

MANAGEMENT SERVICES MEMORANDUM

2013-08

TO: Honorable Mayor Joyce Downing and City Council Members

FROM: John R. Pick, City Manager *JRP*
Paula Jensen, Director of Management Services *PJensen*

DATE: October 7, 2013

SUBJECT: 2013 Salary Survey

Attached to this memorandum are the 2013 salary survey worksheets and the 2013 salary survey summary.

The 2013 salary survey worksheets reflect the breakdown for each position surveyed. The information includes:

- The survey city's salary range for the position;
- The average range of the cities combined;
- The midpoint of that range;
- Northglenn's salary range and midpoint for the position; and
- Any positions that may be *benchmarked to the position.

*Benchmark – a position/job that can be related or compared to other positions/jobs in terms of common characteristics or responsibilities and considered an acceptable gauge for other positions.

The 2013 salary survey summary simply lists each position according to the current pay plan and shows the survey data for the current year.

STAFF REFERENCE: If Council members have any comments or questions they may contact Paula Jensen at 303.450.8877 or pjensen@northglenn.org.

Market Survey 2013
Administrative

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Court Clerk Sr.	Brighton	\$ 34,424.00	\$ 47,154.00
Deputy Court Clerk	Broomfield	\$ 35,880.00	\$ 49,192.00
Court Clerk II	Commerce City	\$ 38,486.00	\$ 50,685.00
Associate Court Clerk	Englewood	\$ 38,272.00	\$ 49,754.00
Court Specialist	Thornton	\$ 35,675.00	\$ 49,232.00
Deputy Court Clerk	Westminster	\$ 38,555.00	\$ 49,353.00
Court Clerk II	Wheat Ridge	\$ 37,995.00	\$ 50,032.00
	Average	\$ 37,041.00	\$ 49,343.14
	Midpoint	\$ 43,192.07	
Court Clerk	Northglenn	\$ 34,241.00	\$ 45,696.00
	NG Midpoint	\$ 39,968.50	
	Difference	-8%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Deputy City Clerk	Brighton	\$ 41,538.00	\$ 56,909.00
Administrative Analyst	Broomfield	\$ 45,552.00	\$ 67,288.00
Deputy City Clerk	Commerce City	\$ 43,014.00	\$ 56,648.00
Deputy City Clerk	Englewood	\$ 44,637.00	\$ 58,032.00
Deputy City Clerk	Thornton	\$ 46,763.00	\$ 64,533.00
Deputy City Clerk	Westminster	\$ 51,488.00	\$ 65,910.00
Deputy City Clerk	Wheat Ridge	\$ 42,123.00	\$ 55,468.00
	Average	\$ 45,016.43	\$ 60,684.00
	Midpoint	\$ 52,850.21	
Deputy City Clerk	Northglenn	\$ 43,477.00	\$ 58,023.00
	NG Midpoint	\$ 50,750.00	
	Difference	-4%	

Market Survey 2013
Administrative

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Administrative Technician	Broomfield	\$ 33,280.00	\$ 48,048.00
Administrative Specialist III	Commerce City	\$ 38,486.00	\$ 50,685.00
Department Assistant	Englewood	\$ 35,443.00	\$ 46,072.00
Administrative Specialist III	Thornton	\$ 34,488.00	\$ 47,594.00
Secretary	Westminster	\$ 35,865.00	\$ 45,910.00
No Match	Wheat Ridge		
	Average	\$ 35,512.40	\$ 47,661.80
	Midpoint	\$ 41,587.10	
Administrative Assistant	Northglenn	\$ 36,348.00	\$ 48,509.00
	NG Midpoint	\$ 42,428.50	
<i>Positions tied to B/M:</i>			
Administrative Tech	Difference		2%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
City Clerk	Brighton	\$ 67,034.00	\$ 91,835.00
City Clerk	Broomfield	\$ 80,704.00	\$ 109,200.00
City Clerk	Commerce City	\$ 75,132.00	\$ 112,698.00
City Clerk	Englewood	\$ 77,676.00	\$ 100,979.00
City Clerk	Thornton	\$ 75,091.00	\$ 103,626.00
City Clerk	Westminster	\$ 87,805.00	\$ 109,756.00
No Match	Wheat Ridge		
	Average	\$ 77,240.33	\$ 104,682.33
	Midpoint	\$ 90,961.33	
City Clerk	Northglenn	\$ 71,504.00	\$ 95,422.00
	NG Midpoint	\$ 83,463.00	
	Difference		-9%

Market Survey 2013
Administrative

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Administrative Clerk	Broomfield	\$ 27,248.00	\$ 38,064.00
Administrative Specialist I	Commerce City	\$ 27,565.00	\$ 36,302.00
No Match	Englewood		
Administrative Specialist I	Thornton	\$ 26,311.00	\$ 36,309.00
No Match	Westminster		
No Match	Wheat Ridge		
	Average	\$ 27,041.33	\$ 36,891.67
	Midpoint	\$ 31,966.50	
Administrative Clerk	Northglenn	\$ 28,343.00	\$ 37,822.00
	NG Midpoint	\$ 33,082.50	
<i>Positions tied to B/M:</i>			
Clerical Assistant, Customer Service Rep.	Difference		3%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Administrative Assistant II	Brighton	\$ 27,706.00	\$ 37,960.00
No Match	Broomfield		
Administrative Specialist II	Commerce City	\$ 34,434.00	\$ 45,349.00
	Englewood		
Administrative Specialist II	Thornton	\$ 32,233.00	\$ 44,481.00
No Match	Westminster		
Sr. Staff Asst.	Wheat Ridge	\$ 33,672.00	\$ 44,339.00
	Average	\$ 32,011.25	\$ 43,032.25
	Midpoint	\$ 37,521.75	
Administrative Specialist	Northglenn	\$ 31,308.00	\$ 41,782.00
	NG Midpoint	\$ 36,545.00	
<i>Positions tied to B/M:</i>			
Central Records Spec.,	Difference		-3%

Market Survey 2013
Administrative

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Court Administrator	Brighton	\$ 52,384.00	\$ 71,772.00
Court Administrator	Broomfield	\$ 75,504.00	\$ 103,896.00
No Match	Commerce City		
No Match	Englewood		
Court Manager	Thornton	\$ 65,588.00	\$ 90,511.00
Court Administrator	Westminster	\$ 81,679.00	\$ 102,099.00
Court Administrator	Wheat Ridge	\$ 66,282.00	\$ 87,281.00
	Average	\$ 68,287.40	\$ 91,111.80
	Midpoint	\$ 79,699.60	
Municipal Court Supervisor	Northglenn	\$ 66,033.00	\$ 88,121.00
	NG Midpoint	\$ 77,077.00	
	Difference		-3%

Market Survey 2013
Technology

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Network Engineer	Brighton	\$ 60,000.00	\$ 76,200.00
No Match	Broomfield		
No Match	Commerce City		
No Match	Englewood		
Network Engineer	Thornton	\$ 80,348.00	\$ 110,880.00
Network Administrator	Westminster	\$ 68,624.00	\$ 84,780.00
Network Administrator	Wheat Ridge	\$ 59,815.00	\$ 78,765.00
	Average	\$ 67,196.75	\$ 87,656.25
	Midpoint	\$ 77,426.50	
Sr. Network	Northglenn	\$ 65,379.00	\$ 87,249.00
	NG Midpoint	\$ 76,314.00	
<i>Positions tied to B/M:</i>			
Software Engineer	Difference		-1%
CIS Coordinator			
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
No Match	Broomfield		
Web Development Co	Commerce City	\$ 49,977.00	\$ 72,467.00
No Match	Englewood		
Web Administrator	Thornton	\$ 61,297.00	\$ 84,590.00
Internet Software	Westminster	\$ 68,624.00	\$ 85,780.00
No Match	Wheat Ridge		
	Average	\$ 59,966.00	\$ 80,945.67
	Midpoint	\$ 70,455.83	
Web Administrator	Northglenn	\$ 60,981.00	\$ 81,380.00
	NG Midpoint	\$ 71,180.50	
	Difference		1%

Market Survey 2013
Technology

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Help Desk Technician	Broomfield	\$ 43,368.00	\$ 61,880.00
	Commerce City		
No Match	Englewood		
IT Support Specialist	Thornton	\$ 46,763.00	\$ 64,533.00
No Match	Westminster		
Help Desk Technician	Wheat Ridge	\$ 39,622.00	\$ 52,175.00
	Average	\$ 43,251.00	\$ 59,529.33
	Midpoint	\$ 51,390.17	
Tech Support	Northglenn	\$ 43,477.00	\$ 58,023.00
	NG Midpoint	\$ 50,750.00	
<i>Positions tied to B/M:</i>			
Tech Support	Difference		-1%
Resources Coord			
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Director of Tech	Brighton	\$ 94,725.00	\$ 129,764.00
IT Director	Broomfield	\$ 106,912.00	\$ 144,664.00
IT Director	Commerce City	\$ 100,889.00	\$ 151,334.00
IT Director	Englewood		
IT Director	Thornton	\$ 101,816.00	\$ 140,506.00
IT Director	Westminster	\$ 126,055.00	\$ 157,569.00
IS Manager	Wheat Ridge	\$ 75,829.00	\$ 99,852.00
	Average	\$ 101,037.67	\$ 137,281.50
	Midpoint	\$ 119,159.58	
IT Director	Northglenn	\$ 99,296.00	\$ 122,373.00
	NG Midpoint	\$ 110,834.50	
	Difference		-8%

Market Survey 2013
Finance Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Utility Billing Clerk	Brighton	\$ 33,758.00	\$ 46,259.00
No Match	Broomfield		
No Match	Commerce City		
Utility Billing Specialist	Englewood	\$ 35,443.00	\$ 46,072.00
Acct. Spec. I/II Utility Billing	Thornton	\$ 30,124.00	\$ 47,594.00
Revenue Services Rep	Westminster	\$ 35,865.00	\$ 45,910.00
No Match	Wheat Ridge		
	Average	\$ 33,797.50	\$ 46,458.75
	Midpoint	\$ 40,128.13	
Finance Customer Service Rep	Northglenn	\$ 30,388.00	\$ 40,553.00
	NG Midpoint	\$ 35,470.50	
	Difference	-13%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Accounting Clerk II	Brighton	\$ 34,944.00	\$ 47,882.00
Accounting Clerk	Broomfield	\$ 33,800.00	\$ 45,656.00
Accounting Technician	Commerce City	\$ 38,486.00	\$ 50,685.00
No Match	Englewood		
Accounting Specialist II	Thornton	\$ 34,488.00	\$ 47,594.00
Accounting Technician	Westminster	\$ 41,446.00	\$ 53,055.00
No Match	Wheat Ridge		
	Average	\$ 36,632.80	\$ 48,974.40
	Midpoint	\$ 42,803.60	
Accounting Specialist	Northglenn	\$ 35,279.00	\$ 47,082.00
	NG Midpoint	\$ 41,180.50	
<i>Positions tied to B/M:</i>			
Sales Tax Specialist	Difference	-4%	

Market Survey 2013
Finance Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Accountant II	Brighton	\$ 41,745.00	\$ 57,200.00
No Match	Broomfield		
Accountant II	Commerce City	\$ 45,856.00	\$ 66,491.00
Accountant	Englewood	\$ 54,030.00	\$ 70,238.00
Accountant II	Thornton	\$ 50,036.00	\$ 69,050.00
	Westminster		
	Wheat Ridge		
	Average	\$ 47,916.75	\$ 65,744.75
	Midpoint	\$ 56,830.75	
Accountant II	Northglenn	\$ 47,551.00	\$ 63,459.00
	NG Midpoint	\$ 55,505.00	
<i>Positions tied to B/M:</i>			
Accountant I	Difference		-2%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Accounting Manager	Broomfield	\$ 72,176.00	\$ 102,648.00
Accounting Manager	Commerce City	\$ 75,132.00	\$ 112,698.00
Accounting Manger	Englewood	\$ 77,676.00	\$ 100,979.00
Controller	Thornton	\$ 70,179.00	\$ 96,847.00
Accounting Manager	Westminster	\$ 81,679.00	\$ 102,099.00
Accounting Supervisor	Wheat Ridge	\$ 57,090.00	\$ 75,177.00
	Average	\$ 72,322.00	\$ 98,408.00
	Midpoint	\$ 85,365.00	
Controller	Northglenn	\$ 70,095.00	\$ 93,542.00
	NG Midpoint	\$ 81,818.50	
<i>Positions tied to B/M:</i>			
Financial Anylst	Difference		-4%

Market Survey 2013
Finance Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Utility Billing Coordinator	Brighton	\$ 42,578.00	\$ 58,323.00
No Match	Broomfield		
No Match	Commerce City		
Utility Billing Supervisor	Englewood	\$ 59,162.00	\$ 76,911.00
Customer Billing Supervisor	Thornton	\$ 57,287.00	\$ 79,056.00
Utility Billing Supervisor	Westminster	\$ 59,383.00	\$ 74,228.00
	Wheat Ridge		
	Average	\$ 54,602.50	\$ 72,129.50
	Midpoint	\$ 63,366.00	
Revenue Supervisor	Northglenn	\$ 53,051.00	\$ 70,798.00
	NG Midpoint	\$ 61,924.50	
	Difference		-2%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Sales Tax Tech	Brighton	\$ 46,530.00	\$ 63,752.00
No Match	Broomfield		
Tax Auditor II	Commerce City	\$ 45,856.00	\$ 66,491.00
Sales Tax Auditor	Englewood	\$ 54,030.00	\$ 70,238.00
Tax Auditor II	Thornton	\$ 53,539.00	\$ 73,884.00
Sales Tax Auditor	Westminster	\$ 55,240.00	\$ 69,050.00
Sales Tax Auditor	Wheat Ridge	\$ 48,775.00	\$ 64,227.00
	Average	\$ 50,661.67	\$ 67,940.33
	Midpoint	\$ 59,301.00	
Sales Tax Auditor II	Northglenn	\$ 49,481.00	\$ 66,035.00
	NG Midpoint	\$ 57,758.00	
<i>Positions tied to B/M:</i>			
Sales Tax Auditor I	Difference		-3%

Market Survey 2013
General Administration

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Human Resources Analyst II	Brighton	\$ 53,976.00	\$ 73,944.00
Sr. Human Res. Generalist	Broomfield	\$ 59,072.00	\$ 80,496.00
Sr. Human Resources Generalist	Commerce City	\$ 56,414.00	\$ 81,800.00
Human Resources Analyst	Englewood	\$ 59,162.00	\$ 76,911.00
Sr. Human Resources Analyst	Thornton	\$ 65,588.00	\$ 90,511.00
Sr. Human Resources Analyst	Westminster	\$ 59,383.00	\$ 74,228.00
Human Resources Rep	Wheat Ridge	\$ 55,531.00	\$ 73,124.00
	Average	\$ 58,446.57	\$ 78,716.29
	Midpoint	\$ 68,581.43	
Sr. Human Resources Analyst	Northglenn	\$ 55,205.00	\$ 73,671.00
	NG Midpoint	\$ 64,438.00	
	Difference	-6%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
HR Generalist	Brighton	\$ 48,158.00	\$ 65,983.00
HR Analyst	Broomfield	\$ 50,024.00	\$ 68,952.00
Human Resources Generalist	Commerce City	\$ 45,856.00	\$ 66,491.00
No Match	Englewood		
HR Analyst II	Thornton	\$ 53,539.00	\$ 73,884.00
HR Analyst	Westminster	\$ 51,386.00	\$ 64,232.00
HR Analyst	Wheat Ridge	\$ 47,977.00	\$ 63,177.00
	Average	\$ 49,490.00	\$ 67,119.83
	Midpoint	\$ 58,304.92	
Human Resources Analyst	Northglenn	\$ 50,476.00	\$ 67,362.00
	NG Midpoint	\$ 58,919.00	
	Difference	1%	

Market Survey 2013
General Administration

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Asst. City/County Manager	Broomfield	\$ 120,016.00	\$ 162,344.00
No Match	Commerce City		
No Match	Englewood		
Deputy City Manager	Thornton	\$ 116,569.00	\$ 160,865.00
No Match	Westminster		
Deputy City Manager	Wheat Ridge		
	Average	\$ 118,292.50	\$ 161,604.50
	Midpoint	\$ 139,948.50	
Deputy City Manager	Northglenn	\$ 99,296.00	\$ 122,373.00
	NG Midpoint	\$ 110,834.50	
<i>Positions tied to B/M:</i>			
Director of MS	Difference		-26%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
No Match	Broomfield		
Human Resources Tech	Commerce City	\$ 38,486.00	\$ 50,685.00
No Match	Englewood		
No Match	Thornton		
Human Resources Tech	Westminster	\$ 41,446.00	\$ 53,055.00
No Match	Wheat Ridge		
	Average	\$ 39,966.00	\$ 51,870.00
	Midpoint	\$ 45,918.00	
Human Resources Tech	Northglenn	\$ 42,621.00	\$ 56,880.00
	NG Midpoint	\$ 49,750.50	
	Difference		8%

Market Survey 2013
General Administration

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
No Match	Broomfield		
Risk Manager	Commerce City	\$ 56,414.00	\$ 81,800.00
No Match	Englewood		
Risk Management Administrator	Thornton	\$ 57,287.00	\$ 79,056.00
	Westminster		
	Wheat Ridge		
	Average	\$ 56,850.50	\$ 80,428.00
	Midpoint	\$ 68,639.25	
Risk Manager	Northglenn	\$ 65,379.00	\$ 87,249.00
	NG Midpoint	\$ 76,314.00	
	Difference	10%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
	Brighton		
	Broomfield		
	Commerce City		
	Englewood		
	Thornton		
	Westminster		
Probation Officer	Wheat Ridge	\$ 39,622.00	\$ 52,175.00
	Average	\$ 39,622.00	\$ 52,175.00
	Midpoint	\$ 45,898.50	
Probation Officer	Northglenn	\$ 39,360.00	\$ 52,531.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 45,945.50	
Community Services Coord.	Difference	0%	

Market Survey 2013
Recreation

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Recreation Program Manager	Broomfield	\$ 59,384.00	\$ 82,472.00
Recreation Supervisor	Commerce City	\$ 49,977.00	\$ 72,467.00
No Match	Englewood		
Recreation Program & Fac. Sup	Thornton	\$ 65,588.00	\$ 90,511.00
No Match	Westminster		
Recreation Supervisor	Wheat Ridge	\$ 53,385.00	\$ 70,298.00
	Average	\$ 57,083.50	\$ 78,937.00
	Midpoint	\$ 68,010.25	
Recreation Program Supervisor	Northglenn	\$ 54,117.00	\$ 72,220.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 63,168.50	
Community Engagement Manager			
Community Outreach Coordinator	Difference		-8%
Neighborhood Program Specilaist			
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Recreation Coordinator	Brighton	\$ 39,525.00	\$ 54,143.00
Recreation Coordinator	Broomfield	\$ 41,912.00	\$ 58,552.00
Recreation Coordinator	Commerce City	\$ 38,458.00	\$ 55,764.00
Recreation Program Admin	Englewood	\$ 45,061.00	\$ 58,580.00
Recreation Coordinator I	Thornton	\$ 43,704.00	\$ 60,311.00
Recreation Specialist	Westminster	\$ 47,801.00	\$ 59,751.00
Recreation Coordinator	Wheat Ridge	\$ 41,095.00	\$ 54,114.00
	Average	\$ 42,508.00	\$ 57,316.43
	Midpoint	\$ 49,912.21	
Recreation Specialist	Northglenn	\$ 38,202.00	\$ 50,986.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 44,594.00	
Customer Solutions Specialist			
Theatre Tech, Rec Asst.	Difference		-12%

Market Survey 2013
Recreation

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Youth Program Director	Thornton	\$ 12.24	\$ 15.30
	Average	\$ 12.24	\$ 15.30
	Midpoint	\$ 13.77	
Day Camp Director	Northglenn	\$ 11.51	\$ 15.35
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 13.43	
Day Camp Asst. Director			
	Difference	-3%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Youth Program Leader	Thornton	\$ 7.90	\$ 12.59
	Average	\$ 7.90	\$ 12.59
	Midpoint	\$ 10.25	
Day Camp Aide	Northglenn	\$ 8.37	\$ 11.17
	NG Midpoint	\$ 9.77	
<i>Positions tied to B/M:</i>			
Tiny/Teeny Tot	Difference	-5%	

Market Survey 2013
Recreation

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Fitness Instructor	Broomfield	\$ 15.00	\$ 21.62
Fitness Instructor	Thornton		
Fitness Instructor II	Wheat Ridge	\$ 16.68	\$ 21.96
Fitness Instructor III	Westminster	\$ 15.07	\$ 18.20
Fitness Instructor	Englewood	\$ 15.00	\$ 20.00
	Average	\$ 15.58	\$ 20.05
	Midpoint	\$ 17.82	
	Northglenn	\$ 15.36	\$ 20.49
Fitness Instructor (Certified)			
	NG Midpoint	\$ 17.93	
<i>Positions tied to B/M:</i>			
Specialized Fitness Instructor	Difference	1%	
Weight Training Instructor			
Aquasize Instructor, Theatre Inst.			
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Lifeguard	Broomfield	\$ 8.65	\$ 12.05
Lifeguard	Englewood	\$ 8.50	\$ 15.00
Lifeguard	Westminster	\$ 8.81	\$ 10.13
Lifeguard	Wheatridge	\$ 8.83	\$ 11.63
	Average	\$ 8.70	\$ 12.20
	Midpoint	\$ 10.45	
	Northglenn	\$ 8.62	\$ 11.50
Lifeguard			
	NG Midpoint	\$ 10.06	
<i>Positions tied to B/M:</i>			
Head Lifeguard, Lifeguard Instr.	Difference	-4%	
Pedal Boats, Cashier			
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Recreation Clerk	Broomfield	\$ 10.45	\$ 14.70
Guest Services Specialist	Thornton		
Customer Service Rep	Englewood	\$ 13.52	\$ 17.58
Guest Services Attendant	Wheat Ridge	\$ 8.52	\$ 11.22
Guest Relations Clerk	Westminster	\$ 11.98	\$ 17.72
Customer Service Rep	Brighton		
	Average	\$ 11.12	\$ 15.31
	Midpoint	\$ 13.21	
Guest Relations Specialist	Northglenn	\$ 10.95	\$ 14.61
	NG Midpoint	\$ 12.78	

Market Survey 2013
Recreation

	Difference		-3%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Recreation Worker	Broomfield	\$ 7.78	\$ 11.00
Scorekeeper	Westminster	\$ 7.78	\$ 8.34
Scorekeeper	Englewood	\$ 8.00	\$ 11.00
	Average	\$ 7.85	\$ 10.11
	Midpoint	\$ 8.98	
Scorekeeper	Northglenn	\$ 7.50	\$ 10.01
	NG Midpoint	\$ 8.76	
<i>Positions tied to B/M:</i>			
Youth Sports Instructor, Drop in	Difference		-3%
Sports Superviosr			

Market Survey 2013
Recreation

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Parks Worker I	Brighton	\$ 28,267.00	\$ 38,709.00
Parks Operations Worker	Broomfield	\$ 29,744.00	\$ 40,768.00
Parks Operations Tech	Commerce City	\$ 34,434.00	\$ 45,349.00
Parks Worker	Englewood	\$ 32,822.00	\$ 42,661.00
Parks Worker I	Thornton	\$ 31,160.00	\$ 43,001.00
Parks Worker I	Westminster	\$ 33,363.00	\$ 42,707.00
Parks Worker I	Wheat Ridge	\$ 29,029.00	\$ 38,226.00
	Average	\$ 31,259.86	\$ 41,631.57
	Midpoint	\$ 36,445.71	
	Northglenn	\$ 29,494.00	\$ 39,359.00
Parks Maintenance Worker I	NG Midpoint	\$ 34,426.50	
	Difference		-6%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Parks Worker II	Brighton	\$ 32,760.00	\$ 44,886.00
Parks Operations	Broomfield	\$ 36,400.00	\$ 49,504.00
Parks Operations Spec	Commerce City	\$ 38,486.00	\$ 50,685.00
Parks Technician	Englewood	\$ 35,443.00	\$ 46,072.00
Parks Worker II	Thornton	\$ 35,675.00	\$ 49,232.00
Parks Worker II	Westminster	\$ 38,555.00	\$ 49,353.00
Parks Worker II	Wheat Ridge	\$ 33,949.00	\$ 44,704.00
	Average	\$ 35,895.43	\$ 47,776.57
	Midpoint	\$ 41,836.00	
	Northglenn	\$ 34,241.00	\$ 45,696.00
Parks Maintenance Worker II	NG Midpoint	\$ 39,968.50	
	Difference		-5%
<i>Positions tied to B/M</i>			
Parks Maintenance Worker III			

Market Survey 2013
Recreation

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Parks & Rec Director	Brighton	\$ 93,819.00	\$ 128,522.00
No Match	Broomfield		
Parks & Rec Director	Commerce City	\$ 100,889.00	\$ 151,334.00
Parks & Rec Director	Englewood		
Parks & Rec Director	Thornton	\$ 112,691.00	\$ 155,514.00
Parks & Rec Director	Westminster	\$ 126,055.00	\$ 157,569.00
Parks & Rec Director	Wheat Ridge	\$ 95,398.00	\$ 132,696.00
	Average	\$ 105,770.40	\$ 145,127.00
	Midpoint	\$ 125,448.70	
	Northglenn	\$ 99,296.00	\$ 122,373.00
Parks & Rec Director	NG Midpoint	\$ 110,834.50	
	Difference	-13%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Child Sitting Provider	Broomfield	\$ 8.00	\$ 11.00
Child Care Attendant	Westminster	\$ 7.78	\$ 8.75
Child Care Attendant	Wheat Ridge	\$ 8.52	\$ 11.22
	Average	\$ 8.10	\$ 10.32
	Midpoint	\$ 9.21	
Child Care Provider	Northglenn	\$ 8.20	\$ 10.94
	NG Midpoint	\$ 9.57	
	Difference	4%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Seasonal Specialist	Westminster	\$ 11.01	\$ 12.14
Seasonal Maintenance Worker	Wheat Ridge	\$ 9.42	\$ 12.40
	Average	\$ 10.22	\$ 12.27
	Midpoint	\$ 11.24	
Seasonal Specialist	Northglenn	\$ 11.97	\$ 15.98
<i>Positions tied to B/M</i>	NG Midpoint	\$ 13.98	
Laborer, Trainee			
	Difference	20%	

Market Survey 2013
Planning and Development

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Associate Planner	Brighton	\$ 46,530.00	\$ 63,752.00
No Match	Broomfield		
Planner II	Commerce City	\$ 49,977.00	\$ 72,467.00
Planner II	Englewood	\$ 59,162.00	\$ 76,911.00
Planner II	Thornton	\$ 53,559.00	\$ 73,884.00
Planner II	Westminster	\$ 55,240.00	\$ 69,050.00
Planner II	Wheat Ridge	\$ 51,018.00	\$ 67,181.00
	Average	\$ 52,581.00	\$ 70,540.83
	Midpoint	\$ 61,560.92	
Planner	Northglenn	\$ 52,005.00	\$ 69,402.00
	NG Midpoint	\$ 60,703.50	
	Difference		-1%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Senior Planner	Brighton	\$ 55,865.00	\$ 76,532.00
Senior Planner	Broomfield	\$ 61,464.00	\$ 84,448.00
Planner III	Commerce City	\$ 56,414.00	\$ 81,800.00
Senior Planner	Englewood	\$ 64,783.00	\$ 84,218.00
Senior Planner	Thornton	\$ 57,287.00	\$ 79,056.00
Planner III	Westminster	\$ 63,837.00	\$ 79,796.00
Senior Planner	Wheat Ridge	\$ 59,815.00	\$ 78,765.00
	Average	\$ 59,923.57	\$ 80,659.29
	Midpoint	\$ 70,291.43	
Urban Planner	Northglenn	\$ 62,206.00	\$ 83,015.00
	NG Midpoint	\$ 72,610.50	
<i>Positions tied to B/M</i>			
Zoning Administrator	Difference		3%

Market Survey 2013
Planning and Development

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Code Enforcement Officer	Brighton	\$ 39,333.00	\$ 53,872.00
Code Compliance Officer	Broomfield	\$ 40,456.00	\$ 55,120.00
Neighborhood Services Inspect.	Commerce City	\$ 43,014.00	\$ 56,648.00
Code Enforcement Officer	Englewood	\$ 44,637.00	\$ 58,032.00
Code Compliance Officer	Thornton	\$ 42,250.00	\$ 58,305.00
Code Enforcement Officer	Westminster	\$ 44,555.00	\$ 57,034.00
Community Services Officer	Wheat Ridge	\$ 41,095.00	\$ 54,114.00
	Average	\$ 42,191.43	\$ 56,160.71
	Midpoint	\$ 49,176.07	
Neighborhood Services Officer	Northglenn	\$ 41,367.00	\$ 55,207.00
	NG Midpoint	\$ 48,287.00	
<i>Positions tied to B/M:</i>			
Neighborhood Services Superv	Difference		-2%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Community Development Dir	Brighton	\$ 93,819.00	\$ 128,522.00
Community Development Dir	Broomfield	\$ 107,536.00	\$ 145,496.00
Community Development Dir	Commerce City	\$ 100,889.00	\$ 151,334.00
Community Development Dir	Englewood		
Deputy City Manager/Deve	Thornton	\$ 116,569.00	\$ 160,865.00
Community Development Dir	Westminster	\$ 126,055.00	\$ 157,569.00
Community Development Dir	Wheat Ridge	\$ 95,398.00	\$ 132,696.00
	Average	\$ 106,711.00	\$ 146,080.33
	Midpoint	\$ 126,395.67	
Director of Planning & Dev.	Northglenn	\$ 99,296.00	\$ 122,373.00
	NG Midpoint	\$ 110,834.50	
	Difference		-14%

Market Survey 2013
Planning and Development

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Building Inspector I	Brighton	\$46,301.00	\$63,419.00
Combination Inspector	Broomfield	\$49,608.00	\$69,264.00
Building Inspector II	Commerce City	\$48,076.00	\$63,315.00
Building Inspector	Englewood	\$52,062.00	\$67,683.00
Building Inspector IV	Thornton	\$53,539.00	\$73,884.00
General Building Inspector	Westminster	\$51,488.00	\$65,910.00
Combination Inspector	Wheat Ridge	\$47,977.00	\$63,177.00
	Average	\$ 49,864.43	\$ 66,664.57
	Midpoint	\$ 58,264.50	
Building/Electrical/Con Inspector	Northglenn	\$48,506.00	\$64,734.00
	NG Midpoint	\$ 56,620.00	
	Difference		1%

Market Survey 2013
Planning and Development

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Director of ED	Brighton	\$88,442.00	\$121,160.00
Director of ED	Broomfield	\$96,928.00	\$131,144.00
ED Director	Commerce City	\$87,899.00	\$131,849.00
No Match	Englewood		
ED Director	Thornton	\$105,320.00	\$145,341.00
ED Manager	Westminster	\$101,470.00	\$126,837.00
ED Manager	Wheat Ridge	\$75,829.00	\$99,852.00
	Average	\$ 92,648.00	\$ 126,030.50
	Midpoint	\$ 109,339.25	
ED Manager	Northglenn	\$73,670.00	\$98,313.00
	NG Midpoint	\$ 85,991.50	
<i>Positions tied to B/M</i>			
ED Coordinator	Difference		-7%

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Chief Building Official	Brighton	\$65,404.00	\$89,596.00
Chief Building Official	Broomfield	\$76,024.00	\$104,728.00
Building Official	Commerce City	\$75,132.00	\$112,698.00
Chief Building Official	Englewood	\$85,056.00	\$110,572.00
Chief Building Official	Thornton	\$80,348.00	\$110,880.00
Chief Building Official	Westminster	\$87,805.00	\$109,756.00
Chief Building Official	Wheat Ridge	\$73,782.00	\$97,157.00
	Average	\$ 77,650.14	\$ 105,055.29
	Midpoint	\$ 91,352.71	
Chief Building Official	Northglenn	\$72,219.00	\$96,376.00
	NG Midpoint	\$ 84,297.50	
	Difference		-7%

Market Survey 2013
Utilities

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Water Resources Analyst	Brighton	\$ 42,998.00	\$ 58,916.00
No Match	Broomfield		
No Match	Commerce City		
Water Production Admin	Englewood	\$ 60,715.00	\$ 78,936.00
Water Resources Analyst	Thornton	\$ 50,036.00	\$ 69,050.00
Water Resources Analyst	Westminster	\$ 63,837.00	\$ 79,796.00
	Wheat Ridge		
	Average	\$ 54,396.50	\$ 71,674.50
	Midpoint	\$ 63,035.50	
Water Quality Coordinator	Northglenn	\$ 53,051.00	\$ 70,798.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 61,924.50	
Indus/Pretreat Spec			
Water Resources Admin/Tech	Difference	-2%	
Water Quality Coord., Conserv			
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Water Quality Technician	Broomfield	\$ 37,752.00	\$ 55,536.00
No Match	Commerce City		
No Match	Englewood		
No Match	Thornton		
No Match	Westminster		
No Match	Wheat Ridge		
	Average	\$ 37,752.00	\$ 55,536.00
	Midpoint	\$ 46,644.00	
Lab Technician	Northglenn	\$ 39,360.00	\$ 52,531.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 45,945.50	
Lab Aide, Lab Helper			
	Difference	-2%	

Market Survey 2013
Utilities

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Stormwater Coordinator	Brighton	\$ 46,996.00	\$ 64,384.00
No Match	Broomfield		
Stormwater Coordinator	Commerce City	\$ 45,856.00	\$ 66,491.00
No Match	Englewood		
No Match	Thornton		
No Match	Westminster		
No Match	Wheat Ridge		
	Average	\$ 46,426.00	\$ 65,437.50
	Midpoint	\$ 55,931.75	
Stormwater Coordinator	Northglenn	\$ 46,996.00	\$ 64,384.00
	NG Midpoint	\$ 55,690.00	
	Difference		0%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Chief Plant Operator	Brighton	\$ 60,171.00	\$ 82,431.00
Chief Plant Operator	Broomfield	\$ 53,560.00	\$ 74,880.00
No Match	Commerce City		
Operations Supervisor	Englewood	\$ 64,783.00	\$ 84,218.00
Water Plant Supervisor	Thornton	\$ 57,287.00	\$ 79,056.00
Lead Plant Operator	Westminster	\$ 55,350.00	\$ 70,853.00
No Match	Wheat Ridge		
	Average	\$ 58,230.20	\$ 78,287.60
	Midpoint	\$ 68,258.90	
Chief Plant Operator	Northglenn	\$ 57,446.00	\$ 76,662.00
	NG Midpoint	\$ 67,054.00	
	Difference		-2%

Market Survey 2013
Utilities

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Chemist	Broomfield	\$ 51,584.00	\$ 73,216.00
No Match	Commerce City		
Analytical Chemist	Englewood	\$ 56,222.00	\$ 73,091.00
No Match	Thornton		
Chemist	Westminster	\$ 55,350.00	\$ 70,853.00
No Match	Wheat Ridge		
	Average	\$ 54,385.33	\$ 72,386.67
	Midpoint	\$ 63,386.00	
Lab Analyst	Northglenn	\$ 48,026.00	\$ 64,093.00
	NG Midpoint	\$ 56,059.50	
	Difference		-13%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
PW Director	Brighton	\$ 93,819.00	\$ 128,522.00
PW Director	Broomfield	\$ 119,496.00	\$ 161,720.00
PW Director	Commerce City	\$ 100,889.00	\$ 151,334.00
PW Director	Englewood		
PW Director	Thornton	\$ 98,429.00	\$ 135,832.00
Public Works/Utilities Director	Westminster	\$ 126,055.00	\$ 157,569.00
PW Director	Wheat Ridge	\$ 95,398.00	\$ 132,696.00
	Average	\$ 105,681.00	\$ 144,612.17
	Midpoint	\$ 125,146.58	
Public Works/Utilities Director	Northglenn	\$ 99,296.00	\$ 122,373.00
	NG Midpoint	\$ 110,834.50	
<i>Positions tied to B/M:</i>			
PW Superintendent	Difference		-13%

Market Survey 2013
Utilities

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Plant Operator D	Brighton	\$ 31,658.00	\$ 43,389.00
Plant Operator Trainee	Broomfield	\$ 35,256.00	\$ 47,631.00
No Match	Commerce City		
Plant Operator D	Englewood	\$ 41,330.00	\$ 53,726.00
Plant Operator I	Thornton	\$ 35,675.00	\$ 49,232.00
Plant Operator I	Westminster	\$ 38,555.00	\$ 49,353.00
No Match	Wheat Ridge		
	Average	\$ 37,115.00	\$ 49,292.50
	Midpoint	\$ 43,203.75	
Utility Plant Operator Trainee	Northglenn	\$ 36,348.00	\$ 48,509.00
	NG Midpoint	\$ 42,428.50	
	Difference		-2%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Plant Operator C	Brighton	\$ 35,797.00	\$ 49,046.00
Plant Operator C	Broomfield	\$ 38,168.00	\$ 51,584.00
No Match	Commerce City		
Plant Operator C	Englewood	\$ 44,637.00	\$ 58,032.00
Plant Operator II	Thornton	\$ 38,172.00	\$ 52,678.00
Plant Operator II	Westminster	\$ 41,446.00	\$ 53,055.00
No Match	Wheat Ridge		
	Average	\$ 39,809.00	\$ 52,866.50
	Midpoint	\$ 46,337.75	
Utility Plant Operator C	Northglenn	\$ 38,202.00	\$ 50,986.00
	NG Midpoint	\$ 44,594.00	
	Difference		-4%

Market Survey 2013
Utilities

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Plant Operator B	Brighton	\$ 37,606.00	\$ 51,522.00
Plant Operator B	Broomfield	\$ 41,392.00	\$ 56,680.00
No Match	Commerce City		
Plant Operator B	Englewood	\$ 48,214.00	\$ 62,670.00
Plant Operator III	Thornton	\$ 40,845.00	\$ 56,366.00
Plant Operator III	Westminster	\$ 44,555.00	\$ 57,034.00
No Match	Wheat Ridge		
	Average	\$ 42,700.00	\$ 56,700.00
	Midpoint	\$ 49,700.00	
Utility Plant Operator B	Northglenn	\$ 42,199.00	\$ 56,317.00
	NG Midpoint	\$ 49,258.00	
	Difference		-1%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Plant Operator A	Brighton	\$ 44,720.00	\$ 61,298.00
Plant Operator A	Broomfield	\$ 46,904.00	\$ 65,312.00
No Match	Commerce City		
Plant Operator A	Englewood	\$ 52,062.00	\$ 67,683.00
Plant Operator IV	Thornton	\$ 50,036.00	\$ 69,050.00
Plant Operator IV	Westminster	\$ 47,896.00	\$ 61,311.00
No Match	Wheat Ridge		
	Average	\$ 48,966.00	\$ 65,180.50
	Midpoint	\$ 57,073.25	
Utility Plant Operator A	Northglenn	\$ 47,551.00	\$ 63,459.00
	NG Midpoint	\$ 55,505.00	
	Difference		-3%

Market Survey 2013
Utilities

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Utility Meter Reader	Brighton	\$ 32,448.00	\$ 47,882.00
No Match	Broomfield		
No Match	Commerce City		
No Match	Englewood		
Field Maint Worker I/II	Thornton	\$ 31,160.00	\$ 49,232.00
No Match	Westminster		
No Match	Wheat Ridge		
	Average	\$ 31,804.00	\$ 48,557.00
	Midpoint	\$ 40,180.50	
Meter Reader I	Northglenn	\$ 31,621.00	\$ 42,200.00
	NG Midpoint	\$ 36,910.50	
<i>Positions tied to B/M:</i>			
Meter Reader II	Difference		-9%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
No Match	Broomfield		
No Match	Commerce City		
No Match	Englewood		
Instrumentation Technician I	Thornton	\$ 42,250.00	\$ 71,426.00
Electro Mechanic Specialist	Westminster	\$ 50,978.00	\$ 65,257.00
No Match	Wheat Ridge		
	Average	\$ 46,614.00	\$ 68,341.50
	Midpoint	\$ 57,477.75	
E&M Tech I	Northglenn	\$ 48,026.00	\$ 64,093.00
	NG Midpoint	\$ 56,059.50	
<i>Positions tied to B/M:</i>			
E&M Tech II, E&M Foreman	Difference		-3%

Market Survey 2013
Utilities

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Lab Supervisor	Broomfield	\$ 65,520.00	\$ 93,080.00
No Match	Commerce City		
Environmental Analyst	Englewood	\$ 77,676.00	\$ 100,979.00
Lab Supervisor	Thornton	\$ 65,588.00	\$ 90,511.00
Water Quality Specialist	Westminster	\$ 63,837.00	\$ 79,796.00
No Match	Wheat Ridge		
	Average	\$ 68,155.25	\$ 91,091.50
	Midpoint	\$ 79,623.38	
Lead Lab Analyst	Northglenn	\$ 53,051.00	\$ 70,798.00
	NG Midpoint	\$ 61,924.50	
	Difference		-29%

Market Survey 2013
Public Works

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Custodian	Brighton	\$ 26,374.00	\$ 36,130.00
Custodian	Broomfield	\$ 25,792.00	\$ 35,464.00
Building Attendant	Commerce City	\$ 24,662.00	\$ 32,479.00
Building Services Custodian	Englewood	\$ 28,122.00	\$ 36,566.00
Custodian	Thornton	\$ 23,772.00	\$ 32,805.00
Custodian	Westminster	\$ 28,870.00	\$ 36,956.00
Custodian	Wheat Ridge	\$ 26,714.00	\$ 35,177.00
	Average	\$ 26,329.43	\$ 35,082.43
	Midpoint	\$ 30,705.93	
Custodian	Northglenn	\$ 26,436.00	\$ 35,278.00
	NG Midpoint	\$ 30,857.00	
	Difference		0%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
Foreman	Broomfield	\$ 53,560.00	\$ 73,112.00
Streets Ops Supervisor	Commerce City	\$ 53,271.00	\$ 77,242.00
Street Administrator	Englewood	\$ 59,162.00	\$ 76,911.00
Streets Ops Supervisor	Thornton	\$ 53,539.00	\$ 73,884.00
Foreman	Westminster	\$ 55,350.00	\$ 70,853.00
No Match	Wheat Ridge		
	Average	\$ 54,976.40	\$ 74,400.40
	Midpoint	\$ 64,688.40	
Municipal Services Foreman	Northglenn	\$ 52,005.00	\$ 69,402.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 60,703.50	
Fleet Foreman, Mgr Ditch	Difference		-7%
Parks Foreman			

Market Survey 2013
Public Works

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Maintenance Worker III	Brighton		
Street or Utility Technician	Broomfield		
No Match	Commerce City		
No Match	Englewood		
Equipment Operator III	Thornton		
Senior Maintenance Worker	Westminster		
No Match	Wheat Ridge		
	Average		
	Midpoint		
MSW III	Northglenn	\$ 39,753.00	\$ 53,045.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 46,399.00	
Utility Loc. & Maint			
Utility Tech	Difference	100%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Facilities Supervisor	Brighton	\$ 53,976.00	\$ 73,944.00
Facility Services Coordinator	Broomfield	\$ 54,288.00	\$ 73,528.00
Senior Building Engineer	Commerce City	\$ 53,734.00	\$ 70,765.00
Facilities Maint. Supervisor	Englewood	\$ 59,162.00	\$ 76,911.00
Building Maint Supervisor	Thornton	\$ 50,036.00	\$ 69,050.00
Foreman BO&M	Westminster	\$ 55,350.00	\$ 70,853.00
Building Maint Supervisor	Wheat Ridge	\$ 49,659.00	\$ 65,391.00
	Average	\$ 53,743.57	\$ 71,491.71
	Midpoint	\$ 62,617.64	
Facilities Maint. Foreman	Northglenn	\$ 57,446.00	\$ 76,662.00
	NG Midpoint	\$ 67,054.00	
	Difference	7%	

Market Survey 2013
Public Works

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Facilities Maintenance	Brighton	\$ 33,550.00	\$ 45,968.00
Buidling Maint Tech	Broomfield	\$ 36,712.00	\$ 50,752.00
Facilities Maintenance	Commerce City	\$ 34,434.00	\$ 45,349.00
Building Maintenance Tech	Englewood	\$ 38,272.00	\$ 49,754.00
Building Maint. Specialist	Thornton	\$ 38,172.00	\$ 52,678.00
Sr Maintenance Worker	Westminster	\$ 33,363.00	\$ 49,353.00
Facilities Maintenance	Wheat Ridge	\$ 37,037.00	\$ 48,771.00
	Average	\$ 35,934.29	\$ 48,946.43
	Midpoint	\$ 42,440.36	
Facilities Maint. Tech.	Northglenn	\$ 39,360.00	\$ 52,531.00
	NG Midpoint	\$ 45,945.50	
	Difference		8%
JOB TITLE	JURISDICTION	MINIMUM	MAXIMUM
Asst Mechanic	Brighton	\$ 36,130.00	\$ 49,504.00
Auto Technician	Broomfield	\$ 41,392.00	\$ 55,848.00
Fleet Technician	Commerce City	\$ 43,014.00	\$ 56,648.00
Fleet Mechanic II	Englewood	\$ 44,637.00	\$ 58,032.00
No Match	Thornton		
Mechanic II	Westminster	\$ 44,555.00	\$ 57,034.00
Mechanic	Wheat Ridge	\$ 40,281.00	\$ 53,042.00
	Average	\$ 41,668.17	\$ 55,018.00
	Midpoint	\$ 48,343.08	
Fleet Services Tech	Northglenn	\$ 41,367.00	\$ 55,207.00
	NG Midpoint	\$ 48,287.00	
	Difference		0%

Market Survey 2013
Public Works

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Maintenance Worker	Brighton	\$ 28,267.00	\$ 38,709.00
Streets or Utilities Worker	Broomfield	\$ 29,744.00	\$ 40,768.00
No Match	Commerce City		
No Match	Englewood		
Field Mant. Worker	Thornton	\$ 31,160.00	\$ 43,001.00
Maintenance Worker	Westminster	\$ 33,363.00	\$ 42,707.00
No Match	Wheat Ridge		
	Average	\$ 30,633.50	\$ 41,296.25
	Midpoint	\$ 35,964.88	
MSW I	Northglenn	\$ 29,494.00	\$ 39,359.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 34,426.50	
Ditch Rider, MSW II	Difference		-4%

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
No Match	Brighton		
No Match	Broomfield		
No Match	Commerce City		
No Match	Englewood		
No Match	Thornton		
No Match	Westminster		
Operations Manager	Wheat Ridge	\$ 73,782.00	\$ 97,157.00
	Average	\$ 73,782.00	\$ 97,157.00
	Midpoint	\$ 85,469.50	
PW Superintendent	Northglenn	\$ 76,662.00	\$ 102,305.00
	NG Midpoint	\$ 89,483.50	
	Difference		4%

Market Survey 2013
Public Works

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Development Engineer	Brighton	\$ 50,128.00	\$ 68,681.00
No Match	Broomfield		
Civil Engineer II	Commerce City	\$ 53,271.00	\$ 77,242.00
Engineer II	Englewood	\$ 64,783.00	\$ 84,218.00
Project Manager I	Thornton	\$ 61,297.00	\$ 84,590.00
Engineer	Westminster	\$ 59,383.00	\$ 74,228.00
Civil Engineer	Wheat Ridge	\$ 55,531.00	\$ 73,124.00
	Average	\$ 57,398.83	\$ 77,013.83
	Midpoint	\$ 67,206.33	
Civil Engineer I	Northglenn	\$ 54,658.00	\$ 72,942.00
	NG Midpoint	\$ 63,800.00	
	Difference	-5%	
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Staff Engineer	Brighton	\$ 62,252.00	\$ 85,292.00
No Match	Broomfield		
Civil Engineer III	Commerce City	\$ 65,099.00	\$ 94,393.00
No Match	Englewood		
Civil Engineer	Thornton	\$ 70,179.00	\$ 96,847.00
No Match	Westminster		
Civil Engineer II	Wheat Ridge	\$ 67,155.00	\$ 88,430.00
	Average	\$ 66,171.25	\$ 91,240.50
	Midpoint	\$ 78,705.88	
Civil Engineer II	Northglenn	\$ 68,714.00	\$ 91,699.00
	NG Midpoint	\$ 80,206.50	
	Difference	2%	

Market Survey 2013
Public Works

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Engineering Tech	Brighton	\$ 43,222.00	\$ 59,217.00
No Match	Broomfield		
Sr. Engineering Tech	Commerce City	\$ 53,734.00	\$ 70,765.00
Engineering Tech	Englewood	\$ 44,637.00	\$ 58,032.00
Civil Engineering Tech	Thornton	\$ 43,704.00	\$ 60,311.00
No Match	Westminster		
Engineering Tech	Wheat Ridge	\$ 43,750.00	\$ 57,610.00
	Average	\$ 45,809.40	\$ 61,187.00
	Midpoint	\$ 53,498.20	
Engineering Tech II	Northglenn	\$ 44,795.00	\$ 59,781.00
	NG Midpoint	\$ 52,288.00	
<i>Positions tied to B/M:</i>	Difference		-2%
Engineer Tech !			
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
GIS Specialist II	Brighton	\$ 45,406.00	\$ 62,207.00
GIS Specialist	Broomfield	\$ 50,128.00	\$ 69,992.00
GIS Specialist	Commerce City	\$ 53,734.00	\$ 70,765.00
GIS Analyst	Englewood	\$ 60,715.00	\$ 78,936.00
GIS Analyst	Thornton	\$ 53,539.00	\$ 76,884.00
GIS Specialist	Westminster	\$ 55,350.00	\$ 70,853.00
GIS Specialist	Wheat Ridge	\$ 49,920.00	\$ 65,735.00
	Average	\$ 52,684.57	\$ 70,767.43
	Midpoint	\$ 61,726.00	
GIS Specialist	Northglenn	\$ 51,491.00	\$ 68,716.00
	NG Midpoint	\$ 60,103.50	
	Difference		-3%

Market Survey 2013
Police Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Criminalist	Brighton	\$ 46,301.00	\$ 63,419.00
Criminalist	Broomfield	\$ 70,845.00	\$ 75,962.00
Sr. Crime Scene Tech	Commerce City	\$ 53,734.00	\$ 70,765.00
No Match	Englewood		
Senior Criminalist	Thornton	\$ 55,381.00	\$ 76,426.00
Senior Criminalist	Westminster	\$ 47,896.00	\$ 76,167.00
No Match	Wheat Ridge		
	Average	\$ 54,831.40	\$ 72,547.80
	Midpoint	\$ 63,689.60	
Criminalist	Northglenn	\$ 51,491.00	\$ 68,716.00
	NG Midpoint	\$ 60,103.50	
	Difference		-6%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Evidence Tech	Brighton	\$ 36,150.00	\$ 49,525.00
Property/Evidence Tech	Broomfield	\$ 41,059.00	\$ 55,744.00
Property/Evidence Tech	Commerce City	\$ 38,486.00	\$ 50,685.00
Evidence Tech	Englewood	\$ 41,330.00	\$ 53,726.00
Property/Evidence Tech	Thornton	\$ 40,845.00	\$ 56,366.00
Property/Evidence Tech	Westminster	\$ 41,446.00	\$ 53,055.00
Property/Evidence Tech	Wheat Ridge	\$ 36,896.00	\$ 48,585.00
	Average	\$ 39,458.86	\$ 52,526.57
	Midpoint	\$ 45,992.71	
Property/Evidence Custodian	Northglenn	\$ 38,202.00	\$ 50,986.00
	NG Midpoint	\$ 44,594.00	
	Difference		-3%

Market Survey 2013
Police Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Police Commander	Brighton	\$ 81,684.00	\$ 111,897.00
Police Commander	Broomfield	\$ 95,534.00	\$ 111,446.00
No Match	Commerce City		
No Match	Englewood		
No Match	Thornton		
No Match	Westminster		
No Match	Wheat Ridge		
	Average	\$ 88,609.00	\$ 111,671.50
	Midpoint	\$ 100,140.25	
Division Commander	Northglenn	\$ 83,976.00	\$ 106,628.00
	NG Midpoint	\$ 95,302.00	
	Difference		-5%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Sergeant	Brighton	\$ 63,211.00	\$ 86,590.00
Sergeant	Broomfield	\$ 76,898.00	\$ 91,853.00
Sergeant	Commerce City	\$ 75,215.00	\$ 93,426.00
Sergeant	Englewood	\$ 70,937.00	\$ 92,218.00
Sergeant	Thornton	\$ 78,488.00	\$ 91,753.00
Sergeant	Westminster	\$ 78,906.00	\$ 91,506.00
Sergeant	Wheat Ridge	\$ 70,564.00	\$ 87,246.00
	Average	\$ 73,459.86	\$ 90,656.00
	Midpoint	\$ 82,057.93	
Sergeant	Northglenn	\$ 68,741.00	\$ 87,280.00
	NG Midpoint	\$ 78,010.50	
	Difference		-5%

Market Survey 2013
Police Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Police Officer	Brighton	\$ 43,001.00	\$ 63,419.00
Police Officer	Broomfield	\$ 51,002.00	\$ 72,114.00
Police Officer	Commerce City	\$ 53,001.00	\$ 73,851.00
Police Officer	Englewood	\$ 51,896.00	\$ 73,441.00
Police Officer	Thornton	\$ 52,637.00	\$ 73,008.00
Police Officer	Westminster	\$ 49,082.00	\$ 72,607.00
Police Officer	Wheat Ridge	\$ 49,667.00	\$ 69,930.00
	Average	\$ 50,040.86	\$ 71,195.71
	Midpoint	\$ 60,618.29	
Police Officer	Northglenn	\$ 49,407.00	\$ 70,689.00
<i>Positions tied to B/M:</i>	NG Midpoint	\$ 60,048.00	
Police Trainee	Difference		-1%
JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Records Clerk	Brighton	\$ 33,758.00	\$ 46,259.00
Records Specialist	Broomfield	\$ 35,464.00	\$ 48,922.00
Police Services Tech	Commerce City	\$ 34,434.00	\$ 45,349.00
Records Mgmt Specialist	Englewood	\$ 35,443.00	\$ 46,072.00
Police Records Specialist	Thornton	\$ 35,675.00	\$ 49,232.00
Police Records Tech	Westminster	\$ 38,555.00	\$ 49,353.00
Records Mgmt Specialist	Wheat Ridge	\$ 33,672.00	\$ 44,339.00
	Average	\$ 35,285.86	\$ 47,075.14
	Midpoint	\$ 41,180.50	
Police Services Rep	Northglenn	\$ 34,584.00	\$ 46,154.00
	NG Midpoint	\$ 40,369.00	
	Difference		-2%

Market Survey 2013
Police Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Police Records Supervisor	Brighton	\$ 46,996.00	\$ 64,384.00
Records Spec. Supervisor	Broomfield	\$ 50,877.00	\$ 68,349.00
Police Services Supervisor	Commerce City	\$ 45,856.00	\$ 66,491.00
Records Mgmt Supervisor	Englewood	\$ 54,030.00	\$ 70,238.00
Police Records Supervisor	Thornton	\$ 50,036.00	\$ 69,050.00
Police Records Supervisor	Westminster	\$ 51,488.00	\$ 65,910.00
Records Supervisor	Wheat Ridge	\$ 47,977.00	\$ 63,177.00
	Average	\$ 49,608.57	\$ 66,799.86
	Midpoint	\$ 58,204.21	
Records Unit Supervisor	Northglenn	\$ 48,506.00	\$ 64,734.00
	NG Midpoint	\$ 56,620.00	
	Difference		-3%
JOB TITLE	JURISDICTION	MINIMUM	MAXIMUM
Police Chief	Brighton	\$ 99,529.00	\$ 136,350.00
Police Chief	Broomfield	\$ 112,424.00	\$ 159,744.00
Police Chief	Commerce City	\$ 111,222.00	\$ 166,832.00
Police Chief	Englewood		
Police Chief	Thornton	\$ 116,569.00	\$ 160,865.00
Police Chief	Westminster	\$ 126,055.00	\$ 157,569.00
Police Chief	Wheat Ridge	\$ 101,681.00	\$ 136,113.00
	Average	\$ 111,246.67	\$ 152,912.17
	Midpoint	\$ 132,079.42	
Police Chief	Northglenn	\$ 99,296.00	\$ 122,373.00
	NG Midpoint	\$ 110,834.50	
	Difference		-19%

Market Survey 2013
Police Department

JOB TITLE	JURISDICTION	MINIMUM	MAXIMUM
Animal Control	Brighton	\$ 35,797.00	\$ 49,026.00
Animal Control	Broomfield	\$ 39,582.00	\$ 52,083.00
Animal Control	Commerce City	\$ 38,486.00	\$ 50,685.00
No Match	Englewood		
Animal Control	Thornton	\$ 38,172.00	\$ 52,678.00
Animal Mgmt	Westminster	\$ 38,555.00	\$ 49,353.00
No Match	Wheat Ridge		
	Average	\$ 38,118.40	\$ 50,765.00
	Midpoint	\$ 44,441.70	
Animal Control	Northglenn	\$ 40,151.00	\$ 53,585.00
	NG Midpoint	\$ 46,868.00	
	Difference		5%
JOB TITLE	JURISDICTION	MINIMUM	MAXIMUM
Crime Analyst	Brighton	\$ 41,932.00	\$ 57,450.00
	Broomfield		
Crime Analyst	Commerce City	\$ 51,348.00	\$ 73,646.00
	Englewood		
Crime Analyst	Thornton	\$ 51,758.00	\$ 71,426.00
Crime Analyst	Westminster	\$ 51,386.00	\$ 64,232.00
	Wheat Ridge		
	Average	\$ 49,106.00	\$ 66,688.50
	Midpoint	\$ 57,897.25	
Crime Analyst	Northglenn	\$ 50,981.00	\$ 68,036.00
	NG Midpoint	\$ 59,508.50	
	Difference		3%

Market Survey 2013
Police Department

JOB TITLE-	JURISDICTION	MINIMUM	MAXIMUM
Police Lt.	Brighton	\$ 73,663.00	\$ 100,920.00
No Match	Broomfield		
No Match	Commerce City		
No Match	Englewood		
No Match	Thornton		
No Match	Westminster		
Police Lt.	Wheat Ridge	\$ 87,372.00	\$ 101,206.00
	Average	\$ 80,517.50	\$ 101,063.00
	Midpoint	\$ 90,790.25	
Lt Commander	Northglenn	\$ 74,089.00	\$ 92,218.00
	NG Midpoint	\$ 83,153.50	
	Difference		-9%

2013 Market Survey Summary



Survey Cities: Westminster,
Thornton, Broomfield, Commerce
City, Brighton, Englewood,
Wheat Ridge

Administrative Support	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
Administrative Assistant	S143	30	36,348.00	48,509.00	3	2
Administrative Clerk	S118	30	28,343.00	37,822.00	2	3
Administrative Specialist	S128	30	31,308.00	41,782.00	0	-3
Administrative Technician	S158	30	42,199.00	56,317.00	3	2
Central Rec Spec	S130	30	31,938.00	42,623.00	0	-3
Clerical Asst	S98	30	23,228.00	30,999.00	2	3
Court Clerk	S135	30	34,241.00	45,696.00	-9	-8
Deputy City Clerk/Lic Spec	S159	30	43,477.00	58,023.00	-5	-4
Executive Asst. To CM	S160	30	43,912.00	58,603.00	-15	-14
Management Services/Administration	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
Communications Manager	S190	30	59,187.00	78,986.00	-15	-17
Community Outreach Coord	S166	30	46,614.00	62,209.00	-9	-8
Community Services Coordinator	S145	30	37,449.00	49,979.00	-1	0
Deputy City Manager	S242	22	99,296.00	122,373.00	-25	-26
Dir. of Management Service	S242	22	99,296.00	122,373.00	-16	-8
Human Resources Analyst	S176	30	50,476.00	67,362.00	3	1
Human Resources Technician	S159	30	42,621.00	56,880.00	8	8
Municipal Court Supervisor	S201	30	66,033.00	88,121.00	-5	-3
Neigh Prg Spec	S177	30	52,005.00	69,402.00	-9	-8
Probation Officer	S150	30	39,360.00	52,531.00	-1	0
Public Comm Specialist	S156	30	42,199.00	56,317.00	-15	-17
Risk Manager	S202	30	65,379.00	87,249.00	11	10
Sr. Human Resources Analyst	S183	30	55,205.00	73,671.00	-6	-6
Technology	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
CIS Coordinator	S178	30	52,526.00	70,097.00	-4	-1
Director of Technology	S242	22	99,296.00	122,373.00	-8	-8
IT Resource Coordinator	S177	30	50,981.00	68,036.00	0	-1
Software Engineer	S201	30	66,033.00	88,121.00	-4	-1

Sr. Network Admin	S200	30	65,379.00	87,249.00	-4	-1
Tech Support Spec II	S161	30	43,477.00	58,023.00	0	-1
Tech Support Specialist	S151	30	39,360.00	52,531.00	0	-1
Web Administrator	S193	30	60,981.00	81,380.00	-5	1
Finance						
	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
Accountant I	S160	30	43,047.00	57,449.00	0	-2
Accountant II	S170	30	47,551.00	63,459.00	0	-2
Accounting Manager	S207	30	70,095.00	93,542.00	-4	-4
Accounting Specialist	S138	30	35,279.00	47,082.00	-6	-4
Director of Finance	S242	22	99,296.00	122,373.00	-16	-14
Finance Cust Ser Rep	S123	30	30,388.00	40,553.00	-14	-13
Financial Analyst	S169	30	48,026.00	64,093.00	-4	-4
Revenue Supervisor	S179	30	53,051.00	70,798.00	-2	-2
Sales Tax Auditor I	S162	30	44,795.00	59,781.00	-4	-3
Sales Tax Auditor II	S172	30	49,481.00	66,035.00	-4	-3
Sales Tax Spec	S131	30	32,905.00	43,913.00	-6	-4
Sales Tax Manager	S206	30	69,401.00	92,616.00		-1
Parks & Recreation						
	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
Aqua Inst cert	H130	30	15.36	20.49	1	1
Aqua Inst non	H110	30	12.58	16.79	1	1
Cashier	H055	30	7.35	9.81	-1	-4
Childcare Provider	H065	30	8.20	10.94	-3	4
Custodian	S111	30	26,436.00	35,278.00	1	0
Customer Solutions Spec	S146	30	38,202.00	50,986.00	-13	-12
Day Camp Aide	H069	30	8.37	11.17	2	-5
Day Camp Asst Director	H089	30	10.41	13.90	-3	-3
Day Camp Director	H099	30	11.51	15.35	-3	-3
Director of Parks & Rec	S242	22	99,296.00	122,373.00	-14	-13
Drop In Sports Sup	H090	30	10.52	14.04	-6	-3
Fitness Ins cer	H130	30	15.36	20.49	1	1
Fitness Inst non	H110	30	12.58	16.79	1	1
Guest Relations Spec	H094	30	10.95	14.61	-4	-3
Head Lifeguard	H091	30	10.52	14.04	-1	-4
Lifeguard	H071	30	8.62	11.50	-1	-4

Lifeguard/Ins	H086	30	10.01	13.36	-1	-4
MS Foreman/Parks	S179	30	53,051.00	70,798.00	-6	-7
Pedal Boat Att	H061	30	7.81	10.41	-1	-4
Pedal Boat Op	H071	30	8.62	11.50	-1	-4
PMW I	S120	30	29,494.00	39,359.00	-6	-6
PMW II	S135	30	34,241.00	45,696.00	-6	-5
PMW III	S152	30	40,552.00	54,120.00	-6	-5
Rec Program Sup	S181	30	54,117.00	72,220.00	-9	-8
Recreation Spec	S146	30	38,202.00	50,986.00	-13	-12
Spec Fitness Instructor	H188	30	27.35	36.49	1	1
Sports Scorekeeper	H056	30	7.50	10.01	-6	-3
Recreation Asst	H111	30	12.96	17.30	-13	-12
Theatre Inst	H109	30	12.46	16.63	1	1
Theatre Tech	H146	30	18.37	24.51	-13	-12
Tiny/Teeny Tot Aide	H082	30	9.52	12.71	2	-5
Tiny/Teeny Tot Ins	H087	30	10.01	13.36	2	-5
Weight Train Inst cert	H130	30	15.36	20.49	1	1
Weight Train Inst non	H110	30	12.58	16.79	1	1
Youth Sports Inst	H082	30	9.72	12.97	-6	-6
Planning & Development	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
Bldg Inspector	S172	30	48,506.00	64,734.00	1	1
Chief Build Off	S210	30	72,219.00	96,376.00	-7	-7
City/Urban Planner	S197	30	62,206.00	83,015.00	5	3
Director of P&D	S240	22	99,296.00	122,373.00	-14	-14
ED Coordinator	S162	30	44,795.00	59,781.00	-7	-7
ED Manager	S212	30	73,670.00	98,313.00	-7	-7
Neigh Serv Officer	S155	30	41,367.00	55,207.00	-1	-2
Neigh Serv Sup	S175	30	50,476.00	67,362.00	-1	-2
Planner	S177	30	52,005.00	69,402.00	-3	-1
Zoning Admin	S197	30	62,206.00	83,015.00	5	3
Public Works	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
Chief Plant Operator	S189	30	57,446.00	76,662.00	2	-2
Civil Eng I	S182	30	54,658.00	72,942.00	-5	-5
Civil Eng II	S206	30	68,714.00	91,699.00	-1	2

Director PW	S242	22	99,296.00	122,373.00	-13	-13
Ditch Rider	S120	30	29,494.00	39,359.00	-5	-4
E&M Foreman	S189	30	58,601.00	78,204.00	-2	-3
E&M Tech I	S169	30	48,026.00	64,093.00	-2	-3
E&M Tech II	S174	30	50,476.00	67,362.00	-2	-3
Eng Tech I	S142	30	36,711.00	48,994.00	-4	-2
Eng Tech II	S162	30	44,795.00	59,781.00	-4	-2
Fac Maint Foreman	S189	30	57,446.00	76,662.00	7	7
Fac Maint Tech	S151	30	39,360.00	52,531.00	10	8
Fleet Services Foreman	S179	30	53,051.00	70,798.00	-6	-7
Fleet Services Tech	S156	30	41,367.00	55,207.00	2	0
GIS Specialist	S177	30	51,491.00	68,716.00	-1	-3
IP/BF Prev Spec	S169	30	48,026.00	64,093.00	-3	-2
Lab Aide	H115	30	13.49	18.00	-9	-2
Lab Analyst	S169	30	48,026.00	64,093.00	-17	-13
Lab Helper	H089	30	10.42	13.90	-9	-2
Lab Technician	S149	30	39,360.00	52,531.00	-9	-2
Lead Lab Anaylst	S179	30	53,051.00	70,798.00	-17	-29
Meter Reader I	S127	30	31,621.00	42,200.00	-6	-9
Meter Reader II	S137	30	34,930.00	46,616.00	-6	-9
Mgr of Ditch Maintenance	S172	30	49,481.00	66,035.00	-6	-7
MS Foreman Sant	S179	30	53,051.00	70,798.00	-6	-7
MS Foreman Streets	S179	30	53,051.00	70,798.00	-6	-7
MS Foreman Utilities	S179	30	53,051.00	70,798.00	-6	-7
MSW I Sant	S120	30	29,494.00	39,359.00	-5	-4
MSW I Streets	S120	30	29,494.00	39,359.00	-5	-4
MSW I Water Fac Ops	S120	30	29,494.00	39,359.00	-5	-4
MSW I WTF	S120	30	29,494.00	39,359.00	-5	-4
MSW I WWTF	S120	30	29,494.00	39,359.00	-5	-4
MSW II Sant	S135	30	34,241.00	45,696.00	-5	-4
MSW II Streets	S135	30	34,241.00	45,696.00	-5	-4
MSW II WTF	S135	30	34,241.00	45,696.00	-5	-4
MSW II WWTF	S135	30	34,241.00	45,696.00	-5	-4
MSW III Sant	S152	30	39,753.00	53,054.00	3	-4

MSW III Streets	S152	30	39,753.00	53,045.00	3	-4
MSW III WTF	S152	30	39,573.00	53,054.00	3	-4
MSW III WWTF	S152	30	39,573.00	53,054.00	3	-4
PW Superintendent	S216	30	76,662.00	102,305.00	-4	4
Stormwater Coord	S168	30	47,080.00	62,831.00	-1	0
UPO A	S168	30	47,551.00	63,459.00	-4	-3
UPO B	S156	30	42,199.00	56,317.00	-4	-1
UPO C	S146	30	38,202.00	50,986.00	-5	-4
UPO Trainee	S141	30	36,348.00	48,509.00	-3	-2
Utility Tech	S151	30	39,360.00	52,531.00	3	-4
Utl Locate & Maint Worker	S152	30	39,753.00	53,054.00	3	-4
Water Conservationist	S168	30	47,551.00	63,459.00	-3	-2
Water Quality Coordinator	S179	30	53,051.00	70,798.00	-3	-2
Water Resources Administrator	S206	30	69,401.00	92,616.00	-3	-2
Water Res Tech	S160	30	43,912.00	58,603.00	-3	-2
Public Safety	Grade	Steps	Minimum	Maximum	2012 Analysis	2013 Analysis
Animal Control Officer	S153	30	40,151.00	53,585.00	7	5
Chief of Police	S242	22	99,296.00	122,373.00	-18	-19
Crime Analyst	S177	30	50,981.00	68,036.00	7	3
Criminalist	S176	30	51,491.00	68,716.00	-4	-6
Customer Service Rep	S118	30	28,343.00	37,822.00	0	3
Division Commander	S567	25	83,976.00	106,628.00	-5	-5
Lt Commander	S555	23	74,089.00	92,218.00	0	-9
Police Officer	S521	37	49,407.00	70,689.00	-7	-1
Police Records Specialist	S136	30	34,584.00	46,154.00	-4	-2
Police Trainee	S520	10	43,993.00	48,114.00	-7	-1
Property/Evd Custodian	S146	30	38,202.00	50,986.00	-2	-3
Records Unit Sup	S172	30	48,506.00	64,734.00	0	-3
Sergeant	S550	25	68,741.00	87,280.00	-5	-5