

CITY OF FORT COLLINS 2023 PAY PLAN

JOB TITLE	JOB TYPE	LEVEL	JOB FUNCTION
Accountant II	P049	P2	FINANCE & ACCOUNTING
Administrator I, Systems	P003	P1	TECHNOLOGY
Analyst I, Apps Software	P005	P1	TECHNOLOGY
Analyst I, Benefits	P016	P1	HUMAN RESOURCES
Analyst I, Data	P122	P1	TECHNOLOGY
Analyst I, Finance	P020	P1	FINANCE & ACCOUNTING
Analyst I, GIS	P002	P1	TECHNOLOGY
Analyst I, HRIS	P023	P1	HUMAN RESOURCES
Analyst II, Apps Software	P028	P2	TECHNOLOGY
Analyst II, Apps Software Dev	P123	P2	TECHNOLOGY
Analyst II, Benefits	P124	P2	HUMAN RESOURCES
Analyst II, Budget	P136	P2	FINANCE & ACCOUNTING
Analyst II, Bus Intelligence	P133	P2	TECHNOLOGY
Analyst II, Finance	P050	P2	FINANCE & ACCOUNTING
Analyst II, GIS	P031	P2	TECHNOLOGY
Architect, IT Security	P101	P4	TECHNOLOGY
Architect, Landscape	P032	P2	PLANNING
Architect, Portfolio Mgmt	P145	P4	TECHNOLOGY
Architect, Technology	P109	P4	TECHNOLOGY
Asst Superintendent, Parks	O019	OT6	CULTURE, PARKS & RECREA
Auditor II, Sales Tax	P060	P2	FINANCE & ACCOUNTING
Bailiff	A001	A2	LEGAL
BUILDING INSPECTOR	OS14	OS5	DEVELOPMENT & COMPLIAN
Business Support I	A002	A2	ADMINISTRATION
Business Support II	A008	A3	ADMINISTRATION
Business Support III	A020	A4	ADMINISTRATION
Buyer II	P043	P2	FINANCE & ACCOUNTING
Chemist	P008	P1	SCIENCES & ENGINEERING
Chief Building Official	M042	M2	DEVELOPMENT & COMPLIAN
Chief Deputy City Clerk	P158	P3	ADMINISTRATION
Chief Information Officer	M092	M4	STRATEGY
City Clerk	M072	M3	ADMINISTRATION
City Engineer	M079	M3	SCIENCES & ENGINEERING
City Traffic Engineer	M064	M3	SCIENCES & ENGINEERING

Ľ	JOB FUNCTION
	FINANCE & ACCOUNTING
	TECHNOLOGY
	TECHNOLOGY
	HUMAN RESOURCES
	TECHNOLOGY
	FINANCE & ACCOUNTING
	TECHNOLOGY
	HUMAN RESOURCES
	TECHNOLOGY
	TECHNOLOGY
	HUMAN RESOURCES
	FINANCE & ACCOUNTING
	TECHNOLOGY
	FINANCE & ACCOUNTING
	TECHNOLOGY
	TECHNOLOGY
	PLANNING
	TECHNOLOGY
	TECHNOLOGY
6	CULTURE, PARKS & RECREATION
	FINANCE & ACCOUNTING
	LEGAL
)	DEVELOPMENT & COMPLIANCE
	ADMINISTRATION
	ADMINISTRATION
	FINANCE & ACCOUNTING
	SCIENCES & ENGINEERING
	DEVELOPMENT & COMPLIANCE
	ADMINISTRATION
	STRATEGY
	SCIENCES & ENGINEERING

JOB FAMILY	JOB SUB FAMILY	TABLE
ACCOUNTING	ACCOUNTING	4
SYSTEMS	SYSTEMS ADMINISTRATION	3
APPLICATIONS SOFTWARE	APPLICATIONS SOFTWARE	3
BENEFITS	BENEFITS	4
DATA SCIENCE	DATA ANALYSIS	3
FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
GIS	GIS	3
HRIS	HRIS	4
APPLICATIONS SOFTWARE	APPLICATIONS SOFTWARE	3
APPLICATIONS SOFTWARE	APPS SOFTWARE DEVELOPMENT	3
BENEFITS	BENEFITS	4
BUDGET	BUDGET	4
DATA SCIENCE	BUSINESS INTELLIGENCE	3
FINANCIAL PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4
GIS	GIS	3
INFORMATION SECURITY	INFORMATION SECURITY	3
PARK PLANNING	LANDSCAPE	1
TECHNOLOGY	PORTFOLIO MANAGEMENT	3
DATA SCIENCE	DATA SCIENCE	3
OUTDOOR SERVICES	PARKS	1
REVENUE	SALES TAX AUDIT & REVENUE	4
JUDICIAL	CUSTOMER SERVICE	4
BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1S
ADMINISTRATION	ADMINISTRATION	4
ADMINISTRATION	ADMINISTRATION	4
ADMINISTRATION	ADMINISTRATION	4
PURCHASING	PURCHASING	4
SCIENCES	CHEMISTRY	3
BUILDING & DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
MUNICIPAL ADMINISTRATION	CITY CLERK	4
TECHNOLOGY	TECHNOLOGY	7
MUNICIPAL ADMINISTRATION	CITY CLERK	4
ENGINEERING	CIVIL ENGINEERING	3
ENGINEERING	TRAFFIC ENGINEERING	3



Civil Engineer I	P009	P1	SCIENCES & ENGINEERING	ENGINEERING	CIVIL ENGINEERING	3
Civil Engineer II	P037	P2	SCIENCES & ENGINEERING	ENGINEERING	CIVILENGINEERING	3
Civil Engineer III	P078	P3	SCIENCES & ENGINEERING	ENGINEERING	CIVILENGINEERING	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



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



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

CATIONS	COMMUNICATIONS	4
SERVICES	FORESTRY	1
G	MARKETING	4
SERVICES	NATURAL AREAS	1
RISK MANAGEMENT	OCCUPATIONAL HEALTH	4
SERVICES	PARKS	1
4	PUBLIC ENGAGEMENT	4
RISK MANAGEMENT	SAFETY	4
	SCIENCES	3
RISK MANAGEMENT	SECURITY	4
MANAGEMENT	FACILITIES PROJECT MANAGEMENT	4
	GRAPHIC DESIGN	4
RTATION	TRANSPORTATION OPERATIONS	2
	SCIENCES	3
	VIDEO PRODUCTION	4
	LEGAL SUPPORT	4
UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2S
UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2S
UTILITIES	ELECTRIC DIST - FIELD OPS	2
RTATION PLANNING	ACTIVE MODES	1
RATION	ADMINISTRATION	4
ONS SOFTWARE	APPLICATIONS SOFTWARE	3
ONS SOFTWARE	APPS SOFTWARE DEVELOPMENT	3
	BENEFITS	4
& DEVELOPMENT REVIEW	BUILDING & DEVELOPMENT REVIEW	1
ND	BROADBAND OPERATIONS	2
ND	BROADBAND OPERATIONS	2
ING	CIVIL ENGINEERING	3
CATIONS	COMMUNICATIONS	4
CE	COMPLIANCE	1
CE	CONSTRUCTION INSPECTION	1
SERVICES	CULTURAL SERVICES	1
R SERVICE	CUSTOMER SUPPORT	4
C SUSTAINABILITY	ECONOMIC SUSTAINABILITY	1
UTILITIES	ELECTRIC DIST - HIGH VOLTAGE	2
IENTAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	1
IENTAL PLANNING	ENVIRONMENTAL PLANNING	1
PLANNING & ANALYSIS	FINANCIAL PLANNING & ANALYSIS	4



CITY OF FORT COLLINS 2023 PAY PLAN

Manager, Forestry	M128
Manager, GIS	M004
Manager, Graphic Design	M020
Manager, HR Operations	M102
Manager, Historic Preservation	M022
Manager, Marketing	M018
Manager, Payroll	M029
Manager, Plant Operations	M012
Manager, Project Management	M129
Manager, Public Engagement	M017
Manager, Purchasing	M130
Manager, Real Estate	M027
Manager, Recreation	M024
Manager, Sales	M138
Manager, Sciences	M019
Manager, Service Delivery	M131
Manager, Social Sustainability	M119
Manager, Systems Admin	M009
Manager, Systems Engineering	M003
Manager, Talent Acquisition	M015
Manager, Talent Development	M030
Manager, Technical Proj Mgmt	M106
Manager, Traffic Engineering	M007
Manager, Transportation Ops	M013
Manager, Transportation Plng	M112
Manager, Video Production	M031
Manager, Water Field Ops	M006
Manager, Water Util Dev Review	M122
Manager, Wellness	M014
Master Electrician	O051
Mechanic	OS07
Mechanical Engineer I	P011
Mechanical Engineer II	P134
Mechanical Engineer III	P075
Municipal Court Administrator	S019
Natural Areas Trail Ranger	O058
Officer I, Enforcement	O010
Officer I, Transportation Ops	O013

M1	CULTURE, PARKS & RECREATION
M1	TECHNOLOGY
M1	MARKETING & CREATIVE SERVICES
M1	HUMAN RESOURCES
M1	PLANNING
M1	MARKETING & CREATIVE SERVICES
M1	FINANCE & ACCOUNTING
M1	OPERATIONS
M1	ADMINISTRATION
M1	CUSTOMER SERVICE
M1	FINANCE & ACCOUNTING
M1	OPERATIONS
M1	CULTURE, PARKS & RECREATION
M1	MARKETING & CREATIVE SERVICES
M1	SCIENCES & ENGINEERING
M1	TECHNOLOGY
M1	SUSTAINABILITY
M1	TECHNOLOGY
M1	TECHNOLOGY
M1	HUMAN RESOURCES
M1	HUMAN RESOURCES
M1	ADMINISTRATION
M1	SCIENCES & ENGINEERING
M1	OPERATIONS
M1	PLANNING
M1	MARKETING & CREATIVE SERVICES
M1	OPERATIONS
M1	SCIENCES & ENGINEERING
M1	HUMAN RESOURCES
OT6	OPERATIONS
OS4	OPERATIONS
P1	SCIENCES & ENGINEERING
P2	SCIENCES & ENGINEERING
P3	SCIENCES & ENGINEERING
S2	LEGAL
OT4	PROTECTIVE SERVICES
O3	PROTECTIVE SERVICES
OT2	OPERATIONS

OUTDOOR SERVICES GIS MEDIA **ADMINISTRATION** CITY PLANNING MARKETING ACCOUNTING PLANT OPERATIONS PROJECT MANAGEMENT OUTREACH PURCHASING FACILITIES & FLEET RECREATION SALES SCIENCES CLIENT SERVICES SOCIAL SUSTAINABILITY SYSTEMS SYSTEMS TALENT MANAGEMENT ADMINISTRATION PROJECT MANAGEMENT ENGINEERING TRANSPORTATION TRANSPORTATION PLANNING MEDIA WATER UTILITIES ENGINEERING BENEFITS FACILITIES & FLEET FACILITIES & FLEET ENGINEERING ENGINEERING ENGINEERING JUDICIAL **OPERATIONS OPERATIONS** TRANSPORTATION

FORESTRY GIS GRAPHIC DESIGN ADMINISTRATION HISTORIC PRESERVATION MARKETING PAYROLL PLANT OPERATIONS PROJECT MANAGEMENT	1 3 4 1 4 4 4
GRAPHIC DESIGN ADMINISTRATION HISTORIC PRESERVATION MARKETING PAYROLL PLANT OPERATIONS PROJECT MANAGEMENT	4 4 1 4 4
ADMINISTRATION HISTORIC PRESERVATION MARKETING PAYROLL PLANT OPERATIONS PROJECT MANAGEMENT	4 1 4 4
HISTORIC PRESERVATION MARKETING PAYROLL PLANT OPERATIONS PROJECT MANAGEMENT	1 4 4
MARKETING PAYROLL PLANT OPERATIONS PROJECT MANAGEMENT	4 4
PAYROLL PLANT OPERATIONS PROJECT MANAGEMENT	4
PLANT OPERATIONS PROJECT MANAGEMENT	
PROJECT MANAGEMENT	2
	2
PUBLIC ENGAGEMENT	4
PURCHASING	4
REALESTATE	4
RECREATION	1
SALES	4
SCIENCES	3
CLIENT SERVICES	3
SOCIAL SUSTAINABILITY	1
SYSTEMS ADMINISTRATION	3
SYSTEMS ENGINEERING	3
TALENT ACQUISITION	4
ADMINISTRATION	4
TECHNICAL PROJECT MANAGEMENT	4
TRAFFIC ENGINEERING	3
TRANSPORTATION OPERATIONS	2
TRANSPORTATION PLANNING	1
VIDEO PRODUCTION	4
WATER FIELD OPERATIONS	2
DEVELOPMENT REVIEW	3
WELLNESS	4
ELECTRICIAN	2
FLEET	2S
MECHANICAL ENGINEERING	3
MECHANICAL ENGINEERING	3
MECHANICAL ENGINEERING	3
	4
ADMINISTRATION	
ADMINISTRATION RESOURCE MANAGEMENT	5
	5 5 2



Officer II, Enforcement	O026	OT3	PROTECTIVE SERVICES
Operator I, Transit	O011	OT2	OPERATIONS
Operator I, Transportation Ops	O009	OT2	OPERATIONS
Operator II, Broadband	O069	OT3	OPERATIONS
Operator II, Transit	O021	OT3	OPERATIONS
Operator II, Transportation Op	O022	OT3	OPERATIONS
Paralegal	A064	A6	LEGAL
Park Ranger	O037	OT4	PROTECTIVE SERVICES
Parking Enforcement Officer I	O010	OT2	DEVELOPMENT & COMPLIANCE
Parking Enforcement Officer II	O066	OT3	DEVELOPMENT & COMPLIANCE
Partner, Human Resources	P062	P2	HUMAN RESOURCES
Planner, City	P052	P2	PLANNING
Planner, Environmental	P048	P2	PLANNING
Planner, Transit	P046	P2	PLANNING
Planner, Transportation	P113	P2	PLANNING
Plans Examiner	A073	A6	DEVELOPMENT & COMPLIANCE
Plant Operator	OS09	OS4	OPERATIONS
Police Assistant Chief	M090	M3	PROTECTIVE SERVICES
Police Corporal	S017	S1	PROTECTIVE SERVICES
Police Deputy Chief	M098	M4	STRATEGY
Police Lieutenant	M063	M2	PROTECTIVE SERVICES
Police Officer	O025	OT6	PROTECTIVE SERVICES
Police Psychologist	P103	P4	PROTECTIVE SERVICES
Police Sergeant	S051	S2	PROTECTIVE SERVICES
Probation Officer	A087	A5	LEGAL
Process Engineer I	P139	P1	SCIENCES & ENGINEERING
Project Analyst	P026	P1	ADMINISTRATION
Project Coordinator	A083	A5	ADMINISTRATION
Project Manager	P041	P2	ADMINISTRATION
Reliability Engr II, Utilities	P152	P2	SCIENCES & ENGINEERING
Reliability Engr III, Utilities	P130	P3	SCIENCES & ENGINEERING
Rep I, Customer Support	A003	A2	CUSTOMER SERVICE
Rep II, Customer Support	A006	A3	CUSTOMER SERVICE
Rep II, Police Records	A011	A3	PROTECTIVE SERVICES
Specialist, Active Modes	P013	P1	PLANNING
Specialist, City Planning	P121	P1	PLANNING
Specialist, Communications	P021	P1	MARKETING & CREATIVE SERVICES
Specialist, Compliance	P127	P1	DEVELOPMENT & COMPLIANCE

PERATIONS
PERATIONS
PERATIONS
EGAL
ROTECTIVE SERVICES
EVELOPMENT & COMPLIANCE
EVELOPMENT & COMPLIANCE
IUMAN RESOURCES
PLANNING
PLANNING
PLANNING
PLANNING
EVELOPMENT & COMPLIANCE
PERATIONS
ROTECTIVE SERVICES
ROTECTIVE SERVICES
TRATEGY
PROTECTIVE SERVICES
PROTECTIVE SERVICES
PROTECTIVE SERVICES
PROTECTIVE SERVICES
EGAL
CIENCES & ENGINEERING
DMINISTRATION
DMINISTRATION
DMINISTRATION
CIENCES & ENGINEERING
CIENCES & ENGINEERING
CUSTOMER SERVICE
CUSTOMER SERVICE
PROTECTIVE SERVICES
PLANNING

OPERATIONS
TRANSPORTATION
TRANSPORTATION
BROADBAND
TRANSPORTATION
TRANSPORTATION
LEGAL
OPERATIONS
COMPLIANCE
COMPLIANCE
TALENT MANAGEMENT
CITY PLANNING
ENVIRONMENTAL PLANNING
TRANSPORTATION PLANNING
TRANSPORTATION PLANNING
BUILDING & DEVELOPMENT REVIEW
PLANT OPERATIONS
POLICE ADMINISTRATION
COLLECTIVE BARGAINING UNIT
PROTECTIVE SERVICES
COLLECTIVE BARGAINING UNIT
COLLECTIVE BARGAINING UNIT
INVESTIGATION
COLLECTIVE BARGAINING UNIT
JUDICIAL
ENGINEERING
PROJECT MANAGEMENT
PROJECT MANAGEMENT
PROJECT MANAGEMENT
ENGINEERING
ENGINEERING
CUSTOMER SERVICE
CUSTOMER SERVICE
PROCESSING SUPPORT
TRANSPORTATION PLANNING
CITY PLANNING
COMMUNICATIONS COMPLIANCE

	_
ENFORCEMENT	5
TRANSIT	2
TRANSPORTATION OPERATIONS	2
BROADBAND OPERATIONS	2
	2
TRANSPORTATION OPERATIONS	2
LEGAL SUPPORT	4
RESOURCE MANAGEMENT	5
PARKING	1
PARKING	1
HUMAN RESOURCES	4
CITY PLANNING	1
ENVIRONMENTAL PLANNING	1
TRANSIT PLANNING	1
TRANSPORTATION PLANNING	1
BUILDING & DEVELOPMENT REVIEW	1
PLANT OPERATIONS	2S
POLICE ADMINISTRATION	5
SWORN OPERATIONS	5C
POLICE ADMINISTRATION	7
SWORN OPERATIONS	5C
SWORN OPERATIONS	5C
OUTREACH	5
SWORN OPERATIONS	5C
CUSTOMER SERVICE	4
PROCESS ENGINEERING	3
PROJECT MANAGEMENT	4
PROJECT MANAGEMENT	4
PROJECT MANAGEMENT	4
RELIABILITY ENGINEERING	3
RELIABILITY ENGINEERING	3
CUSTOMER SUPPORT	4
CUSTOMER SUPPORT	4
INFORMATION SERVICES	5
ACTIVE MODES	1
CITY PLANNING	1
COMMUNICATIONS	4
COMPLIANCE	1



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CITY OF FORT COLLINS 2023 PAY PLAN

Specialist, Customer Support	P034
Specialist, DOT	P157
Specialist, Econ Sustainabilty	P119
Specialist, Env Sustainability	P120
Specialist, Facilities	P007
Specialist, Natural Areas	P140
Specialist, Public Engagement	P015
Specialist, Regulatory Svcs	P163
Specialist, Revenue	P149
Specialist, Safety	P111
Specialist, Sales	P116
Specialist, Sciences	P010
Specialist, Social Sustain	P019
Specialist, Talent Acquisition	P117
Specialist, Talent Development	P017
Specialist, Wellness	P018
Sr Accountant	P083
Sr Administrator, Database	P069
Sr Administrator, Systems	P067
Sr Administrtr, SCADA PLC Prgr	P148
Sr Analyst, Administration	P129
Sr Analyst, Apps Software	P066
Sr Analyst, Apps Software Dev	P070
Sr Analyst, Budget	P080
Sr Analyst, Business	P131
Sr Analyst, Compensation	P082
Sr Analyst, Data	P164
Sr Analyst, Finance	P094
Sr Analyst, GIS	P126
Sr Analyst, Grants Admin	P162
Sr Analyst, HRIS	P096
Sr Analyst, IT Security	P114
Sr Analyst, Systems	P071
Sr Analyst, Treasury	P090
Sr Architect, Landscape	P074
Sr Buyer	P089
Sr Coord, Sales Tax Audit Rev	A056

Specialist Customer Support

P1 CUSTOMER SERVICE P1 HUMAN RESOURCES P1 SUSTAINABILITY P1 SUSTAINABILITY P1 **OPERATIONS** P1 **CULTURE, PARKS & RECREATION** P1 CUSTOMER SERVICE P1 SCIENCES & ENGINEERING P1 **FINANCE & ACCOUNTING** P1 HUMAN RESOURCES P1 MARKETING & CREATIVE SERVICES P1 SCIENCES & ENGINEERING P1 SUSTAINABILITY P1 HUMAN RESOURCES P1 HUMAN RESOURCES P1 HUMAN RESOURCES P3 **FINANCE & ACCOUNTING** P3 TECHNOLOGY P3 TECHNOLOGY P3 TECHNOLOGY P3 **ADMINISTRATION** P3 TECHNOLOGY P3 TECHNOLOGY P3 **FINANCE & ACCOUNTING** P3 **FINANCE & ACCOUNTING** P3 HUMAN RESOURCES P3 TECHNOLOGY P3 **FINANCE & ACCOUNTING** P3 TECHNOLOGY P3 **FINANCE & ACCOUNTING** P3 HUMAN RESOURCES P3 TECHNOLOGY P3 TECHNOLOGY P3 **FINANCE & ACCOUNTING** P3 PLANNING P3 **FINANCE & ACCOUNTING**

FINANCE & ACCOUNTING

A5

CUSTOMER SERVICE SAFETY & RISK MANAGEMENT ECONOMIC SUSTAINABILITY ENVIRONMENTAL SUSTAINABILITY F FACILITIES & FLEET OUTDOOR SERVICES OUTREACH SCIENCES REVENUE SAFETY & RISK MANAGEMENT SALES SCIENCES SOCIAL SUSTAINABILITY TALENT MANAGEMENT TALENT MANAGEMENT BENEFITS ACCOUNTING DATABASE SYSTEMS SYSTEMS **ADMINISTRATION** APPLICATIONS SOFTWARE APPLICATIONS SOFTWARE BUDGET **FINANCIAL PLANNING & ANALYSIS** F COMPENSATION (DATA SCIENCE **FINANCIAL PLANNING & ANALYSIS** F GIS (**FINANCIAL PLANNING & ANALYSIS** F HRIS INFORMATION SECURITY SYSTEMS TREASURY / INVESTMENT PARK PLANNING PURCHASING

CUSTOMER SUPPORT	4
SAFETY	4
ECONOMIC SUSTAINABILITY	1
ENVIRONMENTAL SUSTAINABILITY	1
FACILITIES	2
NATURAL AREAS	1
PUBLIC ENGAGEMENT	4
SCIENCES	3
SALES TAX AUDIT & REVENUE	4
SAFETY	4
SALES	4
SCIENCES	3
SOCIAL SUSTAINABILITY	1
TALENT ACQUISITION	4
TALENT DEVELOPMENT	4
WELLNESS	4
ACCOUNTING	4
DATABASE	3
SYSTEMS ADMINISTRATION	3
SYSTEMS ADMINISTRATION	3
ADMINISTRATION	4
APPLICATIONS SOFTWARE	3
APPS SOFTWARE DEVELOPMENT	3
BUDGET	4
BUSINESS ANALYSIS	4
COMPENSATION	4
DATA ANALYSIS	3
FINANCIAL PLANNING & ANALYSIS	4
GIS	3
FINANCIAL PLANNING & ANALYSIS	4
HRIS	4
INFORMATION SECURITY	3
SYSTEMS ADMINISTRATION	3
TREASURY / INVESTMENT	4
LANDSCAPE	1
PURCHASING	4
SALES TAX AUDIT & REVENUE	4

REVENUE



A5

A5

A5

A5

CITY OF FORT COLLINS 2023 PAY PLAN

Sr Coordinator, AP	A039
Sr Coordinator, Accounting	A088
Sr Coordinator, Active Modes	A076
Sr Coordinator, Benefits	A082
Sr Coordinator, Communications	A037
Sr Coordinator, Creative Svcs	A095
Sr Coordinator, Cultural Svcs	A049
Sr Coordinator, Forestry	A048
Sr Coordinator, HRIS	A044
Sr Coordinator, Marketing	A055
Sr Coordinator, Payroll	A042
Sr Coordinator, Public Engage	A041
Sr Coordinator, Recreation	A054
Sr Coordinator, Risk Mgmt	A038
Sr Coordinator, Safety	A052
Sr Director, Utilities Finance	M141
Sr Director, Water Operations	M140
Sr Engineer, Network	P068
Sr Engineer, Systems	P064
Sr Engineer, Video Prod	P156
Sr Facilities Project Manager	P073
Sr Inspector, Compliance	O056
Sr Inspector, Construction	O045
Sr Inspector, Zoning	O048
Sr Legal Assistant	A026
Sr Locator, Elec Dist Field Op	O012
Sr Manager, Accounting	M052
Sr Manager, Apps Software	M038
Sr Manager, City Planning	M126
Sr Manager, Civil Engineering	M043
Sr Manager, Creative Services	M132
Sr Manager, Cultural Services	M050
Sr Manager, Cultural Services	M054
Sr Manager, Customer Support	M051
Sr Manager, Econ Sustainabilty	M110
Sr Manager, Elec Engr	M060
Sr Manager, Emergency Comms	M061
Sr Manager, Env Sustain	M056

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A5	MARKETING & CREATIVE SERVICES
A5	MARKETING & CREATIVE SERVICES
A5	CULTURE, PARKS & RECREATION
A5	CULTURE, PARKS & RECREATION
A5	HUMAN RESOURCES
A5	MARKETING & CREATIVE SERVICES
A5	FINANCE & ACCOUNTING
A5	CUSTOMER SERVICE
A5	CULTURE, PARKS & RECREATION
A5	FINANCE & ACCOUNTING
A5	HUMAN RESOURCES
M4	STRATEGY
M4	STRATEGY
P3	TECHNOLOGY
P3	TECHNOLOGY
P3	MARKETING & CREATIVE SERVICES
P3	ADMINISTRATION
OT5	DEVELOPMENT & COMPLIANCE
OT5	DEVELOPMENT & COMPLIANCE
OT5	DEVELOPMENT & COMPLIANCE
A4	LEGAL
OT4	OPERATIONS
M2	FINANCE & ACCOUNTING
M2	TECHNOLOGY
M2	PLANNING
M2	SCIENCES & ENGINEERING
M2	MARKETING & CREATIVE SERVICES
M2	CULTURE, PARKS & RECREATION
M2	CULTURE, PARKS & RECREATION
M2	CUSTOMER SERVICE
M2	SUSTAINABILITY
M2	SCIENCES & ENGINEERING
M2	PROTECTIVE SERVICES
M2	SUSTAINABILITY

FINANCE & ACCOUNTING

FINANCE & ACCOUNTING

HUMAN RESOURCES

PLANNING

ACCOUNTING ACCOUNTING TRANSPORTATION PLANNING BENEFITS COMMUNICATIONS MEDIA CULTURAL SERVICES OUTDOOR SERVICES HRIS MARKETING ACCOUNTING OUTREACH RECREATION **RISK MANAGEMENT** SAFETY & RISK MANAGEMENT UTILITIES UTILITIES NETWORK SYSTEMS SYSTEMS PROJECT MANAGEMENT COMPLIANCE COMPLIANCE COMPLIANCE LEGAL ELECTRIC UTILITIES ACCOUNTING APPLICATIONS SOFTWARE **CITY PLANNING** ENGINEERING MEDIA CULTURAL SERVICES CULTURAL SERVICES CUSTOMER SERVICE ECONOMIC SUSTAINABILITY ENGINEERING COLLECTIVE BARGAINING UNIT ENVIRONMENTAL SUSTAINABILITY

ACCOUNTING4ACTIVE MODES1BENEFITS4COMMUNICATIONS4GRAPHIC DESIGN4CULTURAL SERVICES1FORESTRY1HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUNMUNICATIONS5A		
ACTIVE MODES1BENEFITS4COMMUNICATIONS4GRAPHIC DESIGN4CULTURAL SERVICES1FORESTRY1HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	ACCOUNTS PAYABLE	4
BENEFITS4COMMUNICATIONS4GRAPHIC DESIGN4CULTURAL SERVICES1FORESTRY1HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ELECTRICAL ENGINEERING3COMMUNICATIONS5A		
COMMUNICATIONS4GRAPHIC DESIGN4CULTURAL SERVICES1FORESTRY1HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		•
GRAPHIC DESIGN4CULTURAL SERVICES1FORESTRY1HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ELECTRICAL ENGINEERING3COMMUNICATIONS5A		
CULTURAL SERVICES1FORESTRY1HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		•
FORESTRY1HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ELECTRICAL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		•
HRIS4MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ELECTRIC DIST - FIELD OPS3GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		
MARKETING4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ELECTRICAL ENGINEERING3COMMUNICATIONS5A		
PAYROLL4PAYROLL4PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ELECTRICAL ENGINEERING3COMMUNICATIONS5A		
PUBLIC ENGAGEMENT4RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		•
RECREATION1RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ELECTRICA LENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		•
RISK MANAGEMENT4RISK MANAGEMENT4SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		•
SAFETY4FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	RECREATION	1
FINANCIAL PLANNING & ANALYSIS7WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A		
WATER7NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	SAFETY	4
NETWORK ENGINEERING3SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	FINANCIAL PLANNING & ANALYSIS	7
SYSTEMS ENGINEERING3VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	WATER	7
VIDEO PRODUCTION3FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	NETWORK ENGINEERING	3
FACILITIES PROJECT MANAGEMENT4COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	SYSTEMS ENGINEERING	3
COMPLIANCE1CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	VIDEO PRODUCTION	3
CONSTRUCTION INSPECTION1ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	FACILITIES PROJECT MANAGEMENT	4
ZONING1LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	COMPLIANCE	1
LEGAL SUPPORT4ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	CONSTRUCTION INSPECTION	1
ELECTRIC DIST - FIELD OPS2ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	ZONING	1
ACCOUNTING4APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	LEGAL SUPPORT	4
APPLICATIONS SOFTWARE3CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	ELECTRIC DIST - FIELD OPS	2
CITY PLANNING1CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	ACCOUNTING	4
CIVIL ENGINEERING3GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	APPLICATIONS SOFTWARE	3
GRAPHIC DESIGN4CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	CITY PLANNING	1
CULTURAL SERVICES1CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	CIVIL ENGINEERING	3
CULTURAL SERVICES1CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	GRAPHIC DESIGN	4
CUSTOMER SUPPORT4ECONOMIC SUSTAINABILITY1ELECTRICAL ENGINEERING3COMMUNICATIONS5A	CULTURAL SERVICES	1
ECONOMIC SUSTAINABILITY 1 ELECTRICAL ENGINEERING 3 COMMUNICATIONS 5A	CULTURAL SERVICES	1
ELECTRICAL ENGINEERING 3 COMMUNICATIONS 5A	CUSTOMER SUPPORT	4
COMMUNICATIONS 5A	ECONOMIC SUSTAINABILITY	1
	ELECTRICAL ENGINEERING	3
ENVIRONMENTAL SUSTAINABILITY 1	COMMUNICATIONS	5A
	ENVIRONMENTAL SUSTAINABILITY	1



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CITY OF FORT COLLINS 2023 PAY PLAN

Sr Manager, Facilities & Fleet	M044
Sr Manager, Forestry	M035
Sr Manager, HRIS	M124
Sr Manager, Horticulture	M142
Sr Manager, Information Svcs	M062
Sr Manager, Mechanical Engr	M045
Sr Manager, Neighborhood Svcs	M058
Sr Manager, Network Engineerng	M104
Sr Manager, Parks	M057
Sr Manager, Public Engagement	M133
Sr Manager, Recreation	M134
Sr Manager, Sales Tax/Revenue	M036
Sr Manager, Sciences	M046
Sr Manager, Social Sustainblty	M118
Sr Manager, Technology	M039
Sr Manager, Traffic Engr	M041
Sr Manager, Transit	M049
Sr Manager, Transportation Ops	M137
Sr Manager, Transportation Pln	M037
Sr Manager, Water Engineering	M047
Sr Mgr, Safety & Risk Mgmt	M117
Sr Partner, Human Resources	P142
Sr Planner, City	P098
Sr Planner, Environmental	P086
Sr Planner, Trails	P137
Sr Planner, Transportation	P087
Sr Project Manager	P095
Sr Project Manager,Talent Mgmt	P166
Sr Rep, Cultural Svcs	A025
Sr Spc, Neighborhood Svcs	P044
Sr Spc, Process Improvement	P053
Sr Spec, Talent Development	P161
Sr Specialist, Communications	P058
Sr Specialist, Compliance	P146
Sr Specialist, Cultural Srvcs	P153
Sr Specialist, Cust Support	P027
Sr Specialist, DAR Program Mgr	P167
Sr Specialist, Econ Sustain	P056

OPERATIONS
CULTURE, PARKS & RECREATION
CULTURE, PARKS & RECREATION
SCIENCES & ENGINEERING
DEVELOPMENT & COMPLIANCE
CULTURE, PARKS & RECREATION CUSTOMER SERVICE
CULTURE, PARKS & RECREATION FINANCE & ACCOUNTING
SCIENCES & ENGINEERING
SUSTAINABILITY
TECHNOLOGY
SCIENCES & ENGINEERING
OPERATIONS
OPERATIONS
PLANNING
SCIENCES & ENGINEERING
HUMAN RESOURCES
HUMAN RESOURCES
PLANNING
PLANNING
PLANNING
PLANNING
ADMINISTRATION
HUMAN RESOURCES
CULTURE, PARKS & RECREATION
DEVELOPMENT & COMPLIANCE
ADMINISTRATION
HUMAN RESOURCES

MARKETING & CREATIVE SERVICES

DEVELOPMENT & COMPLIANCE

CUSTOMER SERVICE

PLANNING

SUSTAINABILITY

CULTURE, PARKS & RECREATION

FACILITIES & FLEET
OUTDOOR SERVICES
CULTURAL SERVICES
PROCESSING SUPPORT
ENGINEERING
NEIGHBORHOOD SERVICES
NETWORK
OUTDOOR SERVICES
OUTREACH
RECREATION
REVENUE
SCIENCES
SOCIAL SUSTAINABILITY
TECHNOLOGY
ENGINEERING
TRANSPORTATION
TRANSPORTATION
TRANSPORTATION PLANNING
ENGINEERING
SAFETY & RISK MANAGEMENT
TALENT MANAGEMENT
CITY PLANNING
ENVIRONMENTAL PLANNING
PARK PLANNING
TRANSPORTATION PLANNING
PROJECT MANAGEMENT
TALENT MANAGEMENT
CULTURAL SERVICES
NEIGHBORHOOD SERVICES
PROJECT MANAGEMENT
TALENT MANAGEMENT
COMMUNICATIONS
COMPLIANCE
CULTURAL SERVICES
CUSTOMER SERVICE
TRANSPORTATION PLANNING
ECONOMIC SUSTAINABILITY

FACILITIES & FLEET	
	2
FORESTRY	1
HRIS	4
CULTURAL SERVICES	1
INFORMATION SERVICES	5
MECHANICAL ENGINEERING	3
NEIGHBORHOOD SERVICES	1
NETWORK ENGINEERING	3
PARKS	3 1
	4
	•
RECREATION	1
SALES TAX AUDIT & REVENUE	4
SCIENCES	3
SOCIAL SUSTAINABILITY	1
TECHNOLOGY	3
TRAFFIC ENGINEERING	3
TRANSIT	2
TRANSPORTATION OPERATIONS	2
TRANSPORTATION PLANNING	1
WATER ENGINEERING	3
SAFETY	4
HUMAN RESOURCES	4
CITY PLANNING	1
ENVIRONMENTAL PLANNING	1
LANDSCAPE	1
TRANSPORTATION PLANNING	1
PROJECT MANAGEMENT	4
HUMAN RESOURCES	4
CULTURAL SERVICES	
NEIGHBORHOOD SERVICES	1
PROCESS IMPROVEMENT	4
TALENT DEVELOPMENT	4
COMMUNICATIONS	4
	4 1
COMPLIANCE	•
	1
CULTURAL SERVICES	
CUSTOMER SUPPORT	4
	4 1 1



CITY OF FORT COLLINS 2023 PAY PLAN

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



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



CITY OF FORT COLLINS 2023 PAY PLAN

Tech II, Processing Support	A033	A4	PROTECTIVE SERVICES
Tech II, Transportation Ops	O031	OT4	OPERATIONS
Technical Project Manager	P036	P2	ADMINISTRATION
Technician I, Bldg Dev Review	A010	A3	DEVELOPMENT & COMPL
Technician I, CCT Ops	O071	OT3	OPERATIONS
Technician I, Civil Engr	O014	OT3	SCIENCES & ENGINEERIN
Technician I, Customer Support	O016	OT3	CUSTOMER SERVICE
Technician I, Facilities	O020	OT3	OPERATIONS
Technician I, Fiber	O062	OT3	OPERATIONS
Technician I, Fleet	O017	OT3	OPERATIONS
Technician I, Forestry	O018	OT3	CULTURE, PARKS & RECP
Technician I, Horticulture	O075	OT3	CULTURE, PARKS & RECF
Technician I, Natural Areas	O060	OT3	CULTURE, PARKS & RECF
Technician I, Parks	O024	OT3	CULTURE, PARKS & RECP
Technician I, Police Admin	A012	A3	PROTECTIVE SERVICES
Technician I, Traffic Control	O068	OT3	OPERATIONS
Technician I, Water Field Util	O027	OT3	OPERATIONS
Technician II, Civil Engr	O028	OT4	SCIENCES & ENGINEERIN
Technician II, Client Services	A019	A4	TECHNOLOGY
Technician II, Energy Services	O040	OT4	OPERATIONS
Technician II, Facilities	O032	OT4	OPERATIONS
Technician II, Fiber	O061	OT4	TECHNOLOGY
Technician II, Fleet	O054	OT4	OPERATIONS
Technician II, Forestry	O033	OT4	CULTURE, PARKS & RECP
Technician II, GIS	A027	A4	TECHNOLOGY
Technician II, Graphic Design	A085	A4	MARKETING & CREATIVE
Technician II, Maintenance	O041	OT4	OPERATIONS
Technician II, Natural Areas	O034	OT4	CULTURE, PARKS & RECP
Technician II, Network Engr	A079	A4	TECHNOLOGY
Technician II, Police Records	A035	A4	PROTECTIVE SERVICES
Technician II, Sciences	A078	A4	SCIENCES & ENGINEERIN
Technician II, Traffic Control	O074	OT4	OPERATIONS
Technician II, Traffic Engr	O030	OT4	SCIENCES & ENGINEERIN
Technician II, Video Prod	A029	A4	MARKETING & CREATIVE
Technician II, Water Engr	O029	OT4	SCIENCES & ENGINEERIN
Technician II, Wtr Field Util	O039	OT4	OPERATIONS
Victim Advocate	A034	A4	PROTECTIVE SERVICES
Water Engineer II	P038	P2	SCIENCES & ENGINEERIN

	PROTECTIVE SERVICES
ŀ	OPERATIONS
	ADMINISTRATION
	DEVELOPMENT & COMPLIANCE
3	OPERATIONS
3	SCIENCES & ENGINEERING
3	CUSTOMER SERVICE
3	OPERATIONS
3	OPERATIONS
3	OPERATIONS
3	CULTURE, PARKS & RECREATION
	PROTECTIVE SERVICES
3	OPERATIONS
3	OPERATIONS
Ļ	SCIENCES & ENGINEERING
	TECHNOLOGY
ŀ	OPERATIONS
ŀ	OPERATIONS
ļ	TECHNOLOGY
ļ	OPERATIONS
Ļ	CULTURE, PARKS & RECREATION
	TECHNOLOGY
	MARKETING & CREATIVE SERVICES
ļ	OPERATIONS
ŀ	CULTURE, PARKS & RECREATION
	TECHNOLOGY
	PROTECTIVE SERVICES
	SCIENCES & ENGINEERING
ŀ	OPERATIONS
ŀ	SCIENCES & ENGINEERING
	MARKETING & CREATIVE SERVICES
Ļ	SCIENCES & ENGINEERING
ļ	OPERATIONS
	PROTECTIVE SERVICES
	SCIENCES & ENGINEERING

PROCESSING SUPPORT TRANSPORTATION PROJECT MANAGEMENT **BUILDING & DEVELOPMENT REVIEW** CUSTOMER CONNECTIONS ENGINEERING CUSTOMER SERVICE FACILITIES & FLEET FIBER FACILITIES & FLEET OUTDOOR SERVICES OUTDOOR SERVICES OUTDOOR SERVICES OUTDOOR SERVICES POLICE ADMINISTRATION TRANSPORTATION WATER UTILITIES ENGINEERING CLIENT SERVICES FACILITIES & FLEET FACILITIES & FLEET FIBER FACILITIES & FLEET OUTDOOR SERVICES GIS MEDIA PLANT OPERATIONS OUTDOOR SERVICES NETWORK PROCESSING SUPPORT SCIENCES TRANSPORTATION ENGINEERING MEDIA ENGINEERING WATER UTILITIES INVESTIGATION ENGINEERING

TECHNICAL	5
TRANSPORTATION OPERATIONS	2
TECHNICAL PROJECT MANAGEMENT	4
BUILDING & DEVELOPMENT REVIEW	1
CUSTOMER CARE & TECH OPS	2
CIVIL ENGINEERING	3
CUSTOMER SUPPORT	4
FACILITIES	2
FIBER	2
FLEET	2
FORESTRY	1
PARKS	1
NATURAL AREAS	1
PARKS	1
POLICE ADMINISTRATION	5
TRAFFIC CONTROL	2
WATER FIELD OPERATIONS	2
CIVIL ENGINEERING	3
CLIENT SERVICES	3
ENERGY SERVICES	2
FACILITIES	2
FIBER	3
FLEET	2
FORESTRY	1
GIS	3
GRAPHIC DESIGN	4
MAINTENANCE	2
NATURAL AREAS	1
NETWORK ENGINEERING	3
INFORMATION SERVICES	5
SCIENCES	3
TRAFFIC CONTROL	2
TRAFFIC ENGINEERING	3
VIDEO PRODUCTION	4
WATER ENGINEERING	3
WATER FIELD OPERATIONS	2
OUTREACH WATER ENGINEERING	5 3
	3



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



TABLE 1: SUSTAINABILITY, PLANNING, C	ULTURE, PARKS & F	RECREATION, DEVE	LOPMENT & COI	MPLIANCE
MANAGERIAL				
		MINIMUM	MIDPOINT	MAXIMUM
M3	BIWEEKLY	\$3,606.42	\$4,808.43	\$6,010.44
	MONTHLY	\$7,813.92	\$10,418.27	\$13,022.63
	<u>ANNUAL</u>	\$93,767.00	\$125,019.25	\$156,271.50
M2	BIWEEKLY	\$3,220.08	\$4,293.17	\$5,366.27
	MONTHLY	\$6,976.83	\$9,301.88	\$11,626.92
	ANNUAL	\$83,722.00	\$111,622.50	\$139,523.00
M1	BIWEEKLY	\$2,874.89	\$3,833.18	\$4,791.48
MI	MONTHLY	\$6,228.93	\$8,305.23	\$4,791.48 \$10,381.54
	ANNUAL	\$0,228.93 \$74,747.10	\$8,305.23 \$99,662.80	\$10,381.54 \$124,578.50
	ANNOAL	<i>,,,,,,</i> ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<i>\$55,002.00</i>	J124,578.50
S2	BIWEEKLY	\$2,450.54	\$3,267.38	\$4,084.23
	MONTHLY	\$5 <i>,</i> 309.50	\$7,079.33	\$8,849.17
	<u>ANNUAL</u>	\$63,714.00	\$84,952.00	\$106,190.00
S1	BIWEEKLY	\$2,187.98	\$2,917.31	\$3,646.63
	MONTHLY	\$4,740.63	\$6,320.83	\$7,901.04
	ANNUAL	\$56,887.50	\$75,850.00	\$94,812.50
PROFESSIONAL				
		MINIMUM	MIDPOINT	MAXIMUM
Р3	BIWEEKLY	\$2,454.95	\$3,273.30	\$4,091.60
	MONTHLY	\$5,319.07	\$7,092.15	\$8,865.14
	ANNUAL	\$63,828.80	\$85,105.75	\$106,381.68
P2	BIWEEKLY	\$2,160.38	\$2,880.49	\$3,600.63
	MONTHLY	\$4,680.83	\$6,241.05	\$7,801.36
	ANNUAL	\$56,170.00	\$74,892.65	\$93,616.33
P1	BIWEEKLY	\$1,901.14	\$2,534.83	\$3,168.55
	MONTHLY	\$4,119.13	\$5,492.12	\$6,865.19
	ANNUAL	\$49,429.60	\$65,905.45	\$82,382.33
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CITY OF FORT COLLINS 2023 PAY PLAN

ADMINISTRATIVE

		MINIMUM	MIDPOINT	MAXIMUM
A6	BIWEEKLY	\$2,141.30	\$2,676.63	\$3,212.00
	MONTHLY	\$4,639.49	\$5,799.36	\$6,959.32
	ANNUAL	\$55,673.90	\$69,592.38	\$83,511.88
A5	BIWEEKLY	\$1,946.67	\$2,433.31	\$2,919.99
	MONTHLY	\$4,217.79	\$5,272.17	\$6,326.64
	ANNUAL	\$50,613.48	\$63,266.08	\$75,919.70
A4	BIWEEKLY	\$1,769.70	\$2,212.11	\$2,654.55
	MONTHLY	\$3,834.35	\$4,792.90	\$5,751.53
	ANNUAL	\$46,012.25	\$57,514.80	\$69,018.38
A3	BIWEEKLY	\$1,592.73	\$1,990.90	\$2,389.08
	MONTHLY	\$3,450.92	\$4,313.63	\$5,176.34
	ANNUAL	\$41,411.03	\$51,763.53	\$62,116.03
A2	BIWEEKLY	\$1,433.42	\$1,792.21	\$2,154.16
	MONTHLY	\$3,105.75	\$3,883.13	\$4,667.34
	ANNUAL	\$37,269.00	\$46,597.53	\$56,008.05
OPERATIONS & SKILLED TRADE				
06	BIWEEKLY	\$2,210.85	\$2,763.56	\$3,316.27
	MONTHLY	\$4,790.17	\$5,987.71	\$7,185.25
	ANNUAL	\$57,482.00	\$71,852.50	\$86,223.00
05	BIWEEKLY	\$1,989.76	\$2,487.20	\$2,984.64
	MONTHLY	\$4,311.15	\$5,388.94	\$6,466.73
	ANNUAL	\$51,733.80	\$64,667.25	\$77,600.70
O4	BIWEEKLY	\$1,790.79	\$2,238.48	\$2,686.17
	MONTHLY	\$3,880.05	\$4,850.04	\$5,820.04
	ANNUAL	\$46,560.63	\$58,200.53	\$69,840.43



CITY OF FORT COLLINS 2023 PAY PLAN

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

TABLE 2: OPERATIONS

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





CITY OF FORT COLLINS 2023 PAY PLAN

PROFESSIONAL

P2		MINIMUM	MIDPOINT	MAXIMUM
	BIWEEKLY	\$2,055.24	\$2,740.30	\$3,425.39
	MONTHLY	\$4,453.03	\$5,937.31	\$7,421.68
	ANNUAL	\$53,436.33	\$71,247.75	\$89,060.20
P1				
	BIWEEKLY	\$1,808.61	\$2,411.47	\$3,014.33
	MONTHLY	\$3,918.66	\$5,224.85	\$6,531.04
	ANNUAL	\$47,023.93	\$62,698.23	\$78,372.53
		, ,		1 - 7
OPERATIONS & SKILLED TRADE				
		MINIMUM	MIDPOINT	MAXIMUM
O6	BIWEEKLY	\$2,346.66	\$2,933.27	\$3,519.97
	MONTHLY	\$5,084.43	\$6,355.43	\$7,626.60
	<u>ANNUAL</u>	\$61,013.13	\$76,265.13	\$91,519.18
05	BIWEEKLY	\$2,133.30	\$2,666.62	\$3,199.93
	MONTHLY	\$4,622.15	\$5,777.67	\$6,933.19
	ANNUAL	\$55,465.83	\$69,332.03	\$83,198.23
O4	BIWEEKLY	\$1,939.38	\$2,424.20	\$2,909.07
	MONTHLY	\$4,201.99	\$5,252.44	\$6,302.98
	ANNUAL	\$50,423.85	\$63,029.30	\$75,635.78
03	BIWEEKLY	\$1,763.08	\$2,203.83	\$2,644.58
	MONTHLY	\$3,820.00	\$4,774.96	\$5,729.92
	ANNUAL	\$45,840.05	\$57,299.55	\$68,759.05
02	BIWEEKLY	\$1,602.78	\$2,003.48	\$2,404.18
	MONTHLY	\$3,472.70	\$4,340.88	\$5,209.05
	ANNUAL	\$41,672.40	\$52,090.50	\$62,508.60
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01	BIWEEKLY	\$1,457.08	\$1,821.35	\$2,185.62
	MONTHLY	\$3,157.00	\$3,946.25	\$4,735.50
	ANNUAL	\$37,884.00	\$47,355.00	\$56,826.00



TABLE 3: SCIENCES & ENGINEERING, TECHNOLOGY

MANAGERIAL

		MINIMUM	MIDPOINT	MAXIMUM
M3	BIWEEKLY	\$4,377.38	\$5,836.51	\$7,295.63
	MONTHLY	\$9,484.33	\$12,645.77	\$15,807.21
	ANNUAL	\$113,811.90	\$151,749.20	\$189,686.50
M2	BIWEEKLY	\$3,806.46	\$5,075.21	\$6,344.04
	MONTHLY	\$8,247.32	\$10,996.29	\$13,745.42
	ANNUAL	\$98,967.85	\$131,955.43	\$164,945.05
M1	BIWEEKLY	\$3,309.92	\$4,413.26	\$5,516.55
	MONTHLY	\$7,171.50	\$9,562.05	\$11,952.53
	ANNUAL	\$86,057.98	\$114,744.65	\$143,430.30
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S2	BIWEEKLY	\$2,878.20	\$3,837.60	\$4,797.00
	MONTHLY	\$6,236.10	\$8,314.80	\$10,393.50
	ANNUAL	\$74,833.20	\$99,777.60	\$124,722.00
S1	BIWEEKLY	\$2,532.81	\$3,377.10	\$4,221.34
	MONTHLY	\$5,487.76	\$7,317.05	\$9,146.25
	ANNUAL	\$65,853.18	\$87,804.58	\$109,754.95
PROFESSIONAL				
		MINIMUM	MIDPOINT	MAXIMUM
P4	BIWEEKLY	\$3,556.83	\$4,742.44	\$5,928.01
	MONTHLY	\$7,706.46	\$10,275.28	\$12,844.02
	ANNUAL	\$92,477.55	\$123,303.40	\$154,128.23
РЗ	BIWEEKLY	\$3,130.03	\$4,173.37	\$5,216.66
	MONTHLY	\$6,781.74	\$9,042.29	\$11,302.76
	ANNUAL	\$81,380.90	\$108,507.53	\$135,633.13
P2	BIWEEKLY	\$2,754.41	\$3,672.54	\$4,590.66
	MONTHLY	\$5,967.89	\$7,957.16	\$9,946.43
	ANNUAL	\$71,614.70	\$95,485.93	\$119,357.15
P1	BIWEEKLY	\$2 <i>,</i> 423.89	\$3,231.83	\$4,039.80
	MONTHLY	\$5,251.76	\$7,002.29	\$8,752.90
	ANNUAL	\$63,021.10	\$84,027.45	\$105,034.83
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ADMINISTRATIVE				
		MINIMUM	MIDPOINT	MAXIMUM
A6	BIWEEKLY	\$2,193.26	\$2,741.64	\$3,289.97
	MONTHLY	\$4,752.07	\$5,940.22	\$7,128.28
	ANNUAL	\$57,024.85	\$71,282.60	\$85,539.33
A5	BIWEEKLY	\$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	BIWEEKLY	\$1,812.63	\$2,265.80	\$2,718.97
	MONTHLY	\$3,927.37	\$4,909.24	\$5,891.10
	<u>ANNUAL</u>	\$47,128.48	\$58,910.85	\$70,693.23
OPERATIONS & SKILLED TRADE				
		MINIMUM	<u>MIDPOINT</u>	MAXIMUM
05	BIWEEKLY	\$2,269.59	\$2,836.49	\$3,404.18
	MONTHLY	\$4,917.44	\$6,145.73	\$7,375.73
	<u>ANNUAL</u>	\$59,009.25	\$73,748.75	\$88,508.75
O4	BIWEEKLY	\$2,042.12	\$2,553.16	\$3,063.57
	MONTHLY	\$4,424.58	\$5 <i>,</i> 531.84	\$6,637.73
	<u>ANNUAL</u>	\$53,095.00	\$66,382.08	\$79,652.75
03	BIWEEKLY	\$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
02	BIWEEKLY	\$1,621.87	\$2,027.53	\$2,433.19
	<u>MONTHLY</u>	\$3,514.04	\$4,392.98	\$5,271.92
	ANNUAL	\$42,168.50	\$52,715.75	\$63,263.00
01	BIWEEKLY	\$1,459.84	\$1,824.78	\$2,189.56
	<u>MONTHLY</u>	\$3,162.98	\$3 <i>,</i> 953.68	\$4,744.04
	<u>ANNUAL</u>	\$37,955.75	\$47,444.18	\$56,928.50



CITY OF 产切款T COLLINS 2023 PAY PLAN

TABLE 4: HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MARKETING, LEGAL SUPPORT

MANAGERIAL

		MINIMUM	MIDPOINT	MAXIMUM
M3	BIWEEKLY	\$3,938.96	\$5,251.98	\$6,564.97
	MONTHLY	\$8,534.41	\$11,379.29	\$14,224.10
	ANNUAL	\$102,412.88	\$136,551.53	\$170,689.15
M2	<u>BIWEEKLY</u>	\$3,425.23	\$4,566.93	\$5,708.70
	MONTHLY	\$7,421.34	\$9,895.01	\$12,368.85
	ANNUAL	\$89,056.10	\$118,740.10	\$148,426.15
				· · · · · ·
M1	BIWEEKLY	\$2,978.45	\$3,971.24	\$4,964.08
	MONTHLY	\$6,453.31	\$8,604.36	\$10,755.50
	ANNUAL	\$77,439.78	\$103,252.35	\$129,065.95
S2	BIWEEKLY	\$2,339.76	\$3,166.86	\$3,911.56
	MONTHLY	\$5,069.48	\$6,861.52	\$8 <i>,</i> 475.04
	ANNUAL	\$60,833.75	\$82,338.25	\$101,700.50
S1	BIWEEKLY	\$2,065.38	\$2,753.70	\$3,442.03
	MONTHLY	\$4,474.98	\$5,966.35	\$7,457.73
	ANNUAL	\$53,699.75	\$71,596.25	\$89,492.75
PROFESSIONAL				
		MINIMUM	MIDPOINT	MAXIMUM
P4	BIWEEKLY	\$2,936.63	\$3,915.89	\$4,894.77

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



MONTHLY ANNUAL \$4,336,43 \$50,382.25 \$5,781.85 \$66,728.33 ADMINISTRATIVE A6 BIWEEKLY MONTHLY ANNUAL MINIMUM \$2,012.67 MINIMUM \$2,515.78 MAXIMUM \$3,018.98 A5 BIWEEKLY ANNUAL \$1,829.66 \$2,251.57.8 \$5,949.348 A4 BIWEEKLY ANNUAL \$1,829.66 \$2,287.13 \$2,744.52 A4 BIWEEKLY MONTHLY \$3,964.27 \$4,955.45 \$5,946.45 \$5,946.45 \$71,357.43 A4 BIWEEKLY MONTHLY \$3,603.90 \$4,504.88 \$54,058.50 \$64,870.20 A3 BIWEEKLY MONTHLY \$3,2495.01 \$1,871.26 \$2,245.50 A2 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 A1 BIWEEKLY \$3,049.00 \$4,378.71 \$2,245.50 A2 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 A4 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 A2 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,867.26 A2 BIWEEKLY MONTHLY \$3,247.419 \$3,649.00 \$4,378.71 \$2,247.419 O4 BIWEEKLY MONTHLY \$3,273.83	P1	BIWEEKLY	\$2,001.43	\$2,668.55	\$3,335.70
ADMINISTRATIVE A6 BIWEEKLY MONTHLY ANNUAL MIDPOINT \$2,012.67 MIDPOINT \$2,515.78 MAXIMUM \$3,018.98 A5 MONTHLY ANNUAL \$52,329.33 \$65,410.38 \$78,493.46 A5 BIWEEKLY MONTHLY ANNUAL \$1,829.66 \$2,287.13 \$2,744.52 A6 BIWEEKLY MONTHLY \$3,964.27 \$4,955.45 \$5,946.45 A1 BIWEEKLY MONTHLY \$47,571.28 \$59,465.38 \$71,357.43 A4 BIWEEKLY MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 A1 BIWEEKLY MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 A4 BIWEEKLY MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 A3 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 A2 BIWEEKLY MONTHLY \$3,030.40 \$1,871.26 \$2,245.50 A2 BIWEEKLY MONTHLY \$3,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM \$1,649.46 \$2,061.83 \$2,075.0 \$2,471.19 O3 BIWEEKLY MONTHLY \$42,886.00 \$1,875.64 \$2,226.77 O3 BIWEEKLY MONTHLY \$1,484.52		MONTHLY	\$4,336.43	\$5,781.85	\$7,227.36
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A6 <u>MINIMUM</u> MIDPOINT MAXIMUM A6 <u>BIWEEKLY</u> \$2,012.67 \$2,515.78 \$3,018.98 MONTHLY \$4,360.78 \$5,450.86 \$6,541.12 A5 <u>BIWEEKLY</u> \$1,829.66 \$2,287.13 \$2,744.52 MONTHLY \$3,964.27 \$4,955.45 \$5,59.46.45 A1 \$559.465.38 \$71,357.43 A4 <u>BIWEEKLY</u> \$1,663.34 \$2,079.17 \$2,495.01 MONTHLY \$3,603.90 \$4,504.88 \$54,058.50 \$64.870.20 A3 <u>BIWEEKLY</u> \$1,497.01 \$1,871.26 \$2,2245.50 MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 A1 <u>MONTHLY</u> \$3,243.53 \$4,054.39 \$4,865.25 A3 <u>BIWEEKLY</u> \$1,497.01 \$1,871.26 \$2,20.20.95 MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 \$58,382.298 A2 <u>BIWEEKLY</u> \$1,497.32 \$1,684.15 \$2,020.95 MONTHLY \$3,573.83 \$4,467.29 \$53,607.					
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A5 BIWEEKLY MONTHLY S3,964.27 \$1,829.66 \$2,287.13 \$2,744.52 MONTHLY ANNUAL \$3,964.27 \$4,955.45 \$5,946.45 A4 BIWEEKLY MONTHLY \$3,603.90 \$4,504.88 \$71,357.43 A4 BIWEEKLY MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 A7 MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 A3 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 ANNUAL \$38,922.33 \$48,652.65 \$58,382.98 A2 BIWEEKLY MONTHLY \$1,347.32 \$1,684.15 \$2,020.95 MONTHLY ANNUAL \$33,030.40 \$43,788.00 \$54,378.71 A2 BIWEEKLY MONTHLY \$1,649.46 \$2,061.83 \$2,474.19 O4 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 O4 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,885.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		MONTHLY	\$4,360.78	\$5,450.86	\$6,541.12
MONTHLY ANNUAL \$3,964.27 \$4,955.45 \$4,955.45 \$59,465.38 \$5,946.45 \$71,357.43 A4 BIWEEKLY MONTHLY \$3,603.90 \$1,663.34 \$2,079.17 \$2,495.01 MONTHLY MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 \$64,870.20 A3 BIWEEKLY MONTHLY \$3,243.53 \$1,871.26 \$2,245.50 A4 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 A3 BIWEEKLY MONTHLY \$3,243.53 \$1,871.26 \$2,245.50 A4 BIWEEKLY MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 A2 BIWEEKLY MONTHLY \$3,503.040 \$43,788.00 \$4,378.71 A1 S35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MONTHLY \$3,573.83 MIDPOINT \$4,467.29 MAXIMUM \$53,607.50 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$1,885.64 \$2,226.77 \$4,824.68		ANNUAL	\$52,329.33	\$65,410.38	\$78,493.48
MONTHLY ANNUAL \$3,964.27 \$4,955.45 \$4,955.45 \$59,465.38 \$59,46.45 \$71,357.43 A4 BIWEEKLY MONTHLY \$3,603.90 \$1,663.34 \$2,079.17 \$2,495.01 MONTHLY MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 \$64,870.20 A3 BIWEEKLY MONTHLY \$3,243.53 \$1,871.26 \$2,245.50 MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 ANNUAL \$38,922.33 \$44,652.65 \$58,382.98 A2 BIWEEKLY MONTHLY \$3,243.53 \$40,054.39 \$4,365.25 A2 BIWEEKLY MONTHLY \$33,912.00 \$3,649.00 \$4,378.71 A1 \$33,922.33 \$48,652.65 \$558,382.98 A2 BIWEEKLY MONTHLY \$31,647.32 \$1,684.15 \$2,020.95 MONTHLY ANNUAL \$33,573.83 \$44,672.9 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MONTHLY \$3,573.83 \$4,467.29 \$5,560.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,002.5					
ANNUAL \$47,571.28 \$59,465.38 \$71,357.43 A4 BIWEEKLY \$1,663.34 \$2,079.17 \$2,495.01 MONTHLY \$3,603.90 \$4,504.88 \$5,405.85 ANNUAL \$43,246.80 \$54,058.50 \$64,870.20 A3 BIWEEKLY \$1,497.01 \$1,871.26 \$2,245.50 MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 ANNUAL \$38,922.33 \$48,652.65 \$58,382.98 A2 BIWEEKLY \$1,347.32 \$1,684.15 \$2,020.95 MONTHLY \$35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MIDPOINT MAXIMUM O4 BIWEEKLY \$1,649.46 \$2,061.83 \$2,474.19 O3 BIWEEKLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68	A5	BIWEEKLY	\$1,829.66	\$2,287.13	\$2,744.52
A4 BIWEEKLY MONTHLY \$3,663.34 \$2,079.17 \$2,495.01 \$2,495.01 \$4,504.88 A3 BIWEEKLY MONTHLY \$3,243.53 \$4,054.88 \$4,054.39 \$54,058.50 \$64,870.20 A3 BIWEEKLY MONTHLY \$3,243.53 \$1,497.01 \$1,871.26 \$2,245.50 MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 ANNUAL \$38,922.33 \$48,652.65 \$58,382.98 A2 BIWEEKLY MONTHLY \$2,919.20 \$3,649.00 \$4,378.71 ANNUAL \$35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 O4 BIWEEKLY MONTHLY \$32,573.83 \$4,467.29 \$5,360.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		MONTHLY	\$3,964.27	\$4 <i>,</i> 955.45	\$5 <i>,</i> 946.45
MONTHLY ANNUAL \$3,603.90 \$4,504.88 \$5,405.85 A3 BIWEEKLY MONTHLY \$1,497.01 \$1,871.26 \$2,245.50 MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 ANNUAL \$32,243.53 \$4,054.39 \$4,865.25 ANNUAL \$33,922.33 \$48,652.65 \$58,382.98 A2 BIWEEKLY MONTHLY \$1,347.32 \$1,684.15 \$2,020.95 MONTHLY \$2,919.20 \$3,649.00 \$4,378.71 ANNUAL \$35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MIDPOINT MAXIMUM 04 BIWEEKLY MONTHLY \$1,649.46 \$2,061.83 \$2,474.19 04 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 03 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		ANNUAL	\$47,571.28	\$59,465.38	\$71,357.43
MONTHLY ANNUAL \$3,603.90 \$4,504.88 \$5,405.85 \$64,870.20 A3 BIWEEKLY MONTHLY \$3,243.53 \$1,871.26 \$2,245.50 \$2,245.50 \$4,865.25 \$8,382.98 A2 BIWEEKLY MONTHLY \$3,892.33 \$1,871.26 \$48,652.65 \$2,202.95 \$58,382.98 A2 BIWEEKLY MONTHLY \$2,919.20 \$3,649.00 \$3,649.00 \$4,378.71 \$43,787.71 ANNUAL \$2,020.95 \$3,649.00 OPERATIONS & SKILLED TRADE MINIMUM MONTHLY \$35,573.83 MIDPOINT \$4,467.29 MAXIMUM \$5,360.750 \$564,329.00 O3 BIWEEKLY MONTHLY \$3,216.45 \$1,484.52 \$4,020.56 \$1,855.64 \$2,226.77 \$4,824.68 \$2,226.77 \$4,824.68					
ANNUAL \$43,246.80 \$54,058.50 \$64,870.20 A3 BIWEEKLY MONTHLY \$3,243.53 \$1,497.01 \$1,871.26 \$2,245.50 A2 MONTHLY \$38,922.33 \$44,054.39 \$4,865.25 ANNUAL \$38,922.33 \$48,652.65 \$58,382.98 A2 BIWEEKLY MONTHLY \$1,347.32 \$1,684.15 \$2,020.95 MONTHLY \$2,919.20 \$3,649.00 \$4,378.71 ANNUAL \$35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MONTHLY \$3,573.83 MIDPOINT \$4,467.29 MAXIMUM \$2,061.83 O4 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 ANNUAL \$42,886.00 \$53,607.50 \$64,329.00 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77	A4	BIWEEKLY	\$1,663.34	\$2,079.17	\$2,495.01
A3 BIWEEKLY MONTHLY \$1,497.01 \$1,871.26 \$2,245.50 MONTHLY \$3,243.53 \$4,054.39 \$4,865.25 ANNUAL \$38,922.33 \$48,652.65 \$58,382.98 A2 BIWEEKLY \$1,347.32 \$1,684.15 \$2,020.95 MONTHLY \$2,919.20 \$3,649.00 \$4,378.71 ANNUAL \$35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE BIWEEKLY \$1,649.46 \$2,061.83 \$2,474.19 O4 BIWEEKLY \$3,573.83 \$4,467.29 \$5,360.75 \$64,329.00 O3 BIWEEKLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		MONTHLY	\$3,603.90	\$4,504.88	\$5 <i>,</i> 405.85
MONTHLY ANNUAL \$3,243.53 \$4,054.39 \$48,652.65 \$4,865.25 \$58,382.98 A2 BIWEEKLY MONTHLY \$2,919.20 \$1,684.15 \$2,020.95 \$2,020.95 \$3,649.00 MONTHLY \$2,919.20 \$3,649.00 \$4,378.71 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MONTHLY \$3,573.83 MIDPOINT \$4,467.29 MAXIMUM \$5,360.75 O4 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77		<u>ANNUAL</u>	\$43,246.80	\$54,058.50	\$64,870.20
MONTHLY ANNUAL \$3,243.53 \$4,054.39 \$48,652.65 \$4,865.25 \$58,382.98 A2 BIWEEKLY MONTHLY \$2,919.20 \$1,684.15 \$2,020.95 \$2,020.95 \$4,378.71 MONTHLY \$2,919.20 \$3,649.00 \$4,378.71 \$4,378.71 OPERATIONS & SKILLED TRADE MINIMUM MONTHLY \$3,573.83 MIDPOINT \$4,649.46 MAXIMUM \$2,061.83 O4 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 \$5,360.75 \$64,329.00 O3 BIWEEKLY MONTHLY \$1,484.52 \$4,020.56 \$1,855.64 \$4,020.56 \$2,226.77 \$4,824.68					
ANNUAL \$38,922.33 \$48,652.65 \$58,382.98 A2 BIWEEKLY MONTHLY 2,919.20 \$1,684.15 \$2,020.95 MONTHLY ANNUAL \$35,030.40 \$43,78.71 OPERATIONS & SKILLED TRADE MINIMUM S1,649.46 MIDPOINT \$2,019.43 MAXIMUM \$2,019.43 O4 BIWEEKLY MONTHLY S1,649.46 \$2,061.83 \$2,474.19 \$2,474.19 MONTHLY S3,573.83 \$4,467.29 \$5,360.75 \$5,360.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY S3,216.45 \$4,020.56 \$4,824.68	A3	BIWEEKLY	\$1,497.01	\$1,871.26	\$2,245.50
A2 BIWEEKLY MONTHLY \$2,919.20 \$1,347.32 \$3,649.00 \$4,378.71 \$4,378.71 ANNUAL \$2,919.20 \$3,649.00 \$4,378.71 ANNUAL \$35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MIDPOINT MAXIMUM O4 BIWEEKLY MONTHLY \$1,649.46 \$2,061.83 \$2,474.19 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		MONTHLY	\$3,243.53	\$4,054.39	\$4,865.25
MONTHLY ANNUAL \$2,919.20 \$3,649.00 \$4,378.71 \$4,378.71 OPERATIONS & SKILLED TRADE MINIMUM BIWEEKLY MONTHLY \$1,649.46 MIDPOINT \$2,061.83 MAXIMUM \$2,474.19 O4 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		<u>ANNUAL</u>	\$38,922.33	\$48,652.65	\$58,382.98
MONTHLY ANNUAL \$2,919.20 \$3,649.00 \$4,378.71 \$43,788.00 OPERATIONS & SKILLED TRADE MINIMUM \$1,649.46 MIDPOINT \$2,061.83 MAXIMUM \$2,474.19 O4 BIWEEKLY MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 ANNUAL \$42,886.00 \$53,607.50 \$64,329.00 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68					
ANNUAL \$35,030.40 \$43,788.00 \$52,544.58 OPERATIONS & SKILLED TRADE MINIMUM MIDPOINT MAXIMUM O4 BIWEEKLY \$1,649.46 \$2,061.83 \$2,474.19 MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 ANNUAL \$42,886.00 \$53,607.50 \$64,329.00 O3 BIWEEKLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68	A2	BIWEEKLY	\$1,347.32	\$1,684.15	\$2,020.95
MINIMUM MIDPOINT MAXIMUM 04 BIWEEKLY \$1,649.46 \$2,061.83 \$2,474.19 MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 ANNUAL \$42,886.00 \$53,607.50 \$64,329.00 03 BIWEEKLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		<u>MONTHLY</u>	\$2,919.20	\$3,649.00	\$4,378.71
MINIMUM MIDPOINT MAXIMUM 04 BIWEEKLY \$1,649.46 \$2,061.83 \$2,474.19 MONTHLY \$3,573.83 \$4,467.29 \$5,360.75 ANNUAL \$42,886.00 \$53,607.50 \$64,329.00 03 BIWEEKLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		ANNUAL	\$35,030.40	\$43,788.00	\$52,544.58
O4 BIWEEKLY MONTHLY \$3,573.83 \$1,649.46 \$2,061.83 \$2,474.19 MONTHLY ANNUAL \$3,573.83 \$4,467.29 \$5,360.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68	OPERATIONS & SKILLED TRADE				
O4 BIWEEKLY MONTHLY \$3,573.83 \$1,649.46 \$2,061.83 \$2,474.19 MONTHLY ANNUAL \$3,573.83 \$4,467.29 \$5,360.75 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 MONTHLY \$3,216.45 \$4,020.56 \$4,824.68					
MONTHLY ANNUAL \$3,573.83 \$4,467.29 \$5,360.75 \$64,329.00 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 \$4,824.68			MINIMUM	<u>MIDPOINT</u>	MAXIMUM
ANNUAL \$42,886.00 \$53,607.50 \$64,329.00 O3 BIWEEKLY MONTHLY \$1,484.52 \$1,855.64 \$2,226.77 \$MONTHLY \$3,216.45 \$4,020.56 \$4,824.68	O4	BIWEEKLY	\$1,649.46	\$2,061.83	\$2 <i>,</i> 474.19
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>MONTHLY</u>	\$3,573.83	\$4,467.29	\$5 <i>,</i> 360.75
MONTHLY \$3,216.45 \$4,020.56 \$4,824.68		<u>ANNUAL</u>	\$42,886.00	\$53,607.50	\$64,329.00
MONTHLY \$3,216.45 \$4,020.56 \$4,824.68					
	03	BIWEEKLY	\$1,484.52	\$1,855.64	\$2,226.77
<u>ANNUAL</u> \$38,597.40 \$48,246.75 \$57,896.10		MONTHLY	\$3,216.45	\$4,020.56	\$4,824.68
		ANNUAL	\$38,597.40	\$48,246.75	\$57,896.10



CITY OF FORT COLLINS 2023 PAY PLAN

TABLE 5: PROTECTIVE SERVICES (non-CBU)

		MINIMUM	MIDPOINT	MAXIMUM
M3	BIWEEKLY	\$3,857.15	\$5,142.74	\$6,428.33
	MONTHLY	\$8,357.17	\$11,142.60	\$13,928.04
	ANNUAL	\$100,286.00	\$133,711.25	\$167,136.50
	ANNUAL	\$100,280.00	\$155,711.25	\$107,150.50
M2	BIWEEKLY	\$3,214.24	\$4,285.64	\$5,357.04
	MONTHLY	\$6,964.19	\$9,285.56	\$11,606.93
	ANNUAL	\$83,570.30	\$111,426.73	\$139,283.15
M1	BIWEEKLY	\$2,732.10	\$3,642.81	\$4,553.48
	MONTHLY	\$5,919.55	\$7 <i>,</i> 892.76	\$9,865.88
	ANNUAL	\$71,034.55	\$94,713.08	\$118,390.58
S2	BIWEEKLY	\$2,202.02	\$2,935.99	\$3,670.05
	MONTHLY	\$4,771.03	\$6,361.32	\$7,951.78
	ANNUAL	\$57,252.40	\$76,335.85	\$95,421.35
S1	BIWEEKLY	\$1,937.80	\$2,583.71	\$3,229.62
	MONTHLY	\$4,198.57	\$5 <i>,</i> 598.04	\$6,997.50
	ANNUAL	\$50,382.85	\$67,176.45	\$83,970.05
		· ·		· ·

PROFESSIONAL

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



P2	BIWEEKLY	\$2,224.64	\$2,966.27	\$3,707.74
	MONTHLY	\$4,820.06	\$6,426.92	\$8,033.44
	ANNUAL	\$57,840.75	\$77,123.05	\$96,401.25
		. ,	. ,	
P1	BIWEEKLY	\$1,986.53	\$2,648.44	\$3,310.75
	MONTHLY	\$4,304.15	\$5,738.29	\$7,173.29
	ANNUAL	\$51,649.75	\$68,859.50	\$86,079.50
ADMINISTRATIVE				
		MINIMUM	MIDPOINT	MAXIMUM
A.C.				
A6	BIWEEKLY	\$2,482.08	\$3,102.20	\$3,722.72
	MONTHLY	\$5,377.83	\$6,721.44	\$8,065.90
	ANNUAL	\$64,534.00	\$80,657.25	\$96,790.75
A5	BIWEEKLY	\$2,256.18	\$2,820.17	\$3,384.08
	MONTHLY	\$4,888.40	\$6,110.37	\$7,332.17
	<u>ANNUAL</u>	\$58,660.75	\$73,324.40	\$87,986.00
A4	BIWEEKLY	\$1,974.30	\$2,467.92	\$2,961.46
	<u>MONTHLY</u>	\$4,277.66	\$5,347.17	\$6 <i>,</i> 416.50
	<u>ANNUAL</u>	\$51,332.00	\$64,166.03	\$76,998.00
A3	BIWEEKLY	\$1,794.93	\$2,243.61	\$2,692.20
	MONTHLY	\$3,889.02	\$4,861.15	\$5 <i>,</i> 833.10
	ANNUAL	\$46,668.25	\$58,333.78	\$69,997.25
A2	BIWEEKLY	\$1,615.56	\$2,019.21	\$2,423.34
	MONTHLY	\$3,500.38	\$4,374.96	\$5,250.56
	ANNUAL	\$42,004.50	\$52,499.48	\$63,006.75
OPERATIONS & SKILLED TRADE				

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

	EXHIBIT A			
03	BIWEEKLY	\$1,614.77	\$2,018.50	\$2,422.19
	MONTHLY	\$3,498.66	\$4,373.42	\$5,248.08
	ANNUAL	\$41,984.00	\$52,481.03	\$62,977.03
02	BIWEEKLY	\$1,453.29	\$1,816.65	\$2,180.02
	MONTHLY	\$3,148.80	\$3,936.09	\$4,723.37
	ANNUAL	\$37,785.60	\$47,233.03	\$56,680.45



CITY OF FORT COLLINS

2023 PAY PLAN

Step Ladders

					Ste	ep				
Job Title	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 <i>,</i> 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 <i>,</i> 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		