



2023 Pay Plan

Pay Philosophy: The City of Greeley is market driven in support of being municipal employer of choice.

The employees at the City of Greeley are its most valuable asset. Critical to achieving the city's mission and goals, the compensation package must be both competitive and sustainable. This document provides clear and transparent guidelines and objectives when determining the appropriate salary and classification for employees. Salary considerations and decisions are a shared responsibility between department directors, finance, and human resources. Personnel-related costs encompass a large portion of the city's budget and can have a significant impact to employee morale and the ability to attract and retain quality employees. As public servants, the city must balance compensation demands with other programs and services competing for budget resources. The city's commitment to its workforce embraces the following core principles:

- i. Strive to be Colorado's Municipal employer of choice;
- ii. Seek to attract, hire, retain, and engage high qualified and performing professionals;
- iii. Provide fulfilling, meaningful, and challenging work;
- iv. Nurture employee development throughout their career;
- v. Ensure reward structures reflect organizational values;
- vi. Foster teamwork and ensure employees are respected and acknowledged for their contributions;
- vii. Ensure employees are treated fairly and equitably by administering our compensation program with consistency and in a manner that is free from discrimination.

Min	Q2	Mid	Q4	Max	Job Title	Dept	FLSA
MGMT10							
48,600	52,250	55,900	59,550	63,200	POLICE RECORDS SUPERVISOR	GPD - Support Svcs	Non-Exempt
					RECREATION COORDINATOR II	CPRD	Non-Exempt
MGMT11							
53,400	57,450	61,500	65,500	69,500	OFFICE MANAGER	Citywide Position	Non-Exempt
MGMT12							
58,800	63,250	67,700	72,100	76,500	ASSISTANT RECORDS MANAGER	GPD - Support Svcs	Non-Exempt
					Facilities Service Supervisor I - PW	PW	Non-Exempt
					FACILITY SERVICE SUPV I	CPRD	Non-Exempt
					GOLF CREW SUPERVISOR	CPRD	Non-Exempt
					Natural Areas & Trails Crew Supervisor	CPRD	Non-Exempt
					PARKS CREW SUPERVISOR	CPRD	Non-Exempt
					Property Evidence Supervisor	GPD - Support Svcs	Non-Exempt
					ROUTE SUPERVISOR	PW - Transit Services	Non-Exempt
MGMT13							
64,700	69,600	74,500	79,350	84,200	Crew Supervisor I	Citywide Position	Non-Exempt
					CUSTOMER SERVICE SUPERVISOR	Finance	Exempt
					Deputy Court Administrator	Municipal Court	Exempt
					FACILITY SERVICE SUPV II	CPRD	Exempt
					RECREATION SUPERVISOR	CPRD	Exempt
					TRANSIT OPERATIONS SUPERVISOR	PW - Transit Services	Exempt
MGMT14							
69,700	75,850	82,000	88,050	94,100	CODE COMPLIANCE SUPERVISOR	Community Dev	Exempt
					Crew Supervisor II	Citywide Position	Exempt
					FACILITIES MAINTENANCE SUPERVISOR	PW - Facilities Mgmt	Exempt
					FORESTRY MANAGER	CPRD	Exempt
					Operations & Compliance Supervisor	HR	Exempt
					PARKS MANAGER	CPRD	Exempt
					RECORDS & EVIDENCE MANAGER	GPD - Support Svcs	Exempt
					SIGNS & MARKINGS SUPERVISOR	PW - Transportation	Exempt
					TRAFFIC SIGNAL SUPERVISOR	PW - Transportation	Exempt
MGMT15							
76,700	83,450	90,200	96,900	103,600	Cemetery Manager	CPRD	Exempt
					CEMETERY MANAGER	CPRD	Exempt
					COURT ADMINISTRATOR	Municipal Court	Exempt
					DIGITAL COMMUNICATION SUPERVISOR	C&E	Exempt
					ECONOMIC DEVELOPMENT MANAGER	EHH	Exempt
					Employee Relations Officer	HR	Exempt
					EQUIPMENT MAINT FOREMAN	PW - Equipment Maintenance	Exempt
					Marketing & Media Supervisor	C&E	Exempt
					MUSEUM MANAGER	CPRD	Exempt
					Payroll Manager	Finance	Exempt
					Raw Water Operations Supervisor	WS - Treatment & Supply	Non-Exempt
					RECREATION MANAGER	CPRD	Exempt
					URBAN RENEWAL MANAGER	EHH	Exempt
					VICTIM SERVICES COORDINATOR	GPD - Support Svcs	Non-Exempt
					WASTEWATER COLLECTION SUPERVISOR	WS - Transmission / Distribution	Exempt
					WASTEWATER LAB SUPERVISOR	WS - Wastewater Treatment	Exempt
					WASTEWATER MAINTENANCE SUPERVISOR	WS - Wastewater Treatment	Exempt
MGMT16							
84,400	91,800	99,200	106,600	114,000	CHIEF PLANNER	Community Dev	Exempt
					COMMUNICATION & ENGAGEMENT MANAGER	C&E	Exempt
					CULTURAL AFFAIRS MANAGER	CPRD	Exempt
					DISTRIBUTION & COLLECTION OPERATIONS MGR	WS - Transmission / Distribution	Exempt
					FACILITY MANAGER	CPRD	Exempt
					FACILITY MANAGER IG	CPRD	Exempt
					FLEET MANAGER	PW - Admin	Exempt
					GOLF COURSE SUPERINTENDENT	CPRD	Exempt
					Image and Branding Manager	C&E	Exempt
					INSTRUMENT & CONTROL SUPERVISOR	WS - Sewer Gen Mgmt	Exempt
					Mobility Coordination Manager	PW - Admin	Exempt
					Public Engagement Manager	C&E	Exempt

					TRANSIT MANAGER	PW - Transit Services	Exempt
					WASTEWATER OPERATIONS & MAINTENANCE MGR	WS - Wastewater Treatment	Exempt
					WATER QUALITY & REGULATORY COMPLIANCE MGR	WS - Sewer Gen Mgmt	Exempt
					WATER QUALITY & REGULATORY COMPLIANCE MGR	PW - Stormwater	Exempt
MGMT17							
90,900	100,000	109,100	118,200	127,300	ACCOUNTING MANAGER	Finance	Exempt
					CLIENT SERVICES MANAGER	IT	Exempt
					EMERGENCY MANAGER	Fire Dept	Exempt
					MANAGER OF GOLF	CPRD	Exempt
					Payroll Administrator	Finance	Exempt
					PURCHASING MANAGER	Finance	Exempt
					RECREATION SUPERINTENDENT	CPRD	Exempt
					REVENUE & BUSINESS LICENSE MANAGER	Finance	Exempt
					Safety & Risk Manager	HR	Exempt
					Special Projects Manager	Finance	Exempt
					TRAFFIC OPERATIONS SUPERVISOR	PW - Transportation	Exempt
					WASTEWATER TECHNICAL SERVICES MANAGER	WS - Wastewater Treatment	Exempt
					WASTEWATER TREATMENT SUPERINTENDENT	WS - Sewer Gen Mgmt	Exempt
					WATER T&D AND WWC SUPT	WS - Sewer Gen Mgmt	Exempt
					WATER TREATMENT PLANT SUPERINTENDENT	WS - Sewer Gen Mgmt	Exempt
MGMT18							
100,000	110,000	120,000	130,000	140,000	ASSISTANT CRIME LAB DIRECTOR	GPD - Support Svcs	Exempt
					Assistant Fire Chief	Fire Dept	Exempt
					CHIEF BUILDING OFFICIAL	Community Dev	Exempt
					CHIEF CONSTRUCTION INSPECTOR	Community Dev	Exempt
					NATURAL AREAS & TRAILS SUPERINTENDENT	CPRD	Exempt
					PARKS SUPERINTENDENT	CPRD	Exempt
					PLANNING MANAGER	Community Dev	Exempt
					SERGEANT	GPD - Support Svcs	Non-Exempt
					STORMWATER MANAGER	PW - Storm Water	Exempt
					STREETS SUPERINTENDENT	PW - Street Maintenance	Exempt
					Supervising Attorney II	CAO	Exempt
					UTILITY FINANCE MANAGER	WS - Sewer Gen Mgmt	Exempt
					WATER CONSERVATION MANAGER	Ws - Treatment & Supply	Exempt
					WATER RESOURCE OPERATIONS MANAGER	Ws - Treatment & Supply	Exempt
					WATER RESOURCE PLANNING MANAGER	Ws - Treatment & Supply	Exempt
MGMT19							
110,000	121,000	132,000	143,000	154,000	Application Services Manager	IT	Exempt
					BUDGET & COMPLIANCE MANAGER	Finance	Exempt
					BUSINESS SYSTEMS MANAGER	IT	Exempt
					Fiscal Manager - Capitol Planning and Debt	Finance	Exempt
					INFRASTRUCTURE MANAGER	IT	Exempt
					Police Commander	GPD - Patrol	Exempt
					REAL ESTATE MANAGER	CMO	Exempt
					WASTEWATER TREATMENT SUPERINTENDENT	WS - Sewer Gen Mgmt	Exempt
					WATER T&D AND WWC SUPT	WS - Sewer Gen Mgmt	Exempt
					WATER TREATMENT MANAGER	WS - Sewer Gen Mgmt	Exempt
					WATER TREATMENT PLANT SUPERINTENDENT	WS - Sewer Gen Mgmt	Exempt
MGMT20							
123,100	135,450	147,800	160,100	172,400	Civil Engineer VI	Citywide Position	Exempt
					DEVELOPMENT REVIEW & CIVIL INSPECTION MGR	Community Dev	Exempt
					Supervising Senior City Attorney	CAO	Exempt
					Supervising Senior Environmental & Water Attorney	CAO	Exempt
PROF10							
39,000	41,950	44,900	47,800	50,700	Victim Advocate Specialist	GPD - Support Svcs	Non-Exempt
PROF11							
42,900	46,150	49,400	52,600	55,800	ASSISTANT MUSEUM CURATOR	CPRD	Non-Exempt
PROF12							
47,200	50,750	54,300	57,850	61,400	TRAIL MANAGER	CPRD	Exempt
PROF13							
51,900	55,800	59,700	63,600	67,500	ACCOUNTANT I	Finance	Exempt
					Budget Analyst I	Citywide Position	Exempt
					Budget Analyst I	Finance	Exempt

					COMMUNICATION SPECIALIST I	C&E	Non-Exempt
					Marketing Sponsorship Coordinator	CPRD	Non-Exempt
PROF14							
55,900	60,800	65,700	70,600	75,500	ACCOUNTANT II	Finance	Exempt
					Events Coordinator	CPR - Island Grove Regional Park	Exempt
					FINANCIAL ANALYST I	Finance	Exempt
					GRAPHIC DESIGNER	C&E	Exempt
					MUSEUM CURATOR	CPRD	Exempt
					PUBLIC ART COORDINATOR	CPRD	Exempt
					Restoration Specialist	CPRD	Exempt
					Special Events Coordinator II	CPRD	Exempt
					Sr. Assistant City Clerk	City Clerk's Office	Exempt
					TRAFFIC ENGINEERING TECHNICIAN II	PW - Transportation	Exempt
					WATER RESOURCE ANALYST I	Water & Sewer	Exempt
PROF15							
61,500	66,900	72,300	77,700	83,100	APPLICATION ADMINISTRATOR I	IT	Exempt
					BUSINESS SYSTEMS ANALYST I	IT	Exempt
					COMMUNICATIONS SPECIALIST II	C&E	Exempt
					CONCRETE MAINTENANCE COOR	PW - Engineering	Exempt
					CONTRACT SPECIALIST II	Finance	Exempt
					ECON DEVELOPMENT COORDINATOR	EHH	Exempt
					FINANCIAL SERVICES COORDINATOR	CPRD	Exempt
					GIS ANALYST	IT	Exempt
					NETWORK ADMINISTRATOR I	IT	Non-Exempt
					PAVEMENT MANAGEMENT COORDINATOR	PW - Engineering	Exempt
					Police Public Information Officer	GPD - Support Svcs	Exempt
					SALES TAX AUDITOR	Finance	Exempt
					SPECIAL EVENTS COORDINATOR III	CPRD	Exempt
					TRANSPORTATION PLANNER	PW - Admin	Exempt
					UTILITY COORDINATOR	PW - Engineering	Non-Exempt
					WATER CONSERVATION ADMINISTRATOR	WS	Exempt
					WATER QUALITY ANALYST	WS - Wastewater Treatment	Non-Exempt
					WATER RESOURCE ADMINISTRATOR I	WS	Exempt
PROF16							
67,600	73,550	79,500	85,400	91,300	ACCOUNTANT III	Finance	Exempt
					APPLICATION ADMINISTRATOR II	IT	Exempt
					BUSINESS ANALYST I	Citywide Position	Exempt
					CRIME ANALYST	GPD - Support Svcs	Exempt
					ENVIRONMENTAL PLANNER	CPRD	Exempt
					FINANCIAL ANALYST II	Finance	Exempt
					INDUSTRIAL PRETREATMENT COORDINATOR	WS - Wastewater Treatment	Exempt
					PARKS PLANNER	CPRD	Exempt
					PLANNER II	Community Dev	Exempt
					Project Manager I	Citywide Position	Exempt
					SAFETY & RISK BUSINESS PARTNER	HR	Exempt
					SR CONSTRUCTION INSPECTOR	Community Dev	Exempt
					SR SERVICE DESK TECHNICIAN	IT	Exempt
					System Administrator I	IT	Exempt
					Talent Acquisition Partner	HR	Exempt
					TECHNICAL SERVICES COORDINATOR	CPRD	Exempt
					Water Resource Analyst II	Water & Sewer	Exempt
					Web Content Specialist	C&E	Exempt
PROF17							
72,900	80,200	87,500	94,800	102,100	Accountant IV	Finance	Exempt
					ASSISTANT CITY ATTORNEY I	CAO	Exempt
					ASSISTANT EMERGENCY MANAGER	Fire Dept	Non-Exempt
					Assistant Judge	Municipal Court	Exempt
					Budget Analyst II	Citywide Position	Exempt
					Budget Analyst II	Finance	Exempt
					Budget Analyst II	PD	Exempt
					Business Analyst II	Citywide Position	Exempt
					BUSINESS SYSTEMS ANALYST II	IT	Exempt

					Civil Engineer I	Citywide Position	Exempt
					Civil Engineer I	Community Dev	Exempt
					DIGITAL MEDIA CRIMINALIST	GPD - Support Svcs	Exempt
					FACILITIES PROJECT MANAGER	PW - Facilities Mgmt	Exempt
					GIS DATABASE ADMINISTRATOR	IT	Exempt
					NETWORK ADMINISTRATOR II	IT	Exempt
					PLANS EXAMINER	Community Dev	Exempt
					Plans Examiner - Water and Sewer	WS - Sewer Gen Mgmt	Exempt
					PROGRAMMER ANALYST	IT	Exempt
					Rates & Budget Analyst	Water & Sewer	Exempt
					Utility Systems Analyst	WS - Wastewater Treatment	Exempt
					Water Resource Administrator II	WS	Exempt
PROF18							
80,200	88,250	96,300	104,300	112,300	APPLICATION ADMINISTRATOR III	IT	Exempt
					Budget Analyst III	Finance	Exempt
					Budget Analyst III	Citywide Position	Exempt
					Civil Engineer II	Citywide Position	Exempt
					CIVIL ENGINEER II-COMMUNITY DEV	Community Dev	Exempt
					COMMUNICATION SPECIALIST III	C&E	Exempt
					DNA ANALYST	GPD - Support Svcs	Exempt
					PLANNER III	Community Dev	Exempt
					Project Manager II	Citywide Position	Exempt
					SENIOR PLANS EXAMINER	Community Dev	Exempt
					SENIOR REAL ESTATE SPECIALIST	CMO	Exempt
					Special Events Manager	CPRD	Exempt
					STORMWATER QUALITY ADMIN	PW - Storm Water	Exempt
					SYSTEMS ADMINISTRATOR II	IT	Exempt
					TELECOM ADMINISTRATOR	IT	Exempt
					Trails Manager (new)	CPRD	Exempt
					WATER RESOURCE Analyst III	Water & Sewer	Exempt
PROF19							
88,200	97,050	105,900	114,700	123,500	Civil Engineer III	Citywide Position	Exempt
					CIVIL ENGINEER III-COMMUNITY DEV	Community Dev	Exempt
					DATABASE ADMINISTRATOR	IT	Exempt
					ENVIRONMENTAL & WATER RESOURCES ATTORNEY I	CAO	Exempt
					ERP Analyst	IT	Exempt
					SENIOR NETWORK ADMINISTRATOR	IT	Exempt
					SENIOR SYSTEMS ADMINISTRATOR	IT	Exempt
					STRATEGIC HUMAN RESOURCE BUSINESS PARTNER	HR	Exempt
PROF20							
98,800	108,700	118,600	128,500	138,400	ASSISTANT CITY ATTORNEY II	CAO	Exempt
					Benefits and Wellness Manager	HR	Exempt
					Civil Engineer IV	Citywide Position	Exempt
					Civil Engineer IV - Community Development	Community Dev	Exempt
					Compensation & Classification Manager	HR	Exempt
					Employee Relations Manager	HR	Exempt
					ENVIRONMENTAL & WATER RESOURCES ATTORNEY II	CAO	Exempt
					Industrial Control Network Administrator	WS - Transmission / Distribution	Non-Exempt
					Lead Water Conservation Specialist	Ws - Treatment & Supply	Exempt
					Risk & Safety Manager	HR	Exempt
					TRAFFIC ENGINEER	PW - Transportation	Exempt
					Water Resource Engineer IV	Ws - Treatment & Supply	Exempt
PROF21							
108,400	120,600	132,800	145,000	157,200	Civil Engineer V	Citywide Position	Exempt
					Finance Project Manager	Finance	Exempt
					Project Manager III	Citywide Position	Exempt
					SECURITY ANALYST	IT	Exempt
					SENIOR ATTORNEY	CAO	Exempt
					SENIOR ENVIRONMENTAL & WATER ATTORNEY	CAO	Exempt
SRMGT18							
119,700	131,700	143,700	155,650	167,600	Administrative Hearing Officer	City Clerk's Office	Exempt
					Chief Resiliency Officer	CMO	Exempt
					CITY CLERK	CMO	Exempt

					Civil Engineer VII	Citywide Position	Exempt
					Deputy Director Finance	Finance	Exempt
					ECONONMIC HEALTH & HOUSING DIRECTOR	CMO	Exempt
SRMGT19							
131,700	144,900	158,100	171,250	184,400	DEPUTY CITY ATTORNEY	CAO	Exempt
					DEPUTY DIRECTOR WATER & WASTEWATER OPS	WS - Sewer Gen Mgmt	Exempt
					DEPUTY DIRECTOR WATER RESOURCES	WS - Sewer Gen Mgmt	Exempt
					DEPUTY PUBLIC WORKS DIRECTOR	PW - Admin	Exempt
					CHIEF ENGINEER WATER & SEWER	WS - Sewer Gen Mgmt	Exempt
					Deputy Chief Engineer	PW - Engineering	Exempt
					Assistant to the City Manager	CMO	Exempt
					Interim Deputy City Attorney	CAO	Exempt
					Deputy Chief - Fire	GFD	Exempt
					DIVISION CHIEF	Fire Dept	Exempt
					Intergovernmental Relations Officer	CMO	Exempt
					Deputy Director IT	IT	Exempt
					Performance and Data Analytics Director	CMO	Exempt
SRMGT20							
147,500	162,300	177,100	191,800	206,500	BUDGET DIRECTOR	CMO	Exempt
					COMMUNICATION AND ENGAGEMENT DIRECTOR	CMO	Exempt
					CULTURE PARKS AND RECREATION DIRECTOR	CMO	Exempt
					DEPUTY Police CHIEF	CPD - Support Svcs	Exempt
					FIRE CHIEF	CMO	Exempt
					HUMAN RESOURCES DIRECTOR	CMO	Exempt
					MUNICIPAL JUDGE	CMO	Exempt
					PUBLIC WORKS DIRECTOR	CMO	Exempt
					WATER & SEWER DIRECTOR	CMO	Exempt
SRMGT21							
161,900	180,150	198,400	216,600	234,800	ASSISTANT CITY MANAGER	CMO	Exempt
					Chief Information Officer	CMO	Exempt
					COMMUNITY DEVELOPMENT DIRECTOR	CMO	Exempt
					FINANCE DIRECTOR	CMO	Exempt
					POLICE CHIEF	CMO	Exempt
					Resiliency Director	CMO	Exempt
SRMGT22							
181,300	201,750	222,200	242,550	262,900	Chief Human Capital Officer	CMO	Exempt
					Chief of Staff	CMO	Exempt
					Chief Process Officer	CMO	Exempt
					Chief Project Officer	CMO	Exempt
					CITY ATTORNEY	CAO	Exempt
SRMGT23							
203,100	226,000	248,900	271,700	294,500	Chief Financial Officer	CMO	Exempt
					DEPUTY CITY MANAGER	CMO	Exempt
					INFORMATION TECHNOLOGY DIRECTOR (CIO)	CMO	Exempt
SRMGT24							
227,500	253,150	278,800	304,350	329,900	CITY MANAGER	CMO	Exempt
SUPT11							
31,200	33,200	35,200	37,100	39,000	CLERICAL ASSISTANT	Citywide Position	Non-Exempt
SUPT12							
34,400	36,550	38,700	40,850	43,000	CUSTOMER SERVICE REPRESENTATIVE	CPRD	Non-Exempt
					DATA PROCESSING CLERK	CPD - Support Svcs	Non-Exempt
SUPT13							
37,800	40,200	42,600	44,950	47,300	Administrative Assistant I	Citywide Position	Non-Exempt
					ACCOUNTING CLERK I	Finance	Non-Exempt
					COURT CLERK I	Municipal Court	Non-Exempt
					FINANCE SERVICE SPECIALIST I	Finance	Non-Exempt
					STORMWATER Specialist	PW - Storm Water	Non-Exempt
					Business Support Specialist I	Citywide Position	Non-Exempt
SUPT14							
40,700	43,800	46,900	49,950	53,000	Administrative Assistant II	Citywide Position	Non-Exempt
					ACCOUNTING CLERK II	Finance	Non-Exempt
					Special Events Coordinator I	CPRD	Non-Exempt
					COURT CLERK II	Municipal Court	Non-Exempt

					FINANCE SERVICE SPECIALIST II	Finance	Non-Exempt
					PARKING AMBASSADOR	PW - Admin	Non-Exempt
					POLICE RECORDS SPECIALIST	GPD - Support Svcs	Non-Exempt
					SALES TAX TECHNICIAN I	Finance	Non-Exempt
					TRANSIT SPECIALIST	PW - Transit Services	Non-Exempt
					TRANSPORTATION DISPATCHER	PW - Transit Services	Non-Exempt
					Business Support Specialist II	Citywide Position	Non-Exempt
SUPT15							
44,800	48,200	51,600	54,950	58,300	Administrative Planning Technician	Community Dev	Non-Exempt
					BUILDING PERMIT TECHNICIAN	Community Dev	Non-Exempt
					Business Support Specialist	HR	Non-Exempt
					SALES TAX TECHNICIAN II	Finance	Non-Exempt
					Talent Acquisition Coordinator	HR	Non-Exempt
					TRAINING COORDINATOR	GPD - Support Svcs	Non-Exempt
SUPT16							
49,300	53,050	56,800	60,450	64,100	Administrative Assistant III	Citywide Position	Non-Exempt
					Assistant Events Coordinator	CPRD - Island Grove	Non-Exempt
					ASST CITY CLERK	City Clerk's Office	Exempt
					Business Support Specialist III	Citywide Position	Non-Exempt
					COURT SPECIALIST	Municipal Court	Non-Exempt
					EQUIPMENT MAINT COORDINATOR	PW - Equipment Maintenance	Non-Exempt
					IT Technician	IT	Non-Exempt
					LEGAL ASSISTANT	CAO	Non-Exempt
					Payroll Specialist	Finance	Non-Exempt
					Sales Tax Technician III	Finance	Exempt
SUPT18							
58,500	63,650	68,800	73,900	79,000	Benefits Specialist	HR	Non-Exempt
					FLEET SPECIALIST	PW - Equipment Maintenance	Non-Exempt
					IRRIGATION COORDINATOR	CPRD	Non-Exempt
					PARALEGAL	CAO	Non-Exempt
					W&S SERVICES COORDINATOR	WS - Sewer Gen Mgmt	Non-Exempt
SUPT19							
64,400	70,050	75,700	81,350	87,000	UCCC PROGRAMS COORDINATOR	CPRD	Exempt
TECH10							
28,400	30,200	32,000	33,750	35,500			
TECH11							
31,200	33,200	35,200	37,100	39,000	FACILITIES SERVICE WORKER	CPRD	Non-Exempt
					FACILITIES SERVICE WORKER	PW - Facilities Mgmt	Non-Exempt
TECH13							
37,800	40,200	42,600	44,950	47,300	Certified Operator I	WS - Sewer Gen Mgmt	Non-Exempt
					Facilities Mgmt Tech I	PW - Facilities Mgmt	Non-Exempt
					FACILITIES TECHNICIAN	CPRD	Non-Exempt
					Maintenance Technician - Public Works	PW - Street Maintenance	Non-Exempt
					Maintenance Technician I - Water	WS	Non-Exempt
					Maintenance Technician I - Water & Sewer	WS	Non-Exempt
					PARKS MAINTENANCE TECHNICIAN I	CPRD	Non-Exempt
TECH14							
40,700	43,800	46,900	49,950	53,000	Crew Leader I	Citywide Position	Non-Exempt
					Equipment Operator I	Citywide Position	Non-Exempt
					Field Services Representative	WS	Non-Exempt
					FORESTRY TECHNICIAN I	CPRD	Non-Exempt
					GRAFFITI REMOVAL TECHNICIAN	PW - Street Maintenance	Non-Exempt
					Maintenance Mechanic I	Citywide Position	Non-Exempt
					Plant Operator D	Ws - Treatment & Supply	Non-Exempt
					TRAINING SPECIALIST	Fire Dept	Non-Exempt
					WATER INVENTORY COORDINATOR	WS - Transmission / Distribution	Non-Exempt
					Water Systems Tech I	WS - Transmission / Distribution	Non-Exempt
TECH15							
44,800	48,200	51,600	54,950	58,300	BUS OPERATOR I	PW - Transit Services	Non-Exempt
					CEMETERY TECHNICIAN	CPRD	Non-Exempt
					Civil Engineering Technician I	Citywide Position	Non-Exempt
					FACILITIES MANAGEMENT TECH II	CPRD	Non-Exempt
					Facilities Mgmt Tech II	PW - Facilities Mgmt	Non-Exempt

					FACILITY EQUIPMENT TECHNICIAN	CPRD	Non-Exempt
					Heavy Equipment Operator	Citywide Position	Non-Exempt
					Maintenance Mechanic II	Citywide Position	Non-Exempt
					MAINTENANCE SERVICE ATTD	PW - Transit Services	Non-Exempt
					METER SERVICES TECHNICIAN	WS - Transmission / Distribution	Non-Exempt
					Plant Operator C	Ws - Treatment & Supply	Non-Exempt
					SIGNS & MARKINGS TECHNICIAN	PW - Transportation	Non-Exempt
					SR STAGE MANAGER	CPRD	Non-Exempt
					Sr. Public Art Technician	CPRD	Non-Exempt
					Transmission Line Technician	WS - Transmission / Distribution	Non-Exempt
					Water Quality Technician	WS - Transmission / Distribution	Non-Exempt
					Water Systems Tech II	WS - Transmission / Distribution	Non-Exempt
TECH16							
49,300	53,050	56,800	60,450	64,100	ANIMAL CONTROL OFFICER	GPD - Patrol	Non-Exempt
					BUILDING INSPECTOR I	Community Dev	Non-Exempt
					BUS OPERATOR II	PW - Transit Services	Non-Exempt
					ELECTRONIC TECHNICIAN	PW - Transit Services	Non-Exempt
					ENGINEERING TECHNICIAN	Community Dev	Exempt
					FACILITIES TECHNICIAN III	CPRD	Non-Exempt
					FORESTRY TECHNICIAN II	CPRD	Non-Exempt
					GIS SPECIALIST	IT	Non-Exempt
					IRRIGATION TECHNICIAN	CPRD	Non-Exempt
					LEAD METER SERVICES TECHNICIAN	WS - Transmission / Distribution	Non-Exempt
					Lift Station Technician II	WS	Non-Exempt
					PARKS MAINTENANCE TECHNICIAN II	CPRD	Non-Exempt
					PC TECHNICIAN	IT	Non-Exempt
					PLANNING TECHNICIAN	Community Dev	Non-Exempt
					PUBLIC SAFETY TECHNICIAN	GPD - Patrol	Non-Exempt
					REAL ESTATE TECHNICIAN	CMO	Non-Exempt
					TRAFFIC ENGINEERING TECHNICIAN	PW - Transportation	Non-Exempt
					TRAFFIC SIGNAL TECHNICIAN	PW - Transportation	Non-Exempt
					UTILITY LOCATOR	PW - Street Maintenance	Non-Exempt
					WATER SUPPLY TECHNICIAN	Ws - Treatment & Supply	Non-Exempt
					Water Systems Tech III	WS - Transmission / Distribution	Non-Exempt
TECH17							
53,100	57,800	62,500	67,100	71,700	Maintenance Mechanic III	Citywide Position	Non-Exempt
					Civil Engineering Technician II	Citywide Position	Exempt
					Equipment Operator II	Citywide Position	Non-Exempt
					ASSISTANT TECHNICAL SERVICES COORDINATOR	CPRD	Non-Exempt
					Code Compliance Inspector	CPRD	Non-Exempt
					FACILITY SERVICE CREW LDR	CPRD	Non-Exempt
					E-Media Specialist	C&E	Exempt
					Facilities Mgmt Tech III	PW - Facilities Mgmt	Non-Exempt
					PC SPECIALIST	IT	Non-Exempt
					PLANNER I	Community Dev	Non-Exempt
					PLANT OPERATOR B	Ws - Treatment & Supply	Non-Exempt
					Project Coordinator - Public Works	PW - Transportation	Exempt
					Project Coordinator - Water & Sewer	WS	Exempt
					PUBLIC SAFETY TECHNICIAN	GPD - Support Svcs	Non-Exempt
					MECHANIC	CPRD	Non-Exempt
					Crew Leader II	Citywide Position	Non-Exempt
					Water Systems Tech IV	WS - Transmission / Distribution	Non-Exempt
					NatURAL AREAS & TRAILS TECH	CPRD	Non-Exempt
TECH18							
58,500	63,650	68,800	73,900	79,000			
					TV/VIDEO PRODUCTION SPECIALIST	C&E	Non-Exempt
					CONSTRUCTION INSPECTOR	Community Dev	Non-Exempt
					ENVIRONMENTAL TECHNICIAN	PW - Storm Water	Non-Exempt
					FRAUD INVESTIGATIONS SPECIALIST	GPD - Support Svcs	Non-Exempt
					INDUSTRIAL PRETRMT SPEC	WS - Wastewater Treatment	Non-Exempt
					Plant Operator A	Ws - Treatment & Supply	Non-Exempt
					ENGINEERING TECHNICIAN	PW - Engineering	Exempt
					Utility Assets Analyst I	Citywide Position	Non-Exempt

TECH19							
64,400	70,050	75,700	81,350	87,000	Asset Technician	WS	Non-Exempt
					Civil Engineering Technician III	Citywide Position	Exempt
					COMMUNITY PARAMEDIC	Fire Dept	Non-Exempt
					Court Marshal	Municipal Court	Exempt
					Equipment Operator III	Citywide Position	Non-Exempt
					GRANT SPECIALIST	EHH	Exempt
					Lab Coordinator	WS - Wastewater Treatment	Exempt
					MECHANICAL CONTROLS TECHNICIAN	PW - Facilities Mgmt	Non-Exempt
					RAW WTR OPERATIONS TECHNICIAN	Ws - Treatment & Supply	Non-Exempt
					SENIOR TRAFFIC SIGNAL TECHNICIAN	PW - Transportation	Non-Exempt
					SURVEY TECHNICIAN	WS - Sewer Gen Mgmt	Non-Exempt
					Utility Assets Analyst II	Citywide Position	Exempt
					WATER INSTRUMENT TECHNICIAN ENTRY	WS - Transmission / Distribution	Non-Exempt
TECH20							
72,100	78,450	84,800	91,100	97,400	GRANT SPECIALIST	CMO	Exempt
					BUILDING INSPECTOR II	Community Dev	Non-Exempt
					Grant Specialist II	EHH	Exempt
					Lead Plant Operator - Water	Ws - Treatment & Supply	Non-Exempt
					REAL ESTATE SPECIALIST	CMO	Exempt
					WATER INSTRUMENT TECHNICIAN	WS - Transmission / Distribution	Non-Exempt
TECH21							
80,800	87,900	95,000	102,050	109,100	WATER CONSERVATION SPECIALIST I	Ws - Treatment & Supply	Exempt
TECH22							
90,500	98,450	106,400	114,300	122,200	WATER CONSERVATION SPECIALIST II	Ws - Treatment & Supply	Exempt
					Instrument & Electrical Lead	WS - Transmission / Distribution	Exempt
					Water Instrument & Control Tech Lead	WS - Transmission / Distribution	Exempt
SRMGT12							
70,500	75,800	81,100	86,400	91,700	DEPUTY CITY CLERK	City Clerk's Office	Exempt
SRMGT17							
108,800	119,700	130,600	141,500	152,400	DEPUTY DIRECTOR HUMAN RESOURCES	HR	Exempt
SUPT17							
53,100	57,800	62,500	67,100	71,700	Collections Registrar	CPRD	Non-Exempt
					CONTRACT SPECIALIST I	Finance	Exempt
					HRIS SPECIALIST	HR	Exempt
					PROPERTY EVIDENCE TECHNICIAN	GPD - Support Svcs	Non-Exempt
SUPT20							
72,100	78,450	84,800	91,100	97,400	Administrative Assistant to Chief Exec. Officer	Citywide Position	Exempt