

**HUMAN RESOURCES MEMORANDUM
#1-2023**

DATE: Jan. 9, 2023
TO: Honorable Mayor Meredith Leighty and City Council Members
THROUGH: Heather Geyer, City Manager *hmg*
FROM: Tamara Dixon, Human Resources Director and Chief Diversity Officer *TD*
SUBJECT: CR-7 – 2023 Pay Plan Amendments

PURPOSE

To consider CR-7, a resolution adopting an amended 2023 Pay Plan.

BACKGROUND

2023 Pay Plan Amendments

Parks, Recreation & Culture Department

On Oct. 24, 2022, Council approved the addition of a part-time Park Ranger in pay grade 140 to the department's full time employee count. The department's current full-time Park Ranger also sits in grade 140. As the part-time position represents a growth opportunity for an applicant, and because the full-time position will serve as the crew leader, the request is to separate the positions by creating a Park Ranger I and Park Ranger II distinction. The part-time Park Ranger I would sit in pay grade 130, and the current full-time Park Ranger II would remain in pay grade 140.

Public Works Department

As part of the 2022 Market Analysis, Public Works requested a reorganization that resulted in the Facilities Maintenance Supervisor and the Electrical Mechanical Supervisor positions being combined into one Maintenance Supervisor position. The two incumbent supervisors were given the opportunity to interview for the Maintenance Supervisor position. The incumbent supervisor not selected was offered the vacant Master Electrician position. The Master Electrician will report to the Maintenance Supervisor and they both currently sit in the same pay grade of 190. The request is to move the Maintenance Supervisor to grade 200 to address the issue.

Additionally, there have been two identified vacant positions that were placed in the wrong pay grade by the consultant that was not caught previously by staff. The request is to move the Environmental Technician from grade 110 to grade 140, and to move the Optimization Specialist from grade 170 to grade 190. Both movements will allow the positions to be correctly benchmarked and allow the City to be competitive with recruitment.

BUDGET/TIME IMPLICATIONS

There are no additional budget implications to adjust the 2023 Pay Plan.

STAFF RECOMMENDATION

Staff recommends approval of CR-7.

STAFF REFERENCE

If Council members have any questions, please contact Tamara Dixon, Human Resources Director and Chief Diversity Officer, at tdixon@northglenn.org or 303.450.8877.

CR-7 – 2023 Pay Plan Amendments

SPONSORED BY: MAYOR LEIGHTY

COUNCIL MEMBER'S RESOLUTION

RESOLUTION NO.

No. CR-7
Series of 2023

Series of 2023

A RESOLUTION ADOPTING THE CITY OF NORTHGLENN 2023 PAY PLAN, AS AMENDED

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The City of Northglenn 2023 Pay Plan, attached hereto as **Exhibit 1**, is hereby adopted as amended, effective December 17, 2022, with the following modifications:

- A. Parks, Recreation and Culture Department: Addition of Parks Ranger I in Grade 130; and title change from Parks Ranger to Parks Ranger II in Grade 140; and
- B. Public Works Department: Reclassification of Environmental Technician from Grade 110 to Grade 140; Reclassification of Optimization Specialist from Grade 170 to Grade 190; and Addition of Maintenance Supervisor in Grade 200.

Section 2. The 2023 Pay Plan, as amended, supersedes and replaces all pay plans that have previously been adopted.

DATED at Northglenn, Colorado, this ____ day of _____, 2023.

MEREDITH LEIGHTY
Mayor

ATTEST:

JOHANNA SMALL, CMC
City Clerk

APPROVED AS TO FORM:

COREY Y. HOFFMANN
City Attorney

Requested changes highlighted in yellow

City of Northglenn - Classification Listing - 2023								
Position	Dept	Grade	Min	Mid	Max	Min	Mid	Max
Cashier	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Day Camp Aide	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Pedal Boat Attendant	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Scorekeeper	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Slide Attendant	Parks & Rec	100	\$31,304	\$36,000	\$40,696	\$15.05	\$17.31	\$19.57
Aquatics Instructor - Non Certified	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Drop in Sports Supervisor	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Fitness Instructor - Non Certified	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Guest Relations Specialist	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Lifeguard	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Preschool Aide	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Seasonal Trainee	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Youth Sports Supervisor	Parks & Rec	110	\$34,435	\$39,600	\$44,765	\$16.56	\$19.04	\$21.52
Administrative Clerk	Multiple	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Custodian	Multiple	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Day Camp Leader	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Lifeguard/Swim Instructor	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Seasonal Laborer	Parks & Rec	120	\$37,878	\$43,560	\$49,242	\$18.21	\$20.94	\$23.67
Administrative Specialist	Multiple	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Day Camp Director	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Head Lifeguard	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Municipal Services Worker I - Sanitation	PW - Sanitation	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Municipal Services Worker I - Streets	PW - Streets	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Municipal Services Worker I - Utilities	PW - Utilities	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Parks Maintenance Worker I	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Parks Ranger I	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Preschool Instructor	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Recreation Assistant	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Seasonal Park Ranger	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Special Events Assistant	Communications	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Theatre Instructor (Tech)	Parks & Rec	130	\$41,666	\$47,916	\$54,166	\$20.03	\$23.04	\$26.04
Aquatics Instructor - Certified	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Arborist Technician	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Environmental Technician	PW - Water	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
FISS Customer Service Representative	Finance	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Fitness Instructor - Certified	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Horticulture Technician	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Municipal Services Worker II - Sanitation	PW - Sanitation	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Municipal Services Worker II - Streets	PW - Streets	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Municipal Services Worker II - Utilities	PW - Utilities	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Parks Maintenance Worker II	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Parks Ranger II	Parks & Rec	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Police Records Specialist	Police - Non-Sworn	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Sales Tax Specialist	Finance	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Utility Plant Operator D	PW - Wastewater	140	\$45,833	\$52,708	\$59,583	\$22.04	\$25.34	\$28.65
Administrative Assistant	Multiple	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Accounting Specialist	Finance	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Arborist Technician Sr	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Court Clerk	City Manager - Mun Court	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Fleet Mechanic I	PW - Fleet	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Horticulture Technician Sr	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Lab Technician	PW - Lab Operations	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Lead Police Records Specialist	Police - Non-Sworn	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Maint Tech I	PW - Facilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Meter Technician	PW - Distribution Collection	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Municipal Services Worker III - Sanitation	PW - Sanitation	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Municipal Services Worker III - Streets	PW - Streets	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Municipal Services Worker III - Utilities	PW - Utilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Parks Maintenance Worker III	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Planning Technician	Planning	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Signs Coordinator/Designer	PW - Streets	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Tech Support Specialist I	Information Technology	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Theatre Ass't Technical Director	Parks & Rec	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Traffic Technician I	PW - Engineering	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Utility Locate Maintenance Worker	PW - Utilities	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Utility Plant Operator C	PW - Wastewater	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Utility Technician	PW - Elec, Mech, Dist, Colletion	150	\$50,416	\$57,978	\$65,541	\$24.24	\$27.87	\$31.51
Administrative Technician	Multiple	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Animal Control Officer	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Central Records Coordinator	City Clerk	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Community Resource Navigator	City Manager - Crisis Response	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Community Services Coordinator	City Manager - Mun Court	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Digital Specialist (Technician)	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Fleet Mechanic II	PW - Fleet	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Heavy Equipment Operator	PW - Streets	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Maintenance Technician II	PW - Facilities	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Municipal Services Worker IV - Utilities	PW - Utilities	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Neighborhood Services Officer	Planning	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Parks Coordinator	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77

Planner I	Planning	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Probation Officer	Court	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Property Evidence Custodian	Police - Non-Sworn	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Recreation Coordinator I	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Tech Support Specialist II	Information Technology	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Theatre Technical Director	Parks & Rec	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Traffic Technician II	PW - Engineering	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Utility Plant Operator B	PW - Wastewater	160	\$53,147	\$63,776	\$74,406	\$25.55	\$30.66	\$35.77
Accountant I	Finance	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Community Outreach Coordinator	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Construction Inspector	PW - Engineering	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Crisis Response Co-Responder	City Manager - Crisis Response	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Economic Development Coordinator	City Manager - Econ Dev	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Industrial Pretreatment Specialist	PW - Industrial Pre-Tx	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Lead Facilities Maintenance Technician	PW - Facilities	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Lead Municipal Services Worker	PW - Sanitation	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Maintenance Technician III	PW - Elec, Mech, Dist, Collection	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Sanitation	PW - Sanitation	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Streets	PW - Streets	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Municipal Services Worker Lead - Utilities	PW - Utilities	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Public Communications Specialist	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Recreation Coordinator II	Parks & Rec	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Sales Tax Auditor I	Finance	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Special Events Coordinator	Communications	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Specialized Fitness Instructor	Parks & Rec	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Utility Plant Operator A	PW - Wastewater	170	\$58,462	\$70,154	\$81,846	\$28.11	\$33.73	\$39.35
Accountant II	Finance	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Agenda and Licensing Coordinator	City Clerk	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
HR Business Partner	Human Resources	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Lead Operator	PW -	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Planner II	Planning	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Sales Tax Auditor II	Finance	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Special Events Specialist	Communications	180	\$64,308	\$77,169	\$90,031	\$30.92	\$37.10	\$43.28
Crime Analyst	Police - Non-Sworn	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Deputy City Clerk	City Clerk	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Executive Assistant	City Manager/PD	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Fleet Services Supervisor	PW - Fleet	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
GIS Specialist (Developer)	PW - Engineering	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Lab Analyst	PW - Lab Operations	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Master Electrician	PW - Facilities	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Sanitation	PW - Sanitation	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Streets	PW - Streets	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Municipal Services Supervisor - Utilities	PW - Distribution Collection	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Neighborhood Services Supervisor	Planning	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Optimization Specialist - Lab	PW - Water	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Parks Supervisor	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Project Manager	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Records Supervisor	Police - Non-Sworn	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Recreation Programs Supervisor	Parks & Rec	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Revenue Supervisor	Finance	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Special Events Supervisor	Communications	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Sr. Public Communications Specialist	Communications	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Stormwater Coordinator	PW - Stormwater	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Sustainability Coordinator	Planning	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Water Quality Coordinator	PW - Lab Operations	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Water Resources Analyst	PW - Water	190	\$70,738	\$84,886	\$99,034	\$34.01	\$40.81	\$47.61
Chief Plant Operator	PW - WW and Water	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Civil Engineer I	PW - Engineering	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Criminalist	Police - Non-Sworn	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Crisis Response Program Manager	City Manager - Crisis Response	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Economic Development Specialist	City Manager - Econ Dev	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
IT Resource Coordinator	Information Technology	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Lab Supervisor	PW - Lab Operations	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Maintenance Supervisor	PW - Facilities	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
PIO/Marketing/Social Media Specialist	Police - Non-Sworn	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Risk Manager	Human Resources	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Senior Planner	Planning	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Sr HR Business Partner	Human Resources	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Sr. Deputy City Clerk	City Clerk	200	\$77,812	\$93,375	\$108,937	\$37.41	\$44.89	\$52.37
Civil Engineer II	PW - Engineering	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Criminal Information Systems Coordinator	Information Technology	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Municipal Court Supervisor	City Manager - Mun Court	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Sales Tax Manager	Finance	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Senior DEI/HR Business Partner	Human Resources	210	\$85,594	\$102,712	\$119,831	\$41.15	\$49.38	\$57.61
Water Resources Administrator	PW - Water	220	\$94,153	\$112,983	\$131,814	\$45.27	\$54.32	\$63.37
Accounting Manager	Finance	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Environmental Manager	PW - Water	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Ops Manager - Maintenance & Operations	PW - Water	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Ops Manager - Utilities	PW - Utilities	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Planning Manager	Planning	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Recreation Manager	Parks & Rec	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Senior Engineer	PW - Engineering	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Senior Network Administrator	Information Technology	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70

Software Engineer	Information Technology	230	\$99,425	\$124,282	\$149,138	\$47.80	\$59.75	\$71.70
Police Lieutenant	Police - Sworn	240	\$109,368	\$136,710	\$164,052	\$52.58	\$65.73	\$78.87
City Clerk	City Clerk	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Director of Communications	Communications	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Director of Economic Development	City Manager - Econ Dev	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Engineering Manager	PW - Engineering	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Police Commander	Police - Sworn	250	\$120,305	\$150,381	\$180,457	\$57.84	\$72.30	\$86.76
Deputy Police Chief	Police - Sworn	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Finance	Finance	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Human Resources/Chief Diversity Officer	Human Resources	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Parks, Recreation, and Culture	Parks & Rec	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Planning and Development	Planning	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Technology	Information Technology	260	\$132,335	\$165,419	\$198,503	\$63.62	\$79.53	\$95.43
Director of Public Works	PW -	270	\$145,569	\$181,961	\$218,353	\$69.99	\$87.48	\$104.98
Police Chief	Police - Sworn	270	\$145,569	\$181,961	\$218,353	\$69.99	\$87.48	\$104.98
Deputy City Manager	City Manager	280	\$160,126	\$200,157	\$240,188	\$76.98	\$96.23	\$115.48
City Manager	City Manager	300	\$193,752	\$242,190	\$290,628	\$93.15	\$116.44	\$139.73