ORDINANCE NO. 16-112

AN ORDINANCE REPEALING ORDINANCE NO. 15-88 AND ADOPTING THE CITY OF COLORADO SPRINGS – 2017 SALARY STRUCTURE FOR CIVILIAN AND SWORN MUNICIPAL EMPLOYEES

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF COLORADO SPRINGS:

Section 1. Ordinance No. 15-88 is repealed effective December 31, 2016.

Section 2. The City of Colorado Springs - 2017 Salary Schedule is approved in accord with City Code § 1.4.202.

Section 3. The salary ranges set forth in the attached City of Colorado Springs – 2017 Salary Schedule shall be in full force and effect on January 1, 2017 until modified by City Council. These salary ranges must be used when making municipal employee and officer salary adjustments effective January 1, 2017.

Section 4. The Mayor may set the salaries of individual City employees, as defined by City Charter § 13-10, so long as the salary set is within the range of the job classification the individual will perform.

Section 5. The salary ranges for the City Attorney's assistants identified in the City of Colorado Springs – 2017 Salary Schedule as Deputy City Attorney; City Attorney Division Chief; Senior Attorney; Attorney; Prosecuting Attorney; and Associate Attorney approved by this ordinance shall satisfy the requirements of City Charter § 13-90(a) and City Code § 1.2.401.

Section 6. The salary ranges for the City Auditor's assistants identified in the City of Colorado Springs - 2017 Salary Schedule as Assistant City Auditor;

Audit Supervisor; Information Systems Auditor Supervisor; Information Systems Auditor II; Information System Auditor I; Senior Auditor; Auditor II; and Auditor I approved by this ordinance shall satisfy the requirements of City Charter § 3-10(e) and City Code § 1.2.701.

Section 7. The salaries, as defined by City Code § 1.4.201(A), for the appointed officers of the City identified in the City of Colorado Springs – 2017 Salary Schedule as City Auditor, City Attorney, and Council Administrator shall remain as currently set in Ordinance Nos. 15-42, 14-20, and 15-53, respectively, in satisfaction of the requirements of City Charter § 3-10(e) and 13-80, and City Code §1.2.203. The salary ranges for all other officer salaries identified in the City of Colorado Springs – 2017 Salary Schedule approved by this ordinance shall satisfy the requirements of City Code §1.2.203 so long as the salaries are set within the applicable range.

Section 8. The Mayor may propose modifications to the City of Colorado Springs - 2017 Salary Schedule approved by this ordinance when market adjustments or other needs require. Modifications shall also be approved by ordinance.

Section 9. This ordinance shall be in full force and effect as of January 1, 2017, after its final adoption and publication as provided by Charter.

Section 10. Council deems it appropriate that this ordinance be published by title and summary prepared by the City Clerk and that this ordinance shall be available for inspection and acquisition in the office of the City Clerk.

day of November, 2016.	
Finally passed: November 22, 2016	City Council President
Mayor's Action:	
Approved: Voumber 22, 20/6 Disapproved:	, based on the following objections:
Council Action After Disapproval:	Moxor W. Suthers
 Council did not act to override the 	Mayor's veto.
Finally adopted on a vote ofCouncil action on	, on failed to override the Mayor's veto.
	City Council President
ATTEST:	
SEAL SEAL STATE OF SEAL STATE	

Introduced, read, passed on first reading and ordered published this 8^{th}

CAO: 1/5 COS: ____ HEREBY CERTIFY, that the foregoing ordinance entitled "AN ORDINANCE REPEALING ORDINANCE NO. 15-88 AND ADOPTING THE CITY OF COLORADO SPRINGS – 2017 SALARY STRUCTURE FOR CIVILIAN AND SWORN MUNICIPAL EMPLOYEES" was introduced and read at a regular meeting of the City Council of the City of Colorado Springs, held on November 8, 2016; that said ordinance was finally passed at a regular meeting of the City Council of said City, held on the 22nd day of November, 2016, and that the same was published by title and summary, in accordance with Section 3-80 of Article III of the Charter, in the Transcript, a newspaper published and in general circulation in said City, at least ten days before its passage.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the

City, this 22nd day of November, 2016.

Sarah B. Johnson, C

1st Publication Date: November 10, 2016

2nd Publication Date: November 25, 2016

Effective Date: January 1, 2017

Initial:

City Clerk

Effective January 1, 2017

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15095 Airport Facilities Supervisor 3 SUP 3 \$55,377 \$89,221 \$76,143 \$4,614.75 \$5,746.42 \$26,6235 \$15017 \$Code Enforcement Supervisor 3 SUP 3 \$55,377 \$89,221 \$76,143 \$4,614.75 \$5,746.42 \$26,6235 \$15017 \$Code Enforcement Supervisor 3 SUP 3 \$55,377 \$89,221 \$76,143 \$4,614.75 \$5,746.42 \$26,6235 \$16230 \$16220 \$162	\$80,361 \$75,451 \$82,997 \$5,030.08 \$6,287.58 \$29,019712 \$36,274519	\$50,361	4	SUP	3	13061 Street Programs Supervisor
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12711 Senior Cyber Security Analyst 4 PRO 11 \$95,564 \$119,455 \$131,401 \$7,963.67 \$9,954.58 \$45,9442 12726 Senior IT Solutions Engineer 4 PRO 11 \$95,564 \$119,455 \$131,401 \$7,963.67 \$9,954.58 \$45,9442 17501 Senior Information Technology Architect 4 PRO 11 \$95,564 \$119,455 \$131,401 \$7,963.67 \$9,954.58 \$45,9442 Reserved for Future Use 4 PRO 10 \$87,674 \$109,593 \$120,552 \$7,306.17 \$9,132.75 \$42,1509	\$46,610 \$58,262 \$64,089 \$3,884.17 \$4,855.17 \$22,408654 \$28,010577	\$46,610	1	SUP	3	12738 Records Supervisor
12726 Senior IT Solutions Engineer 4 PRO 11 \$95,564 \$119,455 \$131,401 \$7,963,67 \$9,954,58 \$45,9442 17501 Senior Information Technology Architect 4 PRO 11 \$95,564 \$119,455 \$131,401 \$7,963,67 \$9,954,58 \$45,9442 Reserved for Future Use 4 PRO 10 \$87,674 \$109,593 \$120,552 \$7,306,17 \$9,132,75 \$42,1509	\$104,166 \$130,207 \$143,228 \$8,680.50 \$10,850.58 \$50.079808 \$62.599519	\$104,166	12	PRO	7 4	17630 Senior Attorney
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Reserved for Future Use 4 PRO 10 \$87,674 \$109,593 \$120,552 \$7,306,17 \$9,132.75 \$42,1509	\$95,564 \$119,455 \$131,401 \$7,963.67 \$9,954.58 \$45,944231 \$57,430288	\$95,564	11	PRO	4	12726 Senior IT Solutions Engineer
	\$95,564 \$119,455 \$131,401 \$7,963.67 \$9,954.58 \$45,944231 \$57,430288	\$95,564	11	PRO	4	17501 Senior Information Technology Architect
15030 City Facilities Administrator 4 PRO 9 \$80.435 \$100.543 \$110.598 \$6.702.92 \$8.378.58 \$38.6708	\$87,674 \$109,593 \$120,552 \$7,306.17 \$9,132,75 \$42,150962 \$52,686942	\$87,674	10	PRO	4	Reserved for Future Use
I I I I I I I I I I I I I I I I I I I	\$80,435 \$100,543 \$110,598 \$6,702,92 \$8,378,58 \$38,670673 \$48,337981	\$80,435	9	PRO	4	15030 City Facilities Administrator
						4 - 1
12781 Senior Engineer 4 PRO 9 \$80,435 \$100,543 \$110,598 \$6,702,92 \$8,378.58 \$38.6706					4	12781 Senior Engineer
	W . 1960 W S. 1970 S.					
Tolorio decision						
17654 Atomey 4 PRO 8 \$73.703 \$00.202 \$101.466 \$6.140.42 \$7.000.00 \$25.4774	\$73,793 \$92,242 \$101,466 \$6,149.42 \$7,686.83 \$35.477404 \$44.347115		_ å	PRO	4	12778 Capital Project Coordinator
17654 Attomey 4 PRO 8 \$73,793 \$92,242 \$101,466 \$6,149.42 \$7,686.83 \$35,4774 12778 Capital Project Coordinator 4 PRO 8 \$73,793 \$92,242 \$101,466 \$6,149.42 \$7,686.83 \$35,4774	\$73,793 \$92,242 \$101,466 \$6,149.42 \$7,686.83 \$35.477404 \$44.347115		8	PRO	4	
12778 Capital Project Coordinator 4 PRO 8 \$73,793 \$92,242 \$101,466 \$6,149.42 \$7,686.83 \$35,4774	\$73,793 \$92,242 \$101,466 \$6,149.42 \$7,686.83 \$35,477404 \$44,347115	\$73,793	8	PRO	4	12704 IT Project Manager II

Effective January 1, 2017

			110,000,00	Company of the last	Comment	Annual	(0.000)	Moi	nthly	Но	urly
Job Code	Job Title	Band #	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
9197	Program Administrator II	4	PRO	8	\$73,793	\$92,242	\$101,466	\$6,149.42	\$7,686.83	\$35.477404	\$44,3471
7412	Senior Business Analyst, IT	4	PRO	8	\$73,793	\$92,242	\$101,466	\$6,149.42	\$7,686,83	\$35,477404	\$44,3471
	Senior Network Administrator	4	PRO	8	\$73,793	\$92,242	\$101,466	\$6,149.42	\$7,686,83	\$35,477404	\$44,3471
2786		4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32.548077	\$40,6850
8302 5102	Claims Adjustor, Senior Construction Project Manager	4 4	PRO PRO	7 7	\$67,700 \$67,700	\$84,625 \$84,625	\$93,088 \$93,088	\$5,641.67 \$5,641.67	\$7,052,08 \$7,052,08	\$32,548077 \$32,548077	\$40,6850
2723	Cyber Security Analyst I	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67 \$5,641.67	\$7,052,06	\$32,546077	\$40,6850 \$40,6850
	DNA Technical Leader	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32,548077	\$40,6850
7507	Engineer III	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32 548077	\$40,6850
	The state of the s	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32.548077	\$40 6850
7092		4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32,548077	\$40,6850
7214 2720	Information Systems Auditor II Information Technology Architect II	4 4	PRO PRO	7	\$67,700 \$67,700	\$84,625	\$93,088	\$5,641.67 \$5,641.67	\$7,052,08	\$32,548077	\$40,6850
	Lead Public Communications Specialist	4	PRO	7	\$67,700	\$84,625 \$84,625	\$93,088 \$93,088	\$5,641.67 \$5,641.67	\$7,052.08 \$7,052.08	\$32,548077 \$32,548077	\$40,6850 \$40,6850
8494	Police Psychologist	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32,548077	\$40,6850
8006	1	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32,548077	\$40,6850
9195	Program Administrator I	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32 548077	\$40,6850
3174	Senior Licensed Surveyor	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32,548077	\$40,6850
	Senior Real Estate Specialist	4	PRO	7	\$67,700	\$84,625	\$93,088	\$5,641.67	\$7,052,08	\$32.548077	\$40,6850
	Senior Systems Analyst Senior Webmaster/Administrator	4	PRO PRO	7	\$67,700 \$67,700	\$84,625 \$84,625	\$93,088 \$93,088	\$5,641.67	\$7,052.08	\$32,548077	\$40,6850
								\$5,641,67	\$7,052.08	\$32 548077	\$40,6850
	ADA Coordinator Airport Corporate Outreach Specialist	4	PRO PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83 \$8,469.83	\$29,861058	\$37,3259
7208	Airport Properties Administrator	4	PRO	6	\$62,111 \$62,111	\$77,638 \$77,638	\$85,402 \$85,402	\$5,175.92 \$5,175.92	\$6,469.83	\$29,861058 \$29,861058	\$37.3259 \$37.3259
5080	Airport Security Coordinator	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29,861058	\$37,3259
2672	Audio Visual Specialist, Fire	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175,92	\$6,469,83	\$29.861058	\$37,3259
8105	Citizen Engagement Specialist, Senior	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29.861058	\$37,3259
7202	City Senior Accountant	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29,861058	\$37,3259
7900	DNA Analyst	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29,861058	\$37.3259
6071	Emergency Medical Services Field Specialist	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29,861058	\$37,3259
	Engineer II	4	PRO	6	\$82,111	\$77,838	\$85,402	\$5,175.92	\$6,469,83	\$29.861058	\$37,3259
	ERP Systems Analyst II	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29,861058	\$37,3259
	Fire Operations Research and Statistics Specialist	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29,861058	\$37.3259
	Human Resource Business Partner	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29,861058	\$37,3259
7891	IT Project Manager i Landscape Architect II	4.4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92 \$5,475.00	\$6,469,83	\$29,861058	\$37,3259
2772	OEM Coordinator	14/	PRO	6	\$62,111 \$62,111	\$77,638 \$77,638	\$85,402 \$85,402	\$5,175,92 \$5,175,92	\$6,469,83 \$6,469,83	\$29.861058 \$29.861058	\$37,3259 \$37,3259
8005	Physical Therapist II	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175,92	\$6,469.83	\$29.861058	\$37,3259
7638	Prosecuting Attorney	4	PRO	6	\$82,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29.861058	\$37.3259
5027	Radio Field Engineer	4	PRO	6	\$82,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29.861058	\$37,3259
2746	Safety Specialist	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29.861058	\$37,3259
2777	Senior Analyst, Budget	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29.861058	\$37,3259
	Senior Analyst, Crime	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29.861058	\$37,3259
	Senior Analyst, Financial	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29.861058	\$37,3259
2777	Senior Analyst, Grants	*	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29,861058	\$37.3259
	Senior Analyst, HR	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29,861058	\$37,3259
	Senior Applications Support Administrator Senior Auditor	4	PRO	6	\$62,111	\$77,638 \$77,638	\$85,402	\$5,175.92 \$5,175.92	\$6,469,83 \$6,469,83	\$29,861058 \$29,861058	\$37,3259
	Senior Contracting Specialist	1	PRO	6	\$62,111 \$62,111	\$77,638	\$85,402 \$85,402	\$5,175.92 \$5,175.92	\$6,469,83	\$29.861058	\$37,3259 \$37,3259
	Senior Fire Life and Safety Educator	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92 \$5,175.92	\$6,469,83	\$29.861058	\$37,3259
	Senior Forensic Chemist	/4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29.861058	\$37.3259
	Senior Planner	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29,861058	\$37,3259
3103	Senior Public Communications Specialist	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29.861058	\$37,3259
3421	Senior Recruiter	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29.861058	\$37.3259
	Senior Sales Tax Auditor	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469.83	\$29.861058	\$37,3259
	Stormwater Quality Coordinator	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175,92	\$6,469,83	\$29.861058	\$37.3259
	Systems Administrator II	4	PRO	6	\$62,111	\$77,638	\$85,402	\$5,175.92	\$6,469,83	\$29.861058	\$37.3259
	Victim Advocate Coordinator Water Conservation Specialist	4 4	PRO PRO	6 6	\$62,111 \$62,111	\$77,638 \$77,638	\$85,402 \$85,402	\$5,175.92 \$5,175.92	\$6,469,83 \$6,469,83	\$29.861058 \$29.861058	\$37.3259
									\$6,469,83	\$29.861058	\$37,3259
	Assistant to the Mayor	4	PRO	5	\$56,982	\$71,228	\$78,350 \$78,350	\$4,748.50	\$5,935,67	\$27.395192	\$34,2442
	Claims Adjustor II	4	PRO PRO	5 5	\$56,982 \$56,982	\$71,228 \$71,228	\$78,350 \$78,350	\$4,748.50	\$5,935,67 \$5,035,67	\$27,395192	\$34 2442
	Community Medical Social Navigator Construction Project Specialist	4 4	PRO	5	\$56,982 \$56,982	\$71,228 \$71,228	\$78,350 \$78,350	\$4,748.50 \$4,748.50	\$5,935,67 \$5,935,67	\$27.395192 \$27.395192	\$34,2442 \$34,2442
	Environmental Safety & Health Specialist	4	PRO	5	\$56,982 \$56,982	\$71,228	\$78,350 \$78,350	\$4,748.50	\$5,935,67	\$27.395192	\$34,2442
	ERP Systems Analyst I	4	PRO	5	\$56,982	\$71,228	\$78,350 \$78,350	\$4,748.50	\$5,935,67	\$27,395192	\$34.2442
	Fire and Life Safety Educator	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935.67	\$27,395192	\$34.2442
	Fire Protection Engineer I	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935.67	\$27,395192	\$34.2442
	Forensic Chemist	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935,67	\$27,395192	\$34,2442
827	Forester	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935,67	\$27,395192	\$34.2442
	Homeland Security Program Coordinator	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935.67	\$27,395192	\$34,2442
	Information System Auditor I	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935.67	\$27.395192	\$34.2442
	Licensed Surveyor	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935.67	\$27,395192	\$34,244

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Effective January 1, 2017

					(Maria lea	Annual	New Title	Monthly		Но	urly
Job Code	Job Title	Band #	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
12751 17700	Marketing Specialist Museum Curator	4	PRO PRO	5 5	\$56,982	\$71,228 \$71,228	\$78,350	\$4,748,50	\$5,935,67	\$27,395192	\$34,244231
17446	Network Administrator II	4	PRO	5	\$56,982 \$56,982	\$71,228	\$78,350 \$78,350	\$4,748,50 \$4,748,50	\$5,935,67 \$5,935,67	\$27,395192 \$27,395192	\$34,244231 \$34,244231
12774	Park Operations Administrator	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748.50	\$5,935,67	\$27,395192	\$34,244231
18493	Polygraphist II	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748,50	\$5,935 67	\$27,395192	\$34 244231
16032	Real Estate Specialist II	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748,50	\$5,935,67	\$27,395192	\$34,244231
		4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748,50	\$5,935,67	\$27,395192	\$34,244231
12634	Senior Buyer	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748,50	\$5,935,67	\$27,395192	\$34,244231
	Senior Fire Code Inspector Senior GIS Analyst	4	PRO PRO	5 5	\$56,982 \$56,982	\$71,228 \$71,228	\$78,350 \$78,350	\$4,748,50 \$4,748,50	\$5,935,67 \$5,935,67	\$27,395192 \$27,395192	\$34,244231 \$34,244231
	Senior Redevelopment Specialist	4	PRO	5	\$56,982	\$71,228	\$78,350 \$78,350	\$4,748.50	\$5,935,67 \$5,935,67	\$27,395192	\$34 244231
	Senior Volunteer Coordinator	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748,50	\$5,935,67	\$27,395192	\$34,244231
	Webmaster/Administrator II	4	PRO	5	\$56,982	\$71,228	\$78,350	\$4,748,50	\$5,935,67	\$27,395192	\$34,244231
12609	Analyst II, Benefits	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445,50	\$25,133173	\$31,416346
18480	Analyst II, Budget	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356 42	\$5,445,53	\$25,133173	\$31,416346
	Analyst II, Compensation	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445,53	\$25,133173	\$31,416346
	- 72	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445,53	\$25,133173	\$31,416346
	Analyst II, Financial	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356,42	\$5,445,53	\$25,133173	\$31,416346
	Analyst II, Grants	4 4	PRO	4	\$52,277 \$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445.53 \$5,445.53	\$25,133173	\$31,416346
	Application Support Administrator II Applications Programmer Analyst I	4	PRO PRO	4 4	\$52,277 \$52,277	\$65,346 \$65,346	\$71,881 \$71,881	\$4,358.42 \$4,356.42	\$5,445.53 \$5,445.53	\$25 133173 \$25 133173	\$31,416346 \$31,416346
	Associate Attorney	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445.53	\$25,133173	\$31,416346
	Auditor II	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445.53	\$25,133173	\$31,416346
18482	Civilian Criminal Investigator	4	PRO	4	\$52,277	\$65,346	\$71(881	\$4,356,42	\$5,445.53	\$25,133173	\$31,416346
12633	Contracting Specialist II	4	PRO	4	\$52,277	\$85,346	\$71,881	\$4,356,42	\$5,445,53	\$25,133173	\$31,416346
	Engineer I	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356,42	\$5,445,53	\$25 133173	\$31,416346
	Engineering Specialist	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445,53	\$25,133173	\$31,416346
	Investigative Specialist	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356,42	\$5,445,53	\$25,133173	\$31,416346
	Museum Development Coordinator Natural Resource Specialist	4 4	PRO PRO	4	\$52,277 \$52,277	\$65,346 \$65,346	\$71,881	\$4,356,42	\$5,445,53	\$25,133173	\$31,416346
	Network Administrator I	4	PRO	4	\$52,277	\$85,346	\$71,881 \$71,881	\$4,356,42 \$4,356,42	\$5,445,53 \$5,445,53	\$25,133173 \$25,133173	\$31,416346 \$31,416346
	Planner II	4	PRO	4	\$52,277	\$85,346	\$71,881	\$4,356,42	\$5,445.53	\$25,133173	\$31,416346
	Polygraphist I	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356,42	\$5,445,53	\$25,133173	\$31,416346
12753	Program Coordinator	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445.53	\$25,133173	\$31,416346
18426	Recruiter	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445,53	\$25,133173	\$31,416346
	Redevelopment Specialist	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445,53	\$25,133173	\$31,416346
	Senior Probation Officer	14	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356,42	\$5,445.53	\$25,133173	\$31,416346
	Systems Administrator I Volunteer Coordinator	4	PRO	4	\$52,277 \$52,277	\$65,346 \$65,346	\$71,881 \$71,881	\$4,356,42 \$4,356,42	\$5,445.53 \$5,445.53	\$25,133173 \$25,133173	\$31,416346 \$31,416346
	Web Coordinator	4	PRO	4	\$52,277	\$65,346	\$71,881	\$4,356.42	\$5,445.53 \$5,445.53	\$25,133173	\$31,416346
	Accountant II	4	PRO	3	\$50,500	\$59,951	\$65,946	\$4,208.33	\$4,995,92	\$24,278846	\$28,822596
	Application Support Administrator I	4	PRO	3	\$50,500	\$59,951	\$65,946	\$4,208.33	\$4,995,92	\$24,278846	\$28.822596
	Buyer II	4	PRO	3	\$50,500	\$59,951	\$65,946	\$4,208.33	\$4,995.92	\$24 278846	\$28,822596
	Claims Adjustor I	4	PRO	3	\$50,500	\$59,951	\$65,946	\$4,208.33	\$4,995.92	\$24,278846	\$28.822596
12602	Fire Accreditation Coordinator	4	PRO	3	\$50,500	\$59,951	\$ 65,946	\$4,208.33	\$4,995.92	\$24,278846	\$28,822596
	GIS Analyst II	4	PRO	3	\$50,500	\$59,951	\$65,946	\$4,208.33	\$4,995.92	\$24,278846	\$28,822596
	Human Resources Generalist	4	PRO	3	\$50,500	\$59,951	\$65,946	\$4,208.33	\$4,995.92	\$24.278846	\$28.822596
	Legislative Assistant	4	PRO	3	\$50,500 \$50,500	\$59,951 \$50,051	\$65,946 \$65,046	\$4,208.33	\$4,995,92	\$24,278846	\$28,822596
	Museum Exhibits Designer Public Communication Specialist II		PRO PRO	3 3	\$50,500 \$50,500	\$59,951 \$59,951	\$65,946 \$65,946	\$4,208.33 \$4,208.33	\$4,995,92 \$4,995,92	\$24,278846 \$24,278846	\$28,822596 \$28,822596
	Sales Tax Auditor II	4	PRO	3	\$50,500	\$59,951	\$65,946 \$65,946	\$4,208.33	\$4,995,92	\$24.278846	\$28,822596
	Special Events Coordinator	4	PRO	3	\$50,500	\$59,951	\$65,946	\$4,208.33	\$4,995,92	\$24,278846	\$28,822596
17460	Analyst I, Benefits	4	PRO	2	\$44,000	\$55,000	\$60,500	\$3,666.67	\$4,583,33	\$21,153846	\$26,442308
	Analyst I, Budget	4	PRO	2	\$44,000	\$55,000	\$60,500	\$3,666,67	\$4,583.33	\$21,153846	\$26,442308
		4	PRO	2	\$44,000	\$55,000	\$60,500	\$3,666,67	\$4,583,33	\$21,153846	\$26,442308
17460	Analyst I, Claims			1	\$44,000	ess 000	\$60,500	\$3,666.67	\$4,583.33	\$21,153846	\$26,442308
	Analyst I, Crime	4	PRO	2		\$55,000				32.11.000.10	
12605	Analyst I, Crime Analyst I, Financial	4	PRO	2	\$44,000	\$55,000	\$60,500	\$3,666,67	\$4,583 33	\$21,153846	\$26,442308
12605 12605	Analyst I, Crime Analyst I, Financial Analyst I, Grants	4	PRO PRO	2 2	\$44,000 \$44,000	\$55,000 \$55,000	\$60,500 \$60,500	\$3,666,67	\$4,583 33 \$4,583 33	\$21.153846 \$21.153846	\$26 442308 \$26 442308
12605 12605 17218	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I	4 4 4	PRO PRO PRO	2 2 2	\$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500	\$3,666.67 \$3,666.67	\$4,583 33 \$4,583 33 \$4,583 33	\$21.153846 \$21.153846 \$21.153846	\$26,442308 \$26,442308 \$26,442308
12605 12605 17218 18231	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician	4 4 4	PRO PRO PRO PRO	2 2 2 2	\$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500 \$60,500	\$3,666,67 \$3,666,67 \$3,666,67	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33	\$21.153846 \$21.153846 \$21.153846 \$21.153846	\$26 442308 \$26 442308 \$26 442308 \$26 442308
12605 12605 17218 18231 18002	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I	4 4 4 4	PRO PRO PRO PRO PRO	2 2 2 2 2	\$44,000 \$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500	\$3,666.67 \$3,666.67 \$3,666.67	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846	\$26,442308 \$26,442308 \$26,442308 \$26,442308 \$26,442308
12605 12605 17218 18231 18002 18106	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist I	4 4 4 4 4	PRO PRO PRO PRO PRO	2 2 2 2 2 2	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500	\$3,666,67 \$3,666,67 \$3,666,67 \$3,666,67	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846	\$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308
12605 12605 17218 18231 18002 18106 12707	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I	4 4 4 4	PRO PRO PRO PRO PRO	2 2 2 2 2	\$44,000 \$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500	\$3,666.67 \$3,666.67 \$3,666.67	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33	\$21,153846 \$21,153846 \$21,153846 \$21,153846 \$21,153846 \$21,153846 \$21,153846	\$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308
12605 12605 17218 18231 18002 18106 12707 14432	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist I Systems Analyst I Training Specialist	4 4 4 4 4 4	PRO PRO PRO PRO PRO PRO PRO PRO	2 2 2 2 2 2 2 2 2	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500	\$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846	\$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308
12605 12605 17218 18231 18002 18106 12707 14432	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist I Systems Analyst I	4 4 4 4 4	PRO PRO PRO PRO PRO PRO PRO	2 2 2 2 2 2 2	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500	\$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846	\$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308
12605 12605 17218 18231 18002 18106 12707 14432 17200 12636	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist I Systems Analyst I Training Specialist Accountant I	4 4 4 4 4 4 4	PRO PRO PRO PRO PRO PRO PRO PRO	2 2 2 2 2 2 2 2 2 2	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$55,505	\$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846	\$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308
12605 12605 17218 18231 18002 18106 12707 14432 17200 12636 12632	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist I Systems Analyst I Training Specialist Accountant I Buyer I	4 4 4 4 4 4	PRO PRO PRO PRO PRO PRO PRO PRO PRO	2 2 2 2 2 2 2 2 2 2	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$40,368 \$40,368	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$50,459	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$55,505	\$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67 \$3,666.67 \$3,364.00	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,204 92 \$4,204 92	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$1.153846 \$1.407692 \$19.407692	\$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$24.259135
12605 12605 17218 18231 18002 18106 12707 14432 17200 12636 12632 17422	Analyst 1, Crime Analyst 1, Financial Analyst 1, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist 1 Systems Analyst 1 Training Specialist Accountant I Buyer I Contracting Specialist I	4 4 4 4 4 4 4	PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO	2 2 2 2 2 2 2 2 2 1 1	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$40,368 \$40,368	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$50,459 \$50,459	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$55,505 \$55,505	\$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,364 00 \$3,364 00 \$3,364 00	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,204 92 \$4,204 92 \$4,204 92	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.9407692 \$19.407692 \$19.407692	\$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$26.442308 \$24.259135 \$24.259135
12605 12605 17218 18231 18002 18106 12707 14432 17200 12636 12632 17422 15200 17704	Analyst I, Crime Analyst I, Financial Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist I Systems Analyst I Training Specialist Accountant I Buyer I Contracting Specialist I Database Administrator I GIS Analyst I Museum Registrar	4 4 4 4 4 4 4 4	PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO	2 2 2 2 2 2 2 2 1 1 1 1 1 1 1 1 1 1 1 1	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$40,368 \$40,368 \$40,368 \$40,368 \$40,368	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$50,459 \$50,459 \$50,459 \$50,459 \$50,459 \$50,459	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$55,500 \$55,505 \$55,505 \$55,505 \$55,505 \$55,505	\$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,364 00 \$3,364 00 \$3,364 00 \$3,364 00 \$3,364 00 \$3,364 00 \$3,364 00	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 23 \$4,204 92 \$4,204 92 \$4,204 92 \$4,204 92	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.9407692 \$19.407692 \$19.407692 \$19.407692	\$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$24 259135 \$24 259135 \$24 259135
12605 12605 17218 18231 18002 18106 12707 14432 17200 12636 12632 17422 15200 17704 16031	Analyst I, Crime Analyst I, Financial Analyst I, Grants Auditor I Community Behavioral Health Clinician Planner I Public Communication Specialist I Systems Analyst I Training Specialist Accountant I Buyer I Contracting Specialist I Database Administrator I GIS Analyst I	4 4 4 4 4 4 4 4 4	PRO	2 2 2 2 2 2 2 2 2 1 1 1 1 1	\$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$44,000 \$40,368 \$40,368 \$40,368 \$40,368	\$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$55,000 \$50,459 \$50,459 \$50,459 \$50,459 \$50,459	\$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$60,500 \$55,505 \$55,505 \$55,505 \$55,505	\$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,666 67 \$3,364 00 \$3,364 00 \$3,364 00 \$3,364 00 \$3,364 00	\$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,583 33 \$4,204 92 \$4,204 92 \$4,204 92 \$4,204 92 \$4,204 92	\$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$21.153846 \$19.407692 \$19.407692 \$19.407692 \$19.407692 \$19.407692	\$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$26 442308 \$24 259135 \$24 259135 \$24 259135 \$24 259135

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				Annual		Monthly		Hourly			
lah	NAME OF TAXABLE PARTY.		Pand	No.					THE RESERVE THE PARTY OF THE PA		
Job Code	Job Title	Band #	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
1	Latent Fingerprint Examiner	5 5	PAR	7 7	\$55,836	\$69,795	\$76,774	\$4,653.00	\$5,816.25	\$26,844231	\$33,555288
	Fire Code Inspector II		PAR		\$55,836	\$69,795	\$76,774	\$4,653.00	\$5,816.25	\$26,844231	\$33,555288
12028 16015	Central Finance Lead	5 5	PAR PAR	6	\$51,225 \$51,225	\$64,032	\$70,435 \$70,435	\$4,268.75	\$5,336,00	\$24,627404	\$30,784615
	Engineering Technician III Environment Health/Safety Coordinator	5	PAR	6	\$51,225 \$51,225	\$64,032 \$64,032	\$70,435 \$70,435	\$4,268,75 \$4,268,75	\$5,336,00 \$5,336,00	\$24.627404 \$24.627404	\$30,784615 \$30,784615
	Fleet Services Coordinator	5	PAR	6	\$51,225	\$64,032	\$70,435	\$4,268.75	\$5,336,00	\$24,627404	\$30,784615
	Inspector III	5	PAR	6	\$51,225	\$64,032	\$70,435	\$4,268,75	\$5,336,00	\$24,627404	\$30,784615
13902	Project Design Specialist	5	PAR	6	\$51,225	\$64,032	\$70,435	\$4,268.75	\$5,336,00	\$24 627404	\$30,784615
	Senior Crime Scene Investigator	5	PAR	6	\$51,225	\$64,032	\$70,435	\$4,268,75	\$5,336,00	\$24,627404	\$30,784615
	Senior Fleet Technician	5	PAR	6	\$51,225	\$64,032	\$70,435	\$4,268.75	\$5,336,00	\$24,627404	\$30,784615
	Senior Marshal Senior Paralegal	5 5	PAR PAR	6	\$51,225 \$51,225	\$64,032 \$64,032	\$70,435	\$4,268.75	\$5,336,00	\$24,627404	\$30,784615
	Senior Skilled Maintenance Technician	5	PAR	6	\$51,225	\$64,032	\$70,435 \$70,435	\$4,268,75 \$4,268,75	\$5,336,00 \$5,336,00	\$24,627404 \$24,627404	\$30,784615 \$30,784615
	Senior Technical Support Analyst	5	PAR	6	\$51,225	\$64,032	\$70,435	\$4,268.75	\$5,336,00	\$24,627404	\$30,784615
	Video Production Specialist	5	PAR	6	\$51,225	\$64,032	\$70,435	\$4,268.75	\$5,336,00	\$24,627404	\$30,784615
16605	Crime Scene Investigator	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22 594231	\$28.242788
	Electronic Specialist	5	PAR	5	\$46,996	\$58,745	\$64,819	\$3,916.33	\$4,895,42	\$22.594231	\$28,242788
16025	Engineering Technician II	5	PAR	5	\$46,996	\$58,745	\$84,619	\$3,916.33	\$4,895.42	\$22,594231	\$28,242788
14401	Fire Code Inspector I	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22,594231	\$28,242788
12681	Fleet Technician	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22,594231	\$28,242788
	HRIS Specialist	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22.594231	\$28,242788
	Inspector II	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22,594231	\$28,242788
	Paralegal	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916,33	\$4,895.42	\$22,594231	\$28 242788
	Police Court Liaison	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916,33	\$4,895,42	\$22,594231	\$28,242788
	Police Financial Services Coordinator	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916,33	\$4,895,42	\$22,594231	\$28.242788
	Police Fleet/Supply Coordinator Probation Officer	5 5	PAR PAR	5 5	\$46,996 \$46,996	\$58,745 \$58,745	\$64,619	\$3,916,33	\$4,895.42	\$22,594231	\$28.242788
	Public Safety Dispatcher Trainer	5	PAR	5	\$46,996	\$58,745	\$64,619 \$64,619	\$3,916.33 \$3,916.33	\$4,895,42 \$4,895,42	\$22,594231 \$22,594231	\$28 242788 \$28 242788
	Senior Code Enforcement Officer	5	PAR	5	\$46,996	\$58,745	\$84,619	\$3,916.33	\$4,895.42	\$22,594231	\$28 242788
1	Senior Evidence Technician	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895.42	\$22,594231	\$28 242788
	Marshal	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22.594231	\$28,242788
	Senior Airport Operations Agent	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895.42	\$22,594231	\$28.242788
	Skilled Maintenance Technician II	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895.42	\$22,594231	\$28,242788
19657	Streets Operations Program Assistant	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22,594231	\$28,242788
12803	Streets District Crew Leader	5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916.33	\$4,895,42	\$22,594231	\$28,242788
13400	Transit Scheduler	/5	PAR	5	\$46,996	\$58,745	\$64,619	\$3,916,33	\$4,895,42	\$22.594231	\$28,242788
17007	Assistant to Council	-5	PAR	A	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20.728365	\$25,910577
14014	Cemetery Specialist	5	PAR	4	\$43,4.15	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20,728365	\$25,910577
	Code Enforcement Officer	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592,92	\$4,491.17	\$20,728365	\$25,910577
	Community Service Officer	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20.728365	\$25,910577
	Fleet Specialist	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20.728365	\$25,910577
	Graphics Technician	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592,92 \$3,592,92	\$4,491.17	\$20.728365	\$25,910577
	Public Safety Dispatcher II Recreation Assistant	5	PAR	4	\$43,115 \$43,115	\$53,894 \$53,894	\$59,283 \$59,283	\$3,592.92	\$4,491,17 \$4,491,17	\$20,728365 \$20,728365	\$25,910577 \$25,910577
	Recruiting Technician	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20,728365	\$25,910577
	Senior Central Finance Technician	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20,728365	\$25,910577
	Senior Courtroom Assistant	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20,728365	\$25,910577
1	Senior Legal Secretary	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20,728365	\$25,910577
	Senior Payroll & Pension Technician	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592,92	\$4,491,17	\$20,728365	\$25,910577
14066	Signs Technician II	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491.17	\$20,728365	\$25,910577
	Staff Assistant	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592,92	\$4,491.17	\$20,728365	\$25,910577
12698	Technical Support Analyst II	5	PAR	4	\$43,115	\$53,894	\$59,283	\$3,592.92	\$4,491,17	\$20.728365	\$25,910577
12601	Administrative Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120.25	\$19.016827	\$23.770673
15090	Airport Operations Agent	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120,25	\$19,016827	\$23,770673
	Associate Fleet Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296,25	\$4,120.25	\$19.016827	\$23,770673
	Courtroom Assistant	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296,25	\$4,120,25	\$19 016827	\$23,770673
	Digital Imaging Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120.25	\$19.016827	\$23.770673
	Engineering Technician I	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120,25	\$19,016827	\$23,770673
	Evidence Technician	5	PAR	3	\$39,555	\$49,443	\$54,388 \$54,388	\$3,296.25	\$4,120,25	\$19,016827	\$23,770673
	Forestry Technician GIS Technician	5 5	PAR PAR	3	\$39,555 \$30,555	\$49,443 \$49,443	\$54,388 \$54,388	\$3,296.25	\$4,120,25	\$19,016827	\$23,770673
	Inspector I	5	PAR	3	\$39,555 \$39,555	\$49,443 \$49,443	\$54,388 \$54,388	\$3,296.25 \$3,296.25	\$4,120.25 \$4,120.25	\$19.016827 \$19.016827	\$23.770673 \$23.770673
	Legal Secretary	5	PAR	3	\$39,555	\$49,443 \$49,443	\$54,388	\$3,296,25	\$4,120,25	\$19.016827	\$23,770673
	License Enforcement Officer	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296,25	\$4,120,25	\$19.016827	\$23,770673
	Museum Development Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120,25	\$19.016827	\$23,770673
	Planning Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120,25	\$19.016827	\$23,770673
	Public Communications Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120,25	\$19,016827	\$23,770673
12767	Public Safety Dispatcher I	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120.25	\$19.016827	\$23,770673
	Radio Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120,25	\$19,016827	\$23,770673
	Sales Tax Investigator II	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120.25	\$19,016827	\$23,770673
12199	Senior Probation Technician	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120.25	\$19.016827	\$23,770673

Effective January 1, 2017

						Annual		Monthly		Hourly	
Job Code	Job Title	Band #	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
14065	•	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296.25	\$4,120,25	\$19,016827	\$23,770673
12808	Skilled Maintenance Technician I	5	PAR	3	\$39,555	\$49,443	\$54,388	\$3,296,25	\$4,120.25	\$19,016827	\$23,770673
15103	Airport Customer Service Coordinator	5	PAR	2	\$36,289	\$45,361	\$49,898	\$3,024.08	\$3,780.08	\$17,446635	\$21,808173
12765	Emergency Response Technician	5	PAR	2	\$36,289	\$45,361	\$49,898	\$3,024.08	\$3,780.08	\$17,446635	\$21.808173
12103	Police Services Representative	5	PAR	2	\$36,289	\$45,361	\$49,898	\$3,024.08	\$3,780,08	\$17,446635	\$21,808173
12099	Probation Technician	5	PAR	2	\$36,289	\$45,361	\$49,898	\$3,024.08	\$3,780.08	\$17,446635	\$21,808173
12097	Records Systems Coordinator	5	PAR	2	\$36,289	\$45,361	\$49,898	\$3,024.08	\$3,780.08	\$17,446635	\$21,808173
16065	Sales Tax Investigator I	5	PAR	2	\$36,289	\$45,361	\$49,898	\$3,024.08	\$3,780.08	\$17.446635	\$21.808173
18515	Senior Accounting Technician	5	PAR	2	\$36,289	\$45,361	\$49,898	\$3,024.08	\$3,780,08	\$17,446635	\$21,808173
13025	Parts/Supply Specialist	5	PAR	1	\$33,293	\$41,616	\$45,778	\$2,774.42	\$3,468.00	\$16,006250	\$20,007692
12130	Sales Tax Technician	5	PAR	1	\$33,293	\$41,616	\$45,778	\$2,774.42	\$3,468.00	\$16,006250	\$20,007692
12697	Technical Support Analyst I	5	PAR	1	\$33,293	\$41,616	\$45,778	\$2,774.42	\$3,468.00	\$16,006250	\$20,007692
12793	Senior Maintenance Technician	6	GNL	8	\$42,603	\$53,253	\$58,578	\$3,550.25	\$4,437.75	\$20.482212	\$25.602404
12622	Cernetery Technician	6	GNL	7	\$39,085	\$48,856	\$53,742	\$3,257.08	\$4,071,33	\$18,790865	\$23,488462
11095	Central Finance Technician II	6	GNL	7	\$39,085	\$48,856	\$53,742	\$3,257.08	\$4,071.33	\$18,790865	\$23,488462
	Fingerprint Technician	6	GNL	7	\$39,085	\$48,856	\$53,742	\$3,257.08	\$4,071.33	\$18,790865	\$23,488462
11073	Lead Transit Dispatcher	6	GNL	7	\$39,085	\$48,856	\$53,742	\$3,257.08	\$4,071.33	\$18.790865	\$23,488462
	Payroll & Pension Technician II	6	GNL	7	\$39,085	\$48,856	\$53,742	\$3,257.08	\$4,071,33	\$18,790865	\$23,488462
12785	Senior Equipment Operator	6	GNL	7	\$39,085	\$48,856	\$53,742	\$3 257.08	\$4,071.33	\$18,790865	\$23,488462
12192	Senior Municipal Court Clerk	6	GNL	7	\$39,085	\$48,856	\$53,742	\$3 257.08	\$4,071.33	\$18,790865	\$23 488462
14064	Senior Parking Meter Technician	6	GNL	7	\$39,085	\$48,858	\$53,742	\$3 257.08	\$4,071.33	\$18.790865	\$23 488462
17461	Benefits Specialist	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21.549038
11093	Central Finance Technician I	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21.549038
12653	Equipment Operator II	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735,17	\$17.238942	\$21,549038
12798	License Specialist II	6 1	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21.549038
12729	Maintenance Technician II	6	GNL	6	\$35,857	\$44.822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21.549038
12093	Municipal Court Clerk II	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21.549038
12853	Park Ranger	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735,17	\$17,238942	\$21.549038
14062	Parking Meter Technician	6	GNL	6	\$35,857	544,822	\$49,304	\$2,988.08	\$3,735.17	\$17,238942	\$21.549038
11091	Payroll & Pension Technician I	6	GNL	6	\$35,857	\$44.822	\$49,304	\$2,988.08	\$3,735,17	\$17,238942	\$21,549038
15310	Printing Technician	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21.549038
12732	Senior Medical Assistant	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17,238942	\$21.549038
12797	Senior Office Specialist	6	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21,549038
11043	Transit Dispatcher	6_/	GNL	6	\$35,857	\$44,822	\$49,304	\$2,988.08	\$3,735.17	\$17.238942	\$21,549038
11002	Accounting Technician II	/6 /	GNL	5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15.815865	\$19.769712
11033	Communications Center Dispatcher	8	GNL	5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15.815865	\$19.769712
13072	Driver	6	GNL	5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15.815865	\$19.769712
12722	Fire Community and Public Health Provider	6	GNL	5	\$32.897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15.815865	\$19.769712
12743	License Specialist I	6	GNL	5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15.815865	\$19.769712
12092	Municipal Court Clerk I	6	GNL	ं 5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15,815865	\$19,769712
12741	Office Specialist	6	GNL	5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15.815865	\$19.769712
14420	Parking Enforcement Officer	6	GNL	5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15,815865	\$19,769712
14023	Radio Installer	6	GNL	5	\$32,897	\$41,121	\$45,233	\$2,741.42	\$3,426.75	\$15 815865	\$19.769712
11003	Accounting Technician I	6	GNL	4	\$30,181	\$37,726	\$41,498	\$2,515.08	\$3,143.83	\$14.510096	\$18.137500
13302	Equipment Operator I	6	GNL	4	\$30,181	\$37,726	\$41,498	\$2,515.08	\$3,143.83	\$14.510096	\$18.137500
12725	Maintenance Technician I	6	GNL	4	\$30,181	\$37,726	\$41,498	\$2,515.08	\$3,143.83	\$14.510096	\$18.137500
12734	Medical Assistant	6	GNL	4	\$30,181	\$37,726	\$41,498	\$2,515.08	\$3,143.83	\$14,510096	\$18.137500
	Reserved for Future Use	6	GNL	3	\$27,689	\$34,611	\$38,072	\$2,307.42	\$2,884.25	\$13.312019	\$16.639904
12733	Office Assistant/Receptionist	6	GNL	2	\$25,402	\$31,753	\$34,928	\$2,116.83	\$2.646.08	\$12.212500	\$15.265865
	Office Specialist, Mail	6	GNL	2	\$25,402	\$31,753	\$34,928	\$2,116.83	\$2,646 08	\$12 212500	\$15.265865
12721	Maintenance Services Worker	6	GNL	1	\$23,305	\$29,131	\$32,044	\$1,942.08	\$2,427.58	\$11.204327	\$14.005288

FIRE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate		
	56 Hour	s/Week			
19407	Battalion Chief	\$9,436	\$38.886078		
19406	Fire Captain	\$7,766	\$32.001419		
19405	Fire Lieutenant	\$7,003	\$28.857516		
19416	Fire Paramedic 1st	\$6,649	\$27.398982		
	Fire Paramedic 2nd	\$5,935	\$24.456166		
	Fire Paramedic 3rd	\$5,299	\$21.835755		
19404	Fire Driver Engineer	\$6,370	\$26.251779		
19403	Firefighter 1st	\$5,851	\$24.109319		
	Firefighter 2nd	\$5,224	\$21.526269		
	Firefighter 3rd	\$4,664	\$19.221642		
	Firefighter 4th	\$4,166	\$17.165760		
	40 Hour	s/Week			
19407	Battalion Chief	\$9,436	\$54.440508		
19406	Fire Captain (Staff)	\$7,982	\$46.047115		
19405	Fire Lieutenant (Staff)	\$7,197	\$41.521845		
19409	Fire Trainee	\$3,856	\$22.245062		
19412	Fire Investigator	\$6,374	\$36.773857		

POLICE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
19308	Police Commander	\$10,082	\$58.167462
19307	Police Lieutenant	\$8,802	\$50.779288
19306	Police Sergeant	\$7,704	\$44.445409
19304	Police Officer 1st	\$6,154	\$35.506176
	Police Officer 2nd	\$5,576	\$32.170192
	Police Officer 3rd	\$5,060	\$29.192307
	Police Officer 4th	\$4,591	\$26.490385
19300	Police Recruit	\$4,166	\$24.038462

Unclassified Job Codes

Job	Job Title	Band #	Band Name	Zone #	Zone Minimum	Zone
Code		Danu *	Danu Name	Zone #	2.019 Millinum	Maximum
the second second second	nonths or less)					
50600	PT Pikes Peak HWY Ranger	SNL	Seasonal	6	TBD	\$24.00
50602	PT Park Ranger	SNL	Seasonal	5	TBD	\$21.00
50603	PT Recreation & Camp Support	SNL	Seasonal	5	TBD	\$21.00
50609	PT Aquatics Support	SNL	Seasonal	4	TBD	\$17.00
51400	PT Wildfire Mitigation and Forestry	SNL	Seasonal	4	TBD	\$17.00
51600	PT Maintenance Support	SNL	Seasonal	4	TBD	\$17.00
50400	PT Park Patrol	SNL	Seasonal	3	TBD	\$14.00
50604	PT Guide or Interpreter	SNL	Seasonal	3	TBD	\$14.00
51500	PT Cemetery Support	SNL	Seasonal	2	TBD	\$12.00
50606	PT Park Support	SNL	Seasonal	2	TBD	\$12.00
50607	PT Sport Site Supervisor	SNL	Seasonal	2	TBD	\$12.00
50608	PT Sports Staff	SNL	Seasonal	1 🔏	₹ TBD	\$11.00
Part-Time (Ye	ar Round less than 29 hours per w	eek)	STORES OF STREET			
70100	PT Professional & IT	PRT	Part-Time	10	\$17.00	\$85.00
70200	PT Attorney	PRT	Part-Time	9	\$20.00	\$40.00
70300	PT Municipal Court Referee*	PRT	Part-Time	8	\$15.00	\$37.00
70401	PT Background Investigator	PRT	Part-Time	7	\$21.00	\$31.00
70402	PT Civilian Criminal Investigator	PRT	Part-Time	7	\$21.00	\$31.00
70403	PT Explosives Unit Investigator	PRT	Part-Time	7	\$21.00	\$31.00
70404	PT Polygraph Examiner	PRT	Part-Time	7	\$21.00	\$31.00
70405	PT Comm Center Support	PRT	Part-Time	7	\$21.00	\$31.00
70406	PT Training Academy Instructor	PRT	Part-Time	7	\$21.00	\$31.00
70500	PT Community Service Officer	PRT	Part-Time	6	\$17.00	\$25.00
70407	PT Probation Officer	PRT	Part-Time	6	\$17.00	\$25.00
70600	PT Pikes Peak HWY Ranger	PRT	Part-Time	5	TBD	\$24.00
70700	PT Administrative Support	PRT	Part-Time	5	TBD	\$24.00
70408	PT Evidence Technician	PRT	Part-Time	5	TBD ·	\$24.00
70602	PT Park Ranger	PRT	Part-Time	5	TBD	\$24.00
70800	PT Community Health Navigator	PRT	Part-Time	5	TBD	\$24.00
70603	PT Recreation and Camp Support	PRT	Part-Time	5	TBD	\$24.00
70900	PT Code Enforcement Officer	PRT	Part-Time	4	TBD	\$17.00
71000	PT Internship***	PRT	Part-Time	4	TBD	\$17.00
71100	PT Maintenance Support	PRT	Part-Time	4	TBD	\$17.00
71200	PT Bus Driver	PRT	Part-Time	4	TBD	\$17.00
71400	PT Wildfire Mitigation and Forestry	PRT	Part-Time	4	TBD	\$17.00
70604	PT Guide or Interpreter	PRT	Part-Time	4	TBD	\$17.00
70605	PT Day Camp Support	PRT	Part-Time	3	TBD	\$12.00
	PT Park Support	PRT	Part-Time	3	TBD	\$12.00
70607	PT Sport Site Supervisor	PRT	Part-Time	3	TBD	\$12.00
71500	PT Cemetery Support	PRT	Part-Time	3	TBD	\$12.00
70608	PT Sports Staff	PRT	Part-Time	2	TBD	\$11.00
71300	PT Election Staff**	PRT	Part-Time	1	TBD	\$10.00
	Round Full-time)			declarate		
	Hourly III	HRL	Hourly	3	TBD	\$9.12
	Hourly IV	HRL	Hourly	4	\$9.13	\$12.33
10815	Hourly V	HRL	Hourly	5	\$12.34	\$16.69
10816	Hourly VI	HRL	Hourly	6	\$16.70	\$25.00
10817	Hourly VII	HRL	Hourly	7	\$25.01	\$35.00
10017	rivariy vii	LUAL	riourly	- 1	Ψ2J.V1	ψυυ.00

TBD - Will be the Colorado Minimum Wage Rate as determined by the State of Colorado, pending election results.