,946.43
	<u>ANNUAL</u>	\$71,614.70	\$95,485.93	\$119,357.15
P1	<u>BIWEEKLY</u>	\$2,423.89	\$3,231.83	\$4,039.80
	<u>MONTHLY</u>	\$5,251.76	\$7,002.29	\$8,752.90
	<u>ANNUAL</u>	\$63,021.10	\$84,027.45	\$105,034.83

EXHIBIT A



**CITY OF FORT COLLINS
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ADMINISTRATIVE		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A6	<u>BIWEEKLY</u>	\$2,193.26	\$2,741.64	\$3,289.97
	<u>MONTHLY</u>	\$4,752.07	\$5,940.22	\$7,128.28
	<u>ANNUAL</u>	\$57,024.85	\$71,282.60	\$85,539.33
A5	<u>BIWEEKLY</u>	\$1,993.90	\$2,492.37	\$2,990.87
	<u>MONTHLY</u>	\$4,320.12	\$5,400.13	\$6,480.22
	<u>ANNUAL</u>	\$51,841.43	\$64,801.53	\$77,762.65
A4	<u>BIWEEKLY</u>	\$1,812.63	\$2,265.80	\$2,718.97
	<u>MONTHLY</u>	\$3,927.37	\$4,909.24	\$5,891.10
	<u>ANNUAL</u>	\$47,128.48	\$58,910.85	\$70,693.23
OPERATIONS & SKILLED TRADE		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O5	<u>BIWEEKLY</u>	\$2,269.59	\$2,836.49	\$3,404.18
	<u>MONTHLY</u>	\$4,917.44	\$6,145.73	\$7,375.73
	<u>ANNUAL</u>	\$59,009.25	\$73,748.75	\$88,508.75
O4	<u>BIWEEKLY</u>	\$2,042.12	\$2,553.16	\$3,063.57
	<u>MONTHLY</u>	\$4,424.58	\$5,531.84	\$6,637.73
	<u>ANNUAL</u>	\$53,095.00	\$66,382.08	\$79,652.75
O3	<u>BIWEEKLY</u>	\$1,838.30	\$2,297.89	\$2,757.64
	<u>MONTHLY</u>	\$3,982.98	\$4,978.77	\$5,974.90
	<u>ANNUAL</u>	\$47,795.75	\$59,745.20	\$71,698.75
O2	<u>BIWEEKLY</u>	\$1,621.87	\$2,027.53	\$2,433.19
	<u>MONTHLY</u>	\$3,514.04	\$4,392.98	\$5,271.92
	<u>ANNUAL</u>	\$42,168.50	\$52,715.75	\$63,263.00
O1	<u>BIWEEKLY</u>	\$1,459.84	\$1,824.78	\$2,189.56
	<u>MONTHLY</u>	\$3,162.98	\$3,953.68	\$4,744.04
	<u>ANNUAL</u>	\$37,955.75	\$47,444.18	\$56,928.50



EXHIBIT A
CITY OF FORT COLLINS
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TABLE 4: HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MARKETING, LEGAL SUPPORT

MANAGERIAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M3	<u>BIWEEKLY</u>	\$3,938.96	\$5,251.98	\$6,564.97
	<u>MONTHLY</u>	\$8,534.41	\$11,379.29	\$14,224.10
	<u>ANNUAL</u>	\$102,412.88	\$136,551.53	\$170,689.15
M2	<u>BIWEEKLY</u>	\$3,425.23	\$4,566.93	\$5,708.70
	<u>MONTHLY</u>	\$7,421.34	\$9,895.01	\$12,368.85
	<u>ANNUAL</u>	\$89,056.10	\$118,740.10	\$148,426.15
M1	<u>BIWEEKLY</u>	\$2,978.45	\$3,971.24	\$4,964.08
	<u>MONTHLY</u>	\$6,453.31	\$8,604.36	\$10,755.50
	<u>ANNUAL</u>	\$77,439.78	\$103,252.35	\$129,065.95
S2	<u>BIWEEKLY</u>	\$2,339.76	\$3,166.86	\$3,911.56
	<u>MONTHLY</u>	\$5,069.48	\$6,861.52	\$8,475.04
	<u>ANNUAL</u>	\$60,833.75	\$82,338.25	\$101,700.50
S1	<u>BIWEEKLY</u>	\$2,065.38	\$2,753.70	\$3,442.03
	<u>MONTHLY</u>	\$4,474.98	\$5,966.35	\$7,457.73
	<u>ANNUAL</u>	\$53,699.75	\$71,596.25	\$89,492.75

PROFESSIONAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P4	<u>BIWEEKLY</u>	\$2,936.63	\$3,915.89	\$4,894.77
	<u>MONTHLY</u>	\$6,362.69	\$8,484.44	\$10,605.33
	<u>ANNUAL</u>	\$76,352.25	\$101,813.25	\$127,264.00
P3	<u>BIWEEKLY</u>	\$2,584.58	\$3,445.97	\$4,307.37
	<u>MONTHLY</u>	\$5,599.92	\$7,466.27	\$9,332.63
	<u>ANNUAL</u>	\$67,199.00	\$89,595.25	\$111,991.50
P2	<u>BIWEEKLY</u>	\$2,274.36	\$3,032.42	\$3,790.57
	<u>MONTHLY</u>	\$4,927.77	\$6,570.25	\$8,212.90
	<u>ANNUAL</u>	\$59,133.28	\$78,843.00	\$98,554.78

EXHIBIT A



**CITY OF FORT COLLINS
2023 PAY PLAN**

P1	<u>BIWEEKLY</u>	\$2,001.43	\$2,668.55	\$3,335.70
	<u>MONTHLY</u>	\$4,336.43	\$5,781.85	\$7,227.36
	<u>ANNUAL</u>	\$52,037.20	\$69,382.25	\$86,728.33

ADMINISTRATIVE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A6	<u>BIWEEKLY</u>	\$2,012.67	\$2,515.78	\$3,018.98
	<u>MONTHLY</u>	\$4,360.78	\$5,450.86	\$6,541.12
	<u>ANNUAL</u>	\$52,329.33	\$65,410.38	\$78,493.48

A5	<u>BIWEEKLY</u>	\$1,829.66	\$2,287.13	\$2,744.52
	<u>MONTHLY</u>	\$3,964.27	\$4,955.45	\$5,946.45
	<u>ANNUAL</u>	\$47,571.28	\$59,465.38	\$71,357.43

A4	<u>BIWEEKLY</u>	\$1,663.34	\$2,079.17	\$2,495.01
	<u>MONTHLY</u>	\$3,603.90	\$4,504.88	\$5,405.85
	<u>ANNUAL</u>	\$43,246.80	\$54,058.50	\$64,870.20

A3	<u>BIWEEKLY</u>	\$1,497.01	\$1,871.26	\$2,245.50
	<u>MONTHLY</u>	\$3,243.53	\$4,054.39	\$4,865.25
	<u>ANNUAL</u>	\$38,922.33	\$48,652.65	\$58,382.98

A2	<u>BIWEEKLY</u>	\$1,347.32	\$1,684.15	\$2,020.95
	<u>MONTHLY</u>	\$2,919.20	\$3,649.00	\$4,378.71
	<u>ANNUAL</u>	\$35,030.40	\$43,788.00	\$52,544.58

OPERATIONS & SKILLED TRADE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O4	<u>BIWEEKLY</u>	\$1,649.46	\$2,061.83	\$2,474.19
	<u>MONTHLY</u>	\$3,573.83	\$4,467.29	\$5,360.75
	<u>ANNUAL</u>	\$42,886.00	\$53,607.50	\$64,329.00

O3	<u>BIWEEKLY</u>	\$1,484.52	\$1,855.64	\$2,226.77
	<u>MONTHLY</u>	\$3,216.45	\$4,020.56	\$4,824.68
	<u>ANNUAL</u>	\$38,597.40	\$48,246.75	\$57,896.10



**CITY OF FORT COLLINS
2023 PAY PLAN**

TABLE 5: PROTECTIVE SERVICES (non-CBU)

MANAGERIAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M3	<u>BIWEEKLY</u>	\$3,857.15	\$5,142.74	\$6,428.33
	<u>MONTHLY</u>	\$8,357.17	\$11,142.60	\$13,928.04
	<u>ANNUAL</u>	\$100,286.00	\$133,711.25	\$167,136.50
M2	<u>BIWEEKLY</u>	\$3,214.24	\$4,285.64	\$5,357.04
	<u>MONTHLY</u>	\$6,964.19	\$9,285.56	\$11,606.93
	<u>ANNUAL</u>	\$83,570.30	\$111,426.73	\$139,283.15
M1	<u>BIWEEKLY</u>	\$2,732.10	\$3,642.81	\$4,553.48
	<u>MONTHLY</u>	\$5,919.55	\$7,892.76	\$9,865.88
	<u>ANNUAL</u>	\$71,034.55	\$94,713.08	\$118,390.58
S2	<u>BIWEEKLY</u>	\$2,202.02	\$2,935.99	\$3,670.05
	<u>MONTHLY</u>	\$4,771.03	\$6,361.32	\$7,951.78
	<u>ANNUAL</u>	\$57,252.40	\$76,335.85	\$95,421.35
S1	<u>BIWEEKLY</u>	\$1,937.80	\$2,583.71	\$3,229.62
	<u>MONTHLY</u>	\$4,198.57	\$5,598.04	\$6,997.50
	<u>ANNUAL</u>	\$50,382.85	\$67,176.45	\$83,970.05

PROFESSIONAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P4	<u>BIWEEKLY</u>	\$3,761.24	\$5,014.30	\$6,268.39
	<u>MONTHLY</u>	\$8,149.35	\$10,864.32	\$13,581.51
	<u>ANNUAL</u>	\$97,792.18	\$130,371.80	\$162,978.08
P3	<u>BIWEEKLY</u>	\$2,491.54	\$3,322.22	\$4,152.83
	<u>MONTHLY</u>	\$5,398.33	\$7,198.15	\$8,997.79
	<u>ANNUAL</u>	\$64,780.00	\$86,377.78	\$107,973.50

EXHIBIT A



**CITY OF FORT COLLINS
2023 PAY PLAN**

P2	<u>BIWEEKLY</u>	\$2,224.64	\$2,966.27	\$3,707.74
	<u>MONTHLY</u>	\$4,820.06	\$6,426.92	\$8,033.44
	<u>ANNUAL</u>	\$57,840.75	\$77,123.05	\$96,401.25

P1	<u>BIWEEKLY</u>	\$1,986.53	\$2,648.44	\$3,310.75
	<u>MONTHLY</u>	\$4,304.15	\$5,738.29	\$7,173.29
	<u>ANNUAL</u>	\$51,649.75	\$68,859.50	\$86,079.50

ADMINISTRATIVE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A6	<u>BIWEEKLY</u>	\$2,482.08	\$3,102.20	\$3,722.72
	<u>MONTHLY</u>	\$5,377.83	\$6,721.44	\$8,065.90
	<u>ANNUAL</u>	\$64,534.00	\$80,657.25	\$96,790.75

A5	<u>BIWEEKLY</u>	\$2,256.18	\$2,820.17	\$3,384.08
	<u>MONTHLY</u>	\$4,888.40	\$6,110.37	\$7,332.17
	<u>ANNUAL</u>	\$58,660.75	\$73,324.40	\$87,986.00

A4	<u>BIWEEKLY</u>	\$1,974.30	\$2,467.92	\$2,961.46
	<u>MONTHLY</u>	\$4,277.66	\$5,347.17	\$6,416.50
	<u>ANNUAL</u>	\$51,332.00	\$64,166.03	\$76,998.00

A3	<u>BIWEEKLY</u>	\$1,794.93	\$2,243.61	\$2,692.20
	<u>MONTHLY</u>	\$3,889.02	\$4,861.15	\$5,833.10
	<u>ANNUAL</u>	\$46,668.25	\$58,333.78	\$69,997.25

A2	<u>BIWEEKLY</u>	\$1,615.56	\$2,019.21	\$2,423.34
	<u>MONTHLY</u>	\$3,500.38	\$4,374.96	\$5,250.56
	<u>ANNUAL</u>	\$42,004.50	\$52,499.48	\$63,006.75

OPERATIONS & SKILLED TRADE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O4	<u>BIWEEKLY</u>	\$1,794.22	\$2,239.59	\$2,691.33
	<u>MONTHLY</u>	\$3,887.48	\$4,852.44	\$5,831.23
	<u>ANNUAL</u>	\$46,649.80	\$58,229.23	\$69,974.70

EXHIBIT A

O3	<u>BIWEEKLY</u>	\$1,614.77	\$2,018.50	\$2,422.19
	<u>MONTHLY</u>	\$3,498.66	\$4,373.42	\$5,248.08
	<u>ANNUAL</u>	\$41,984.00	\$52,481.03	\$62,977.03
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O2	<u>BIWEEKLY</u>	\$1,453.29	\$1,816.65	\$2,180.02
	<u>MONTHLY</u>	\$3,148.80	\$3,936.09	\$4,723.37
	<u>ANNUAL</u>	\$37,785.60	\$47,233.03	\$56,680.45



EXHIBIT A

CITY OF FORT COLLINS

2023 PAY PLAN

Step Ladders

Job Title	Step									
	1	2	3	4	5	6	7	8	9	10
LINE GROUNDWORKER	\$56,686	\$59,406	\$62,258	\$65,246	\$68,379	\$71,662	\$75,172	\$78,921		
ELECTRIC LINeworkER	\$79,029	\$83,493	\$85,979	\$88,546	\$91,233	\$93,959	\$96,768	\$100,256	\$103,964	\$110,263
LINE CREW CHIEF	\$115,225	\$120,255								
ELECTRIC METER SYSTEM TECH	\$61,642	\$67,799	\$72,406	\$76,978	\$81,514	\$86,004	\$89,657	\$93,335	\$97,000	\$100,665
SUBSTATION SPECIALIST	\$79,091	\$88,416	\$95,760	\$103,024	\$110,349					
SUBSTATION ELEC/COMM SPEC	\$89,955	\$99,180	\$108,011	\$116,469	\$125,505					
ELECTRIC SYSTEMS OPERATOR	\$76,480	\$81,518	\$86,555	\$91,593	\$96,631	\$101,668	\$106,706			
PLANT OPERATOR	\$58,655	\$63,781	\$67,594	\$71,659	\$75,975	\$81,836				
LEAD PLANT OPERATOR	\$58,655	\$63,781	\$67,594	\$71,659	\$75,975	\$81,836	\$85,927	\$90,019		
WATER UTILITY MAINT OPERATOR	\$49,354	\$53,657	\$56,880	\$60,287	\$63,913	\$68,858				
WATER METER SYSTEMS OPERATOR	\$49,354	\$53,657	\$56,880	\$60,287	\$63,913	\$68,858				
WATER METER TECHNICIAN	\$49,354	\$53,657	\$56,880	\$60,287	\$63,913	\$68,858				
FLEET MAINTENANCE TECHNICIAN	\$54,874	\$60,825	\$63,231	\$65,785	\$68,414	\$71,154	\$74,003	\$76,562		
BUILDING INSPECTOR	\$64,123	\$70,394	\$73,226	\$76,490	\$79,479	\$82,663	\$85,966	\$89,463		
LEAD BUILDING INSPECTOR	\$70,534	\$77,451	\$80,551	\$84,154	\$87,486	\$90,973	\$94,577	\$98,410		