Mid-Year 2012 PAY PLAN(s)

As a normal process, the City conducts periodic market analysis for the purpose of determining what wages are generally prevailing in similar cities within the Denver metropolitan area. This analysis encompasses governmental organizations that meet the following criteria:

- Those that are contiguous with the City of Wheat Ridge (excepting Denver); or,

- Those that are similar in size to the City of Wheat Ridge (as determined by population served that is no more than double the size of Wheat Ridge population or no less than half the size of Wheat Ridge; and/or operating budget size that is no more than double the size of Wheat Ridge operating budget or no less than half the Wheat Ridge budget; or,

- Those special districts that represent a significant employer in the metropolitan area for a given discipline, (e.g., parks and recreation districts).

Thus far, the organizations that meet these criteria include:

Arvada	Englewood	Littleton
Brighton	Golden	Louisville
Broomfield	Greenwood Village	Northglenn
Castle Rock	Lafayette	Thornton
Commerce City	Lakewood	Westminster

(For Part-Time/Seasonal positions the review also included S. Suburban, Foothills, & N. Jeffco)

Summary

- Review Process and Implementation Effective Date – Comparison data is collected from our "market" at the first of each year to ensure we have the most current and complete data possible. A thorough analysis is conducted on as many of the positions as possible; recommendations are made accordingly; and, implementation of all pay adjustments is effective mid-year in the year for which the survey is completed.

- Market Placement - The placement within the market is established at 55th percentile of the market for civilian positions and 70th percentile for sworn positions.

- Mid-year Market Survey Results - The market study for 2012 indicated that to maintain the percentiles the City has established and remain competitive, our Compensation Plans require adjustments of a 4.6% average for civilian positions and 6% average for sworn positions. Due to severe budget constraints City Council consensus was to forgo 2009, 2010 and 2011 mid-year market adjustments.

Pay Plan Structure

- The City's Pay Plan consists of eight "Job Family" categories where positions are assigned, similar to the EEOC (Equal Opportunity Commission) placement:
  - Administrative/Management Support
  - Executive
  - Labor/Trade/Crafts
  - Law Enforcement
  - Management
  - Professional
  - Technical
  - Part-Time/Seasonal

- **Wage Minimums and Maximums** – The formation of pay ranges are market-based with the minimums and maximums established around a pre-determined percentile of the Market Range. As approved, the percentile placement in the market for Civilian positions is at 55th and 70th for Sworn.

- **Pay Range Design** - There are two (2) Step-Based Pay Range designs housed within a single Compensation Plan:

  Intermittent Part-Time/Seasonal & "Regular" (Benefited) Civilian positions (excludes Executive class)
  Each Pay Range consists of nine (9) Steps with a consistent 3.5% increase between each Pay Step, ("Executive" class is a Pay for Performance plan). As a result of this consistent percentage between Steps, there is no guarantee the minimums and maximums for every position are at the exact 55th percentile but the City makes every effort to meet this goal.

	MINIMUM								MAXIMUM
GRADE 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	3.5%	

  Police "Career-Path" Sworn positions, as maintained in the Law Enforcement category
  The pay plan for this category is a six (6) Step design. As a result of the commitment to establish the pay range minimums and maximums at the established percentile (70th), the percentage rate between each step may vary from year to year, as well as from position to position.

	MINIMUM					MAXIMUM
GRADE 2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	6.1%	6.1%	6.1%	6.1%	6.1%	
GRADE 3	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	3.3%	3.3%	3.3%	3.3%	3.3%	

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Administrative/Management Support

Revised 07/2011

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
AMS-1	Recreation Clerk II	NE	8810	Suprt	Annual	$ 27,248	$ 31,268	$ 35,880
	Receptionist	NE	8810	Suprt	Month	$ 2,271	$ 2,606	$ 2,990
	Administrative Clerk	NE	8810	Suprt	Hour	$ 13.1000	$15.0326	$17.2502
AMS-2	Recreation Clerk III	NE	8810	Suprt	Annual	$ 29,029	$ 33,311	$ 38,226
	Staff Assistant	NE	8810	Suprt	Month	$ 2,419	$ 2,776	$ 3,185
					Hour	$ 13.9563	$16.0151	$18.3777
AMS-3	Recreation Leader	NE	9102	Para	Annual	$ 31,805	$ 36,497	$ 41,881
					Month	$ 2,650	$ 3,041	$ 3,490
					Hour	$ 15.2909	$17.5466	$20.1351
AMS-4	Deputy Court Clerk I	NE	8810	Suprt	Annual	$ 33,672	$ 38,639	$ 44,339
	Facility Assistant	NE	9102	Suprt	Month	$ 2,806	$ 3,220	$ 3,695
	Police Support Clerk	NE	8810	Suprt	Hour	$ 16.1882	$18.5764	$21.3168
	Records Management Specialist	NE	8810	Suprt				
	Sr. Staff Assistant	NE	8810	Suprt				
AMS-5	Recreation Support Technician	NE	8810	Suprt	Annual	$ 34,899	$ 40,047	$ 45,955
					Month	$ 2,908	$ 3,337	$ 3,830
					Hour	$ 16.7784	$19.2536	$22.0939
AMS-6	Accounting Technician	NE	8810	Suprt	Annual	$ 36,896	$ 42,339	$ 48,585
	Payroll Technician	NE	8810	Suprt	Month	$ 3,075	$ 3,528	$ 4,049
	Purchasing Technician	NE	8810	Suprt	Hour	$ 17.7385	$20.3553	$23.3582
	Sales Tax Technician	NE	8810	Suprt				
AMS-7	Deputy Court Clerk II	NE	8810	Suprt	Annual	$ 37,995	$ 43,600	$ 50,032
					Month	$ 3,166	$ 3,633	$ 4,169
					Hour	$ 18.2668	$20.9616	$24.0539
AMS-8	Administrative Assistant	NE	8810	Suprt	Annual	$ 39,622	$ 45,467	$ 52,175
	Operations Support Technician-PW	NE	8810	Suprt	Month	$ 3,302	$ 3,789	$ 4,348
	Police Support Technician	NE	8810	Suprt	Hour	$ 19.0490	$21.8592	$25.0839
AMS-9	Recreation Coordinator	NE	9102	Para	Annual	$ 41,095	$ 47,157	$ 54,114
	Marketing Coordinator	NE	9102	Suprt	Month	$ 3,425	$ 3,930	$ 4,510
					Hour	$ 19.7572	$22.6719	$26.0165
AMS-10	Administrative Assistant –Mayor/ Council	NE	8810	Suprt	Annual	$ 42,123	$ 48,337	$ 55,468
	Deputy City Clerk	NE	8810	Suprt	Month	$ 3,510	$ 4,028	$ 4,622
					Hour	$ 20.2514	$23.2390	$26.6673
AMS-11	Executive Assistant	NE	8810	Suprt	Annual	$ 45,645	$ 52,379	$ 60,106
					Month	$ 3,804	$ 4,365	$ 5,009
					Hour	$ 21.9447	$25.1821	$28.8970

Administrative/Management Support

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
AMS-1	Annual	$ 27,248	$ 28,202	$ 29,189	$ 30,210	$ 31,268	$ 32,362	$ 33,495	$ 34,667	$ 35,880
	Month	$ 2,271	$ 2,350	$ 2,432	$ 2,518	$ 2,606	$ 2,697	$ 2,791	$ 2,889	$ 2,990
	Hour	$ 13.1000	$ 13.5585	$ 14.0330	$ 14.5242	$15.0326	$ 15.5587	$16.1032	$16.6669	$17.2502
AMS-2	Annual	$ 29,029	$ 30,045	$ 31,097	$ 32,185	$ 33,311	$ 34,477	$ 35,684	$ 36,933	$ 38,226
	Month	$ 2,419	$ 2,504	$ 2,591	$ 2,682	$ 2,776	$ 2,873	$ 2,974	$ 3,078	$ 3,185
	Hour	$ 13.9563	$ 14.4447	$ 14.9503	$ 15.4735	$16.0151	$ 16.5756	$17.1558	$17.7562	$18.3777
AMS-3	Annual	$ 31,805	$ 32,918	$ 34,070	$ 35,263	$ 36,497	$ 37,774	$ 39,096	$ 40,465	$ 41,881
	Month	$ 2,650	$ 2,743	$ 2,839	$ 2,939	$ 3,041	$ 3,148	$ 3,258	$ 3,372	$ 3,490
	Hour	$ 15.2909	$ 15.8260	$ 16.3800	$ 16.9533	$17.5466	$ 18.1608	$18.7964	$19.4543	$20.1351
AMS-4	Annual	$ 33,672	$ 34,850	$ 36,070	$ 37,332	$ 38,639	$ 39,991	$ 41,391	$ 42,840	$ 44,339
	Month	$ 2,806	$ 2,904	$ 3,006	$ 3,111	$ 3,220	$ 3,333	$ 3,449	$ 3,570	$ 3,695
	Hour	$ 16.1882	$ 16.7548	$ 17.3412	$ 17.9482	$18.5764	$ 19.2265	$19.8995	$20.5959	$21.3168
AMS-5	Annual	$ 34,899	$ 36,120	$ 37,385	$ 38,693	$ 40,047	$ 41,449	$ 42,900	$ 44,401	$ 45,955
	Month	$ 2,908	$ 3,010	$ 3,115	$ 3,224	$ 3,337	$ 3,454	$ 3,575	$ 3,700	$ 3,830
	Hour	$ 16.7784	$ 17.3656	$ 17.9734	$ 18.6025	$19.2536	$ 19.9274	$20.6249	$21.3468	$22.0939
AMS-6	Annual	$ 36,896	$ 38,187	$ 39,524	$ 40,907	$ 42,339	$ 43,821	$ 45,355	$ 46,942	$ 48,585
	Month	$ 3,075	$ 3,182	$ 3,294	$ 3,409	$ 3,528	$ 3,652	$ 3,780	$ 3,912	$ 4,049
	Hour	$ 17.7385	$ 18.3593	$ 19.0019	$ 19.6669	$20.3553	$ 21.0677	$21.8051	$22.5683	$23.3582
AMS-7	Annual	$ 37,995	$ 39,325	$ 40,701	$ 42,126	$ 43,600	$ 45,126	$ 46,706	$ 48,340	$ 50,032
	Month	$ 3,166	$ 3,277	$ 3,392	$ 3,510	$ 3,633	$ 3,761	$ 3,892	$ 4,028	$ 4,169
	Hour	$ 18.2668	$ 18.9062	$ 19.5679	$ 20.2528	$20.9616	$ 21.6953	$22.4546	$23.2405	$24.0539
AMS-8	Annual	$ 39,622	$ 41,009	$ 42,444	$ 43,930	$ 45,467	$ 47,059	$ 48,706	$ 50,410	$ 52,175
	Month	$ 3,302	$ 3,417	$ 3,537	$ 3,661	$ 3,789	$ 3,922	$ 4,059	$ 4,201	$ 4,348
	Hour	$ 19.0490	$ 19.7158	$ 20.4058	$ 21.1200	$21.8592	$ 22.6243	$23.4161	$24.2357	$25.0839
AMS-9	Annual	$ 41,095	$ 42,533	$ 44,022	$ 45,563	$ 47,157	$ 48,808	$ 50,516	$ 52,284	$ 54,114
	Month	$ 3,425	$ 3,544	$ 3,668	$ 3,797	$ 3,930	$ 4,067	$ 4,210	$ 4,357	$ 4,510
	Hour	$ 19.7572	$ 20.4487	$ 21.1644	$ 21.9052	$22.6719	$ 23.4654	$24.2867	$25.1367	$26.0165
AMS-10	Annual	$ 42,123	$ 43,597	$ 45,123	$ 46,703	$ 48,337	$ 50,029	$ 51,780	$ 53,592	$ 55,468
	Month	$ 3,510	$ 3,633	$ 3,760	$ 3,892	$ 4,028	$ 4,169	$ 4,315	$ 4,466	$ 4,622
	Hour	$ 20.2514	$ 20.9602	$ 21.6939	$ 22.4531	$23.2390	$ 24.0524	$24.8942	$25.7655	$26.6673
AMS-11	Annual	$ 45,645	$ 47,243	$ 48,896	$ 50,607	$ 52,379	$ 54,212	$ 56,109	$ 58,073	$ 60,106
	Month	$ 3,804	$ 3,937	$ 4,075	$ 4,217	$ 4,365	$ 4,518	$ 4,676	$ 4,839	$ 5,009
	Hour	$ 21.9447	$ 22.7128	$ 23.5077	$ 24.3305	$25.1821	$ 26.0634	$26.9757	$27.9198	$28.8970

Executive

Revised 07/2011

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MAXIMUM
E-1	Public Works Director	E	9410	Offi	Annual	$ 95,398	$132,696
	Community Development Director	E	9410	Offi	Month	$ 7,950	$ 11,058
	Parks & Recreation Director	E	9102	Offi	Hour	$ 45.8644	$63.7962
	Administrative Services Director	E	8810	Offi			
E-2	Chief of Police	E	7720	Offi	Annual	$ 101,681	$136,113
					Month	$ 8,473	$ 11,343
					Hour	$ 48.8851	$65.4389

Labor/Trades/Crafts

Revised 07/2011

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
LTC-1	Custodian	NE	9015	Serv	Annual	$ 26,714	$ 30,655	$ 35,177
					Month	$ 2,226	$ 2,555	$ 2,931
					Hour	$ 12.8433	$14.7379	$16.9121
LTC-2	Maintenance Worker I - Parks	NE	9102	Serv	Annual	$ 29,029	$ 33,311	$ 38,226
	Maintenance Worker I - Public Wks	NE	5506	Serv	Month	$ 2,419	$ 2,776	$ 3,185
	Horticulture Assistant	NE	9102	Serv	Hour	$ 13.9563	$16.0151	$18.3777
LTC-3	Maintenance Worker II - Parks	NE	9102	Serv	Annual	$ 33,949	$ 38,957	$ 44,704
	Maintenance Worker II-Public Works	NE	5506	Serv	Month	$ 2,829	$ 3,246	$ 3,725
	Forestry Assistant	NE	9102	Serv	Hour	$ 16.3216	$18.7295	$21.4925
LTC-4	Traffic Control Technician	NE	6325	Serv	Annual	$ 37,037	$ 42,501	$ 48,771
	Equipment Operator I	NE	5506	Skill	Month	$ 3,086	$ 3,542	$ 4,064
	Facilities Maintenance Technician	NE	9015	Skill	Hour	$ 17.8063	$20.4331	$23.4474
LTC-5	Forestry Technician	NE	9102	Serv	Annual	$ 38,800	$ 44,524	$ 51,092
	Horticulture Technician	NE	9102	Serv	Month	$ 3,233	$ 3,710	$ 4,258
					Hour	$ 18.6538	$21.4057	$24.5636
LTC-6	Mechanic	NE	8380	Skill	Annual	$ 40,281	$ 46,223	$ 53,042
					Month	$ 3,357	$ 3,852	$ 4,420
					Hour	$ 19.3659	$22.2228	$25.5011
LTC-7	Equipment Operator II/Crew Leader	NE	5506	Skill	Annual	$ 42,123	$ 48,337	$ 55,468
	Crew Leader - Parks	NE	9102	Serv	Month	$ 3,510	$ 4,028	$ 4,622
	Lead Mechanic	NE	8380	Skill	Hour	$ 20.2514	$23.2390	$26.6673

Labor/Trades/Crafts

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
LTC-1	Annual	$ 26,714	$ 27,649	$ 28,617	$ 29,618	$ 30,655	$ 31,728	$ 32,838	$ 33,988	$ 35,177
	Month	$ 2,226	$ 2,304	$ 2,385	$ 2,468	$ 2,555	$ 2,644	$ 2,737	$ 2,832	$ 2,931
	Hour	$ 12.8433	$ 13.2928	$ 13.7580	$ 14.2396	$14.7379	$ 15.2538	$15.7877	$16.3402	$16.9121
LTC-2	Annual	$ 29,029	$ 30,045	$ 31,097	$ 32,185	$ 33,311	$ 34,477	$ 35,684	$ 36,933	$ 38,226
	Month	$ 2,419	$ 2,504	$ 2,591	$ 2,682	$ 2,776	$ 2,873	$ 2,974	$ 3,078	$ 3,185
	Hour	$ 13.9563	$ 14.4447	$ 14.9503	$ 15.4735	$16.0151	$ 16.5756	$17.1558	$17.7562	$18.3777
LTC-3	Annual	$ 33,949	$ 35,137	$ 36,367	$ 37,640	$ 38,957	$ 40,321	$ 41,732	$ 43,193	$ 44,704
	Month	$ 2,829	$ 2,928	$ 3,031	$ 3,137	$ 3,246	$ 3,360	$ 3,478	$ 3,599	$ 3,725
	Hour	$ 16.3216	$ 16.8929	$ 17.4841	$ 18.0961	$18.7295	$ 19.3850	$20.0635	$20.7657	$21.4925
LTC-4	Annual	$ 37,037	$ 38,333	$ 39,675	$ 41,064	$ 42,501	$ 43,988	$ 45,528	$ 47,121	$ 48,771
	Month	$ 3,086	$ 3,194	$ 3,306	$ 3,422	$ 3,542	$ 3,666	$ 3,794	$ 3,927	$ 4,064
	Hour	$ 17.8063	$ 18.4295	$ 19.0745	$ 19.7421	$20.4331	$ 21.1482	$21.8884	$22.6545	$23.4474
LTC-5	Annual	$ 38,800	$ 40,158	$ 41,564	$ 43,018	$ 44,524	$ 46,082	$ 47,695	$ 49,364	$ 51,092
	Month	$ 3,233	$ 3,347	$ 3,464	$ 3,585	$ 3,710	$ 3,840	$ 3,975	$ 4,114	$ 4,258
	Hour	$ 18.6538	$ 19.3067	$ 19.9825	$ 20.6819	$21.4057	$ 22.1549	$22.9303	$23.7329	$24.5636
LTC-6	Annual	$ 40,281	$ 41,691	$ 43,150	$ 44,660	$ 46,223	$ 47,841	$ 49,516	$ 51,249	$ 53,042
	Month	$ 3,357	$ 3,474	$ 3,596	$ 3,722	$ 3,852	$ 3,987	$ 4,126	$ 4,271	$ 4,420
	Hour	$ 19.3659	$ 20.0437	$ 20.7452	$ 21.4713	$22.2228	$ 23.0006	$23.8056	$24.6388	$25.5011
LTC-7	Annual	$ 42,123	$ 43,597	$ 45,123	$ 46,703	$ 48,337	$ 50,029	$ 51,780	$ 53,592	$ 55,468
	Month	$ 3,510	$ 3,633	$ 3,760	$ 3,892	$ 4,028	$ 4,169	$ 4,315	$ 4,466	$ 4,622
	Hour	$ 20.2514	$ 20.9602	$ 21.6939	$ 22.4531	$23.2390	$ 24.0524	$24.8942	$25.7655	$26.6673

Law Enforcement

Revised 07/2011

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MAXIMUM
P-1	Police Recruit	NE	7720	Prot	Annual	$ 45,285	
					Month	$ 3,774	
					Hour	$ 21.7716	
P-2	Police Officer	NE	7720	Prot	Annual	$ 49,667	$ 69,930
					Month	$ 4,139	$ 5,827
					Hour	$ 23.8784	$33.6202
P-3	Police Sergeant	NE	7720	Tech	Annual	$ 70,564	$ 87,246
					Month	$ 5,880	$ 7,270
					Hour	$ 33.9250	$41.9452
P-4	Police Lieutenant	E	7720	Prof	Annual	$ 87,372	$101,206
					Month	$ 7,281	$ 8,434
					Hour	$ 42.0058	$48.6567
P-5	Police Commander	E	7720	Offi	Annual	$ 98,433	$111,283
					Month	$ 8,203	$ 9,274
					Hour	$ 47.3236	$53.5014

Law Enforcement

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	RANGE MINIMUM
P-1	Annual	$ 45,285						
	Month	$ 3,774						
	Hour	$ 21.7716						
P-2	Annual	$ 49,667	$ 52,582	$ 55,667	$ 58,934	$ 62,392	$ 66,054	$ 69,930
	Month	$ 4,139	$ 4,382	$ 4,639	$ 4,911	$ 5,199	$ 5,504	$ 5,827
	Hour	$ 23.8784	$ 25.2796	$ 26.7631	$28.3336	$ 29.9963	$31.7566	$33.6202
P-3	Annual	$ 70,564	$ 73,104	$ 75,736	$ 78,463	$ 81,287	$ 84,214	$ 87,246
	Month	$ 5,880	$ 6,092	$ 6,311	$ 6,539	$ 6,774	$ 7,018	$ 7,270
	Hour	$ 33.9250	$ 35.1463	$ 36.4116	$37.7225	$ 39.0805	$40.4874	$41.9452
P-4	Annual	$ 87,372	$ 89,539	$ 91,759	$ 94,035	$ 96,367	$ 98,757	$101,206
	Month	$ 7,281	$ 7,462	$ 7,647	$ 7,836	$ 8,031	$ 8,230	$ 8,434
	Hour	$ 42.0058	$ 43.0475	$ 44.1150	$45.2090	$ 46.3302	$47.4791	$48.6567
P-5	Annual	$ 98,433	$ 100,467	$ 102,542	$104,661	$ 106,823	$109,030	$111,283
	Month	$ 8,203	$ 8,372	$ 8,545	$ 8,722	$ 8,902	$ 9,086	$ 9,274
	Hour	$ 47.3236	$ 48.3013	$ 49.2992	$50.3177	$ 51.3572	$52.4183	$53.5014

Management

Revised 07/2011

PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
M-1	Records Supervisor	NE	8810	Suprt	Annual	$ 47,977	$ 55,055	$ 63,177
	Community Services Unit Supervisor	NE	8810	Prof	Month	$ 3,998	$ 4,588	$ 5,265
					Hour	$ 23.0659	$26.4686	$30.3733
M-2	Building Maintenance Supervisor	NE	9015	Skill	Annual	$ 49,659	$ 56,985	$ 65,391
					Month	$ 4,138	$ 4,749	$ 5,449
					Hour	$ 23.8745	$27.3966	$31.4382
M-3	Operations Supervisor - Parks	E	9102	Tech	Annual	$ 53,385	$ 61,261	$ 70,298
	Operations Supervisor-Public Wrks	E	5506	Tech	Month	$ 4,449	$ 5,105	$ 5,858
	Operations Supervisor - Facilities	E	9102	Prof	Hour	$ 25.6659	$29.4522	$33.7970
	Recreation Supervisor	E	9102	Prof				
M-4	Accounting Supervisor	E	8810	Prof	Annual	$ 57,090	$ 65,512	$ 75,177
	Communications Manager	E	8810	Offi	Month	$ 4,758	$ 5,459	$ 6,265
					Hour	$ 27.4471	$31.4962	$36.1426
M-5	Court Administrator	E	8810	Offi	Annual	$ 66,282	$ 76,060	$ 87,281
	Support Services Manager				Month	$ 5,524	$ 6,338	$ 7,273
					Hour	$ 31.8663	$36.5674	$41.9619
M-6	Chief Building Official	E	9410	Offi	Annual	$ 73,782	$ 84,667	$ 97,157
	Operations Manager	E	9410	Offi	Month	$ 6,149	$ 7,056	$ 8,096
	Parks, Open Space, Forestry Manager	E	9102	Offi	Hour	$ 35.4721	$40.7051	$46.7100
	Recreation Manager	E	9102	Offi				
M-7	IT Manager	E	9410	Offi	Annual	$ 75,829	$ 87,016	$ 99,852
					Month	$ 6,319	$ 7,251	$ 8,321
					Hour	$ 36.4563	$41.8344	$48.0059
M-8	Engineering Manager	E	8810	Offi	Annual	$ 79,729	$ 91,491	$104,988
	Human Resources Manager	E	8810	Offi	Month	$ 6,644	$ 7,624	$ 8,749
					Hour	$ 38.3313	$43.9860	$50.4749

Management

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
M-1	Annual	$ 47,977	$ 49,656	$ 51,394	$ 53,193	$ 55,055	$ 56,982	$ 58,976	$ 61,040	$ 63,177
	Month	$ 3,998	$ 4,138	$ 4,283	$ 4,433	$ 4,588	$ 4,748	$ 4,915	$ 5,087	$ 5,265
	Hour	$ 23.0659	$ 23.8732	$ 24.7087	$ 25.5735	$26.4686	$ 27.3950	$28.3538	$29.3462	$30.3733
M-2	Annual	$ 49,659	$ 51,397	$ 53,196	$ 55,058	$ 56,985	$ 58,979	$ 61,044	$ 63,180	$ 65,391
	Month	$ 4,138	$ 4,283	$ 4,433	$ 4,588	$ 4,749	$ 4,915	$ 5,087	$ 5,265	$ 5,449
	Hour	$ 23.8745	$ 24.7101	$ 25.5750	$ 26.4701	$27.3966	$ 28.3554	$29.3479	$30.3751	$31.4382
M-3	Annual	$ 53,385	$ 55,253	$ 57,187	$ 59,189	$ 61,261	$ 63,405	$ 65,624	$ 67,921	$ 70,298
	Month	$ 4,449	$ 4,604	$ 4,766	$ 4,932	$ 5,105	$ 5,284	$ 5,469	$ 5,660	$ 5,858
	Hour	$ 25.6659	$ 26.5642	$ 27.4939	$ 28.4562	$29.4522	$ 30.4830	$31.5499	$32.6541	$33.7970
M-4	Annual	$ 57,090	$ 59,088	$ 61,156	$ 63,297	$ 65,512	$ 67,805	$ 70,178	$ 72,634	$ 75,177
	Month	$ 4,758	$ 4,924	$ 5,096	$ 5,275	$ 5,459	$ 5,650	$ 5,848	$ 6,053	$ 6,265
	Hour	$ 27.4471	$ 28.4078	$ 29.4020	$ 30.4311	$31.4962	$ 32.5986	$33.7395	$34.9204	$36.1426
M-5	Annual	$ 66,282	$ 68,602	$ 71,003	$ 73,488	$ 76,060	$ 78,722	$ 81,478	$ 84,329	$ 87,281
	Month	$ 5,524	$ 5,717	$ 5,917	$ 6,124	$ 6,338	$ 6,560	$ 6,790	$ 7,027	$ 7,273
	Hour	$ 31.8663	$ 32.9817	$ 34.1360	$ 35.3308	$36.5674	$ 37.8472	$39.1719	$40.5429	$41.9619
M-6	Annual	$ 73,782	$ 76,364	$ 79,037	$ 81,803	$ 84,667	$ 87,630	$ 90,697	$ 93,871	$ 97,157
	Month	$ 6,149	$ 6,364	$ 6,586	$ 6,817	$ 7,056	$ 7,302	$ 7,558	$ 7,823	$ 8,096
	Hour	$ 35.4721	$ 36.7136	$ 37.9986	$ 39.3286	$40.7051	$ 42.1297	$43.6043	$45.1304	$46.7100
M-7	Annual	$ 75,829	$ 78,483	$ 81,230	$ 84,073	$ 87,016	$ 90,061	$ 93,213	$ 96,476	$ 99,852
	Month	$ 6,319	$ 6,540	$ 6,769	$ 7,006	$ 7,251	$ 7,505	$ 7,768	$ 8,040	$ 8,321
	Hour	$ 36.4563	$ 37.7322	$ 39.0528	$ 40.4197	$41.8344	$ 43.2986	$44.8140	$46.3825	$48.0059
M-8	Annual	$ 79,729	$ 82,520	$ 85,408	$ 88,397	$ 91,491	$ 94,693	$ 98,007	$101,438	$104,988
	Month	$ 6,644	$ 6,877	$ 7,117	$ 7,366	$ 7,624	$ 7,891	$ 8,167	$ 8,453	$ 8,749
	Hour	$ 38.3313	$ 39.6728	$ 41.0614	$ 42.4985	$43.9860	$ 45.5255	$47.1189	$48.7681	$50.4749

Professional

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PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
PR-1	Planner I	E	9410	Prof	Annual	$ 45,858	$ 52,623	$ 60,386
					Month	$ 3,822	$ 4,385	$ 5,032
					Hour	$ 22.0471	$25.2996	$29.0318
PR-2	Human Resources Analyst	E	8810	Para	Annual	$ 47,977	$ 55,055	$ 63,177
	Police Training/Public Informaiton Officer	NE	8810	Para	Month	$ 3,998	$ 4,588	$ 5,265
	Management Analyst	E	8810	Para	Hour	$ 23.0659	$26.4686	$30.3733
PR-3	Sales Tax Auditor	E	9410	Prof	Annual	$ 48,775	$ 55,970	$ 64,227
					Month	$ 4,065	$ 4,664	$ 5,352
					Hour	$ 23.4495	$26.9089	$30.8785
PR-4	GIS Specialist	E	8810	Tech	Annual	$ 49,920	$ 57,284	$ 65,735
					Month	$ 4,160	$ 4,774	$ 5,478
					Hour	$ 24.0000	$27.5406	$31.6034
PR-5	Open Space Coordinator	E	9102	Serv	Annual	$ 51,018	$ 58,544	$ 67,181
	Parks Project Coordinator	E	9410	Tech	Month	$ 4,252	$ 4,879	$ 5,598
	Planner II	E	9410	Prof	Hour	$ 24.5279	$28.1463	$32.2985
PR-6	Purchasing Agent	E	8810	Offi	Annual	$ 53,385	$ 61,261	$ 70,298
	Sr. Sales Tax Auditor	E	9410	Prof	Month	$ 4,449	$ 5,105	$ 5,858
					Hour	$ 25.6659	$29.4522	$33.7970
PR-7	Civil Engineer I	E	8601	Prof	Annual	$ 55,531	$ 63,723	$ 73,124
	Human Resources Representative	E	8810	Prof	Month	$ 4,628	$ 5,310	$ 6,094
	Sales Tax Supervisor	E	8810	Prof	Hour	$ 26.6976	$30.6361	$35.1556
PR-8	Network Administrator	E	9410	Prof	Annual	$ 59,815	$ 68,639	$ 78,765
	Sr. Planner	E	9410	Prof	Month	$ 4,985	$ 5,720	$ 6,564
					Hour	$ 28.7572	$32.9996	$37.8678
PR-9	Civil Engineer II	E	8601	Prof	Annual	$ 67,155	$ 77,062	$ 88,430
					Month	$ 5,596	$ 6,422	$ 7,369
					Hour	$ 32.2861	$37.0490	$42.5146

Professional

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
PR-1	Annual	$ 45,858	$ 47,463	$ 49,124	$ 50,844	$ 52,623	$ 54,465	$ 56,371	$ 58,344	$ 60,386
	Month	$ 3,822	$ 3,955	$ 4,094	$ 4,237	$ 4,385	$ 4,539	$ 4,698	$ 4,862	$ 5,032
	Hour	$ 22.0471	$ 22.8188	$ 23.6174	$ 24.4440	$25.2996	$ 26.1851	$27.1015	$28.0501	$29.0318
PR-2	Annual	$ 47,977	$ 49,656	$ 51,394	$ 53,193	$ 55,055	$ 56,982	$ 58,976	$ 61,040	$ 63,177
	Month	$ 3,998	$ 4,138	$ 4,283	$ 4,433	$ 4,588	$ 4,748	$ 4,915	$ 5,087	$ 5,265
	Hour	$ 23.0659	$ 23.8732	$ 24.7087	$ 25.5735	$26.4686	$ 27.3950	$28.3538	$29.3462	$30.3733
PR-3	Annual	$ 48,775	$ 50,482	$ 52,249	$ 54,078	$ 55,970	$ 57,929	$ 59,957	$ 62,055	$ 64,227
	Month	$ 4,065	$ 4,207	$ 4,354	$ 4,506	$ 4,664	$ 4,827	$ 4,996	$ 5,171	$ 5,352
	Hour	$ 23.4495	$ 24.2703	$ 25.1197	$ 25.9989	$26.9089	$ 27.8507	$28.8254	$29.8343	$30.8785
PR-4	Annual	$ 49,920	$ 51,667	$ 53,476	$ 55,347	$ 57,284	$ 59,289	$ 61,364	$ 63,512	$ 65,735
	Month	$ 4,160	$ 4,306	$ 4,456	$ 4,612	$ 4,774	$ 4,941	$ 5,114	$ 5,293	$ 5,478
	Hour	$ 24.0000	$ 24.8400	$ 25.7094	$ 26.6092	$27.5406	$ 28.5045	$29.5021	$30.5347	$31.6034
PR-5	Annual	$ 51,018	$ 52,804	$ 54,652	$ 56,565	$ 58,544	$ 60,593	$ 62,714	$ 64,909	$ 67,181
	Month	$ 4,252	$ 4,400	$ 4,554	$ 4,714	$ 4,879	$ 5,049	$ 5,226	$ 5,409	$ 5,598
	Hour	$ 24.5279	$ 25.3864	$ 26.2749	$ 27.1945	$28.1463	$ 29.1314	$30.1510	$31.2063	$32.2985
PR-6	Annual	$ 53,385	$ 55,253	$ 57,187	$ 59,189	$ 61,261	$ 63,405	$ 65,624	$ 67,921	$ 70,298
	Month	$ 4,449	$ 4,604	$ 4,766	$ 4,932	$ 5,105	$ 5,284	$ 5,469	$ 5,660	$ 5,858
	Hour	$ 25.6659	$ 26.5642	$ 27.4939	$ 28.4562	$29.4522	$ 30.4830	$31.5499	$32.6541	$33.7970
PR-7	Annual	$ 55,531	$ 57,475	$ 59,486	$ 61,568	$ 63,723	$ 65,953	$ 68,262	$ 70,651	$ 73,124
	Month	$ 4,628	$ 4,790	$ 4,957	$ 5,131	$ 5,310	$ 5,496	$ 5,688	$ 5,888	$ 6,094
	Hour	$ 26.6976	$ 27.6320	$ 28.5991	$ 29.6001	$30.6361	$ 31.7084	$32.8182	$33.9668	$35.1556
PR-8	Annual	$ 59,815	$ 61,909	$ 64,075	$ 66,318	$ 68,639	$ 71,041	$ 73,528	$ 76,101	$ 78,765
	Month	$ 4,985	$ 5,159	$ 5,340	$ 5,526	$ 5,720	$ 5,920	$ 6,127	$ 6,342	$ 6,564
	Hour	$ 28.7572	$ 29.7637	$ 30.8054	$ 31.8836	$32.9996	$ 34.1545	$35.3500	$36.5872	$37.8678
PR-9	Annual	$ 67,155	$ 69,505	$ 71,938	$ 74,456	$ 77,062	$ 79,759	$ 82,551	$ 85,440	$ 88,430
	Month	$ 5,596	$ 5,792	$ 5,995	$ 6,205	$ 6,422	$ 6,647	$ 6,879	$ 7,120	$ 7,369
	Hour	$ 32.2861	$ 33.4161	$ 34.5856	$ 35.7961	$37.0490	$ 38.3457	$39.6878	$41.0769	$42.5146

Technical

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PAY GRADE	POSITION TITLE	FLSA Status	W.C. Code	EEO Code		RANGE MINIMUM	RANGE MIDPOINT	RANGE MAXIMUM
T-1	Permit Technician	NE	8810	Suprt	Annual	$ 34,899	$ 40,047	$ 45,955
	Pool Manager	NE	9102	Prot	Month	$ 2,908	$ 3,337	$ 3,830
					Hour	$ 16.7784	$19.2536	$22.0939
T-2	Evidence Technician	NE	9410	Suprt	Annual	$ 36,896	$ 42,339	$ 48,585
		NE	9410	Suprt	Month	$ 3,075	$ 3,528	$ 4,049
					Hour	$ 17.7385	$20.3553	$23.3582
T-3	Emergency Services Specialist	NE	9410	Suprt	Annual	$ 39,622	$ 45,467	$ 52,175
	Help Desk Technician	NE	9410	Tech	Month	$ 3,302	$ 3,789	$ 4,348
	Probation Officer	NE	8742	Prof	Hour	$ 19.0490	$21.8592	$25.0839
T-4	Community Services Officer	NE	8831	Prot	Annual	$ 41,095	$ 47,157	$ 54,114
	Sr. Evidence Technician	NE	9410	Para	Month	$ 3,425	$ 3,930	$ 4,510
					Hour	$ 19.7572	$22.6719	$26.0165
T-5	GIS Technician	NE	9410	Tech	Annual	$ 42,123	$ 48,337	$ 55,468
	Web & Imaging Technician	NE	8810	Tech	Month	$ 3,510	$ 4,028	$ 4,622
					Hour	$ 20.2514	$23.2390	$26.6673
T-6	Engineering Technician	NE	8601	Skill	Annual	$ 43,750	$ 50,204	$ 57,610
					Month	$ 3,646	$ 4,184	$ 4,801
						$ 21.0337	$24.1366	$27.6973
T-7	Court Marshal	NE	8810	Prot	Annual	$ 44,190	$ 50,709	$ 58,190
	IT Support Technician	NE	9410	Tech	Month	$ 3,683	$ 4,226	$ 4,849
					Hour	$ 21.2452	$24.3793	$27.9759
T-8	Lead Emergency Services Specialist	NE	9410	Suprt	Annual	$ 47,977	$ 55,055	$ 63,177
	Combination Inspector	NE	9410	Offi	Month	$ 3,998	$ 4,588	$ 5,265
					Hour	$ 23.0659	$26.4686	$30.3733
T-9	Combination Inspector				Annual	$ 48,775	$ 55,970	$ 64,227
	Plans Examiner/Sr. Combination Inspector	NE	8810	Offi	Month	$ 4,065	$ 4,664	$ 5,352
	Sr. IT Support Technician	NE	8810	Tech	Hour	$ 23.4495	$26.9089	$30.8785

Technical

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	Midpoint STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
T-1	Annual	$ 34,899	$ 36,120	$ 37,385	$ 38,693	$ 40,047	$ 41,449	$ 42,900	$ 44,401	$ 45,955
	Month	$ 2,908	$ 3,010	$ 3,115	$ 3,224	$ 3,337	$ 3,454	$ 3,575	$ 3,700	$ 3,830
	Hour	$ 16.7784	$ 17.3656	$ 17.9734	$ 18.6025	$19.2536	$ 19.9274	$20.6249	$21.3468	$22.0939
T-2	Annual	$ 36,896	$ 38,187	$ 39,524	$ 40,907	$ 42,339	$ 43,821	$ 45,355	$ 46,942	$ 48,585
	Month	$ 3,075	$ 3,182	$ 3,294	$ 3,409	$ 3,528	$ 3,652	$ 3,780	$ 3,912	$ 4,049
	Hour	$ 17.7385	$ 18.3593	$ 19.0019	$ 19.6669	$20.3553	$ 21.0677	$21.8051	$22.5683	$23.3582
T-3	Annual	$ 39,622	$ 41,009	$ 42,444	$ 43,930	$ 45,467	$ 47,059	$ 48,706	$ 50,410	$ 52,175
	Month	$ 3,302	$ 3,417	$ 3,537	$ 3,661	$ 3,789	$ 3,922	$ 4,059	$ 4,201	$ 4,348
	Hour	$ 19.0490	$ 19.7158	$ 20.4058	$ 21.1200	$21.8592	$ 22.6243	$23.4161	$24.2357	$25.0839
T-4	Annual	$ 41,095	$ 42,533	$ 44,022	$ 45,563	$ 47,157	$ 48,808	$ 50,516	$ 52,284	$ 54,114
	Month	$ 3,425	$ 3,544	$ 3,668	$ 3,797	$ 3,930	$ 4,067	$ 4,210	$ 4,357	$ 4,510
	Hour	$ 19.7572	$ 20.4487	$ 21.1644	$ 21.9052	$22.6719	$ 23.4654	$24.2867	$25.1367	$26.0165
T-5	Annual	$ 42,123	$ 43,597	$ 45,123	$ 46,703	$ 48,337	$ 50,029	$ 51,780	$ 53,592	$ 55,468
	Month	$ 3,510	$ 3,633	$ 3,760	$ 3,892	$ 4,028	$ 4,169	$ 4,315	$ 4,466	$ 4,622
	Hour	$ 20.2514	$ 20.9602	$ 21.6939	$ 22.4531	$23.2390	$ 24.0524	$24.8942	$25.7655	$26.6673
T-6	Annual	$ 43,750	$ 45,281	$ 46,866	$ 48,506	$ 50,204	$ 51,961	$ 53,780	$ 55,662	$ 57,610
	Month	$ 3,646	$ 3,773	$ 3,906	$ 4,042	$ 4,184	$ 4,330	$ 4,482	$ 4,639	$ 4,801
	Hour	$ 21.0337	$ 21.7698	$ 22.5318	$ 23.3204	$24.1366	$ 24.9814	$25.8557	$26.7607	$27.6973
T-7	Annual	$ 44,190	$ 45,737	$ 47,337	$ 48,994	$ 50,709	$ 52,484	$ 54,321	$ 56,222	$ 58,190
	Month	$ 3,683	$ 3,811	$ 3,945	$ 4,083	$ 4,226	$ 4,374	$ 4,527	$ 4,685	$ 4,849
	Hour	$ 21.2452	$ 21.9888	$ 22.7584	$ 23.5549	$24.3793	$ 25.2326	$26.1158	$27.0298	$27.9759
T-8	Annual	$ 47,977	$ 49,656	$ 51,394	$ 53,193	$ 55,055	$ 56,982	$ 58,976	$ 61,040	$ 63,177
	Month	$ 3,998	$ 4,138	$ 4,283	$ 4,433	$ 4,588	$ 4,748	$ 4,915	$ 5,087	$ 5,265
	Hour	$ 23.0659	$ 23.8732	$ 24.7087	$ 25.5735	$26.4686	$ 27.3950	$28.3538	$29.3462	$30.3733
T-9	Annual	$ 48,775	$ 50,482	$ 52,249	$ 54,078	$ 55,970	$ 57,929	$ 59,957	$ 62,055	$ 64,227
	Month	$ 4,065	$ 4,207	$ 4,354	$ 4,506	$ 4,664	$ 4,827	$ 4,996	$ 5,171	$ 5,352
	Hour	$ 23.4495	$ 24.2703	$ 25.1197	$ 25.9989	$26.9089	$ 27.8507	$28.8254	$29.8343	$30.8785

Part-Time/Seasonal – (Non-Benefited)

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PAY GRADE	POSITION TITLE	FLSA	W.C.	EEO		MINIMUM	MAXIMUM
PT-1	Pool Aide	NE	9102	Prot	Hour	$ 7.2500	$ 9.2440
PT-2	Concession Worker	NE	9102	Suprt	Hour	$ 7.6727	$10.1035
	Scorekeeper	NE	9102	Skill			
	Recreation Aide	NE	9102	Suprt			
	Assistant Coach						
PT-3	Attendant: Child Care	NE	8868	Prot	Hour	$ 8.5170	$11.2153
	Climbing Wall	NE	9102	Prot			
	Front Desk	NE	8810	Suprt			
	Gym	NE	9102	Prot			
	Weight Room	NE	9102	Prot			
PT-4	Coach	NE	9102	Skill	Hour	$ 8.8264	$11.6227
	Lifeguard	NE	9102	Prot			
	Instructor *(Non-Certified)*: Sports I	NE	9102	Para			
	Recreation I	NE	9102	Para			
PT-5	Custodian	NE	9102	Serv	Hour	$ 9.2456	$12.1747
	Driver	NE	9102	Skill			
PT-6	Building Supervisor	NE	9102	Serv	Hour	$ 9.4234	$12.4088
	Seasonal Maintenance Worker	NE	9102	Serv			
	Recreation Clerk I	NE	8810	Suprt			
PT-7	Sports Official I	NE	9102	Skill	Hour	$ 9.9397	$ 13.0887
PT-8	Head: Child Care Attendant	NE	9102	Prot	Hour	$ 10.1882	$13.4159
	Climbing Wall Attendant	NE	9102	Prot			
	Weight Room Attendant	NE	9102	Prot			
	Instructor *(Non-Certified)*: Recreation II	NE	9102	Para			
	Specialty Fitness I	NE	9102	Para			
	Dance I						
PT-9	Concessions Manager	NE	8810	Suprt	Hour	$ 10.3500	$ 13.6290
	Lifeguard Instructor	NE	9102	Para			
PT-10	Head Coach	NE	9102	Prot	Hour	$ 10.8675	$14.3104
PT-11	Food Services Worker	NE	9102	Skill	Hour	$ 11.1377	$14.6662
PT-12	Seasonal Community Services Officer (CSO)	NE	8868	Para	Hour	$ 11.6274	$15.3111
	Licensed Pre-School Group Leader	NE	9102	Para			
	Recreation Leader	NE	9102	Para			
	Instructor:*(Non-Certified + 5 yrs.)* Dance II	NE	9102	Para			
	Sports II	NE	8831	Serv			
PT-13	Administrative Clerk	NE	8810	Suprt	Hour	$ 13.1000	$17.2502
	Recreation Clerk JI	NE	8810	Suprt			
PT-14	Licensed Pre-School Specialist	NE	8868	Para	Hour	$ 13.3358	$17.5607
	Summer Camp Specialist	NE	8868	Para			
	Facility Assistant	NE	9102	Suprt			
	Pool Manager	NE	9102	Prot			
	Sports Official II	NE	9102	Skill			
	Instructor: *(Certified):* Aqua Fitness I	NE	9102	Para			
	Fitness I	NE	9102	Para			
	(Black Belt) - Martial Arts I	NE	9102	Para			
	Specialty Fitness I	NE	9102	Para			
PT-15	Recreation Clerk III	NE	8810	Prof	Hour	$ 13.9563	$18.3777
	Staff Assistant	NE	8810	Suprt			
	GIS Intern	NE	8810	Suprt			
PT-16	Sr. Staff Assistant	NE	8810	Suprt	Hour	$ 16.1882	$21.3168
PT-17	Personal Trainer	NE	9102	Para	Hour	$ 16.6755	$21.9584
	Instructor *(Certified + 5yrs.)*: Aqua Fitness II	NE	9102	Para			
	Fitness II	NE	9102	Para			
	Martial Arts II	NE	9102	Para			
	Specialty Fitness II	NE	9102	Para			
PT-18	Instructor – Specialized (Yoga, Pilates, etc.)	NE	9102	Para	Hour	$ 22.0000	$28.9698

Part-Time/Seasonal

PAY GRADE		RANGE MINIMUM	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	RANGE MAXIMUM
PT-1	Hour	$ 7.0200	$ 7.2657	$ 7.5200	$ 7.7832	$ 8.0556	$ 8.3376	$ 8.6294	$ 8.9314	$ 9.2440
PT-2	Hour	$ 7.6727	$ 7.9412	$ 8.2192	$ 8.5069	$ 8.8046	$ 9.1128	$ 9.4317	$ 9.7618	$10.1035
PT-3	Hour	$ 8.5170	$ 8.8151	$ 9.1236	$ 9.4430	$ 9.7735	$ 10.1155	$10.4696	$10.8360	$11.2153
PT-4	Hour	$ 8.8264	$ 9.1353	$ 9.4551	$ 9.7860	$10.1285	$ 10.4830	$10.8499	$11.2296	$11.6227
PT-5	Hour	$ 9.2456	$ 9.5692	$ 9.9041	$ 10.2508	$10.6095	$ 10.9809	$11.3652	$11.7630	$12.1747
PT-6	Hour	$ 9.4234	$ 9.7532	$ 10.0946	$ 10.4479	$10.8136	$ 11.1920	$11.5838	$11.9892	$12.4088
PT-7	Hour	$ 9.9397	$ 10.2876	$ 10.6477	$ 11.0203	$11.4060	$ 11.8052	$12.2184	$12.6461	$13.0887
PT-8	Hour	$ 10.1882	$ 10.5448	$ 10.9139	$ 11.2958	$11.6912	$ 12.1004	$12.5239	$12.9622	$13.4159
PT-9	Hour	$ 10.3500	$ 10.7123	$ 11.0872	$ 11.4752	$11.8769	$ 12.2926	$12.7228	$13.1681	$13.6290
PT-10	Hour	$ 10.8675	$ 11.2479	$ 11.6415	$ 12.0490	$12.4707	$ 12.9072	$13.3589	$13.8265	$14.3104
PT-11	Hour	$ 11.1377	$ 11.5275	$ 11.9310	$ 12.3486	$12.7808	$ 13.2281	$13.6911	$14.1703	$14.6662
PT-12	Hour	$ 11.6274	$ 12.0344	$ 12.4556	$ 12.8915	$13.3427	$ 13.8097	$14.2930	$14.7933	$15.3111
PT-13	Hour	$ 13.1000	$ 13.5585	$ 14.0330	$ 14.5242	$15.0326	$ 15.5587	$16.1032	$16.6669	$17.2502
PT-14	Hour	$ 13.3358	$ 13.8026	$ 14.2856	$ 14.7856	$15.3031	$ 15.8387	$16.3931	$16.9669	$17.5607
PT-15	Hour	$ 13.9563	$ 14.4447	$ 14.9503	$ 15.4735	$16.0151	$ 16.5756	$17.1558	$17.7562	$18.3777
PT-16	Hour	$ 16.1882	$ 16.7548	$ 17.3412	$ 17.9482	$18.5764	$ 19.2265	$19.8995	$20.5959	$21.3168
PT-17	Hour	$ 16.6755	$ 17.2591	$ 17.8632	$ 18.4884	$19.1355	$ 19.8053	$20.4984	$21.2159	$21.9584

Staffing Table

	2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
GENERAL FUND				
LEGISLATIVE				
Legislative Services				
*Mayor - **1 position***	*Elected*	*Elected*	*Elected*	*Elected*
*Council Member - **8 positions***	*Elected*	*Elected*	*Elected*	*Elected*
Administrative Assistant	*1.000*	*1.000*	*1.000*	*1.000*
Total	***1.000***	***1.000***	***1.000***	***1.000***
TREASURY				
Treasury				
City Treasurer	*Elected*	*Elected*	*Elected*	*Elected*
CITY MANAGER'S OFFICE				
General Management Services				
City Manager	*1.000*	*1.000*	*1.000*	*1.000*
Economic Development Manager	*1.000*	*1.000*	*1.000*	*1.000*
Total	***2.000***	***2.000***	***2.000***	***2.000***
CITY ATTORNEY				
Legal Services				
City Attorney	*Contracted*	*Contracted*	*Contracted*	*Contracted*
CITY CLERK				
City Clerk				
City Clerk	*Elected*	*Elected*	*Elected*	*Elected*
Deputy City Clerk	*1.000*	*1.000*	*1.000*	*1.000*
Total	***1.000***	***1.000***	***1.000***	***1.000***
MUNICIPAL COURT				
Municipal Court				
Municipal Judge	*Contracted*	*Contracted*	*Contracted*	*Contracted*
Court Administrator	*1.000*	*1.000*	*1.000*	*1.000*
Deputy Court Clerk II	*2.875*	*3.000*	*3.000*	*3.000*
Deputy Court Clerk I	*4.000*	*3.875*	*3.875*	*3.875*

Staffing Table

	2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
Probation Officer	1.000	1.000	1.000	1.000
Court Marshal	1.000	1.000	1.260	1.260
Total	***9.875***	***9.875***	***10.135***	***10.135***
ADMINISTRATIVE SERVICES				
Administration				
Deputy City Manager	1.000	1.000	0.000	0.000
Administrative Services Director	0.000	0.000	1.000	1.000
Executive Assistant	1.000	1.000	1.000	1.000
Assistant to the City Manager	1.000	0.000	0.000	0.000
Management Analyst	0.000	1.000	1.000	1.000
Administrative Support Technician	0.000	0.000	0.000	1.000
Receptionist	1.125	1.000	1.000	0.000
Subtotal	4.125	4.000	4.000	4.000
Finance				
Accounting Supervisor	1.000	1.000	1.000	1.000
Accounting Technician	1.000	1.000	1.000	1.000
Payroll Technician	0.750	0.750	0.750	0.750
Subtotal	2.750	2.750	2.750	2.750
Sales Tax				
Sales Tax Supervisor	1.000	1.000	1.000	1.000
Sales Tax Auditor	1.000	1.000	1.000	1.000
Sales Tax Technician	1.000	1.000	1.000	1.000
Subtotal	3.000	3.000	3.000	3.000
Human Resources				
Human Resources Manager	1.000	1.000	1.000	1.000
Senior HR Analyst	1.000	1.000	1.000	1.000
Human Resources Analyst	1.000	1.000	1.000	1.000
Subtotal	3.000	3.000	3.000	3.000
Purchasing and Contracting				
Purchasing and Contracting Agent	1.000	1.000	1.000	1.000
Purchasing Technician	0.500	0.500	0.500	0.500
Subtotal	1.500	1.500	1.500	1.500

Staffing Table

	2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
Information Systems				
IT Manager	1.000	1.000	1.000	1.000
Network Administrator	1.000	1.000	1.000	1.000
Sr. IT Support Technician	2.000	2.000	2.000	2.000
GIS Specialist	1.000	1.000	1.000	1.000
Web & Imaging Technician	0.500	0.500	0.500	0.500
Help Desk Technician	0.500	0.500	0.500	0.500
Subtotal	6.000	6.000	6.000	6.000
Total	***20.375***	***20.250***	***20.250***	***20.250***
COMMUNITY DEVELOPMENT				
Administration				
Community Development Director	1.000	1.000	1.000	1.000
Administrative Assistant	1.000	1.000	1.000	1.000
Subtotal	2.000	2.000	2.000	2.000
Planning				
Senior Planner	1.000	1.000	1.000	1.000
Planner II	1.000	1.000	1.000	1.000
Planner I	1.000	1.000	1.000	1.000
Subtotal	3.000	3.000	3.000	3.000
Building				
Chief Building Official	1.000	1.000	1.000	1.000
Plans Examiner/Inspector	0.000	1.000	1.000	1.000
Combination Inspector	1.000	1.000	1.000	1.000
Property Inspector	1.000	1.000	0.000	0.000
Permit Technician	1.000	1.000	1.000	1.000
Subtotal	4.000	5.000	4.000	4.000
Long Range Planning				
Senior Planner	1.000	1.000	1.000	1.000
Subtotal	1.000	1.000	1.000	1.000
Total	***10.000***	***10.000***	***10.000***	***10.000***

Staffing Table

		2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
POLICE DEPARTMENT					
Administration					
Chief of Police		1.000	1.000	1.000	1.000
Division Chief		0.000	0.000	0.000	1.000
Police Commander		1.000	1.000	1.000	0.000
Police Sergeant		1.000	1.000	1.000	1.000
Administrative Assistant		1.000	1.000	1.000	1.000
Police Support Technician		0.500	0.500	0.500	0.500
	Subtotal	4.500	4.500	4.500	4.500
Community Services Team					
Community Service Supervisor		1.000	1.000	1.000	1.000
Community Service Officer		2.000	2.000	2.000	2.000
	Subtotal	3.000	3.000	3.000	3.000
Communications					
Communications Manager		1.000	1.000	1.000	1.000
Lead Emergency Services Specialist		1.000	1.000	1.000	1.000
Emergency Services Specialist		9.000	9.000	9.000	9.000
	Subtotal	11.000	11.000	11.000	11.000
Crime Prevention Team					
Police Sergeant		0.500	0.500	0.500	0.500
Crime Prevention Officer		2.000	1.000	1.000	1.000
School Resource Officer		2.000	2.000	2.000	2.000
	Subtotal	4.500	3.500	3.500	3.500
Grants					
Police Officer		1.000	3.000	3.000	3.000
	Subtotal	1.000	3.000	3.000	3.000
Records Section					
Records Supervisor		1.000	1.000	1.000	1.000
Records Management Specialist		4.000	4.000	4.000	3.000
	Subtotal	5.000	5.000	5.000	4.000
Training					
Training and Public Information Officer		1.000	1.000	1.000	1.000
	Subtotal	1.000	1.000	1.000	1.000

Staffing Table

		2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
Patrol					
Division Chief		0.000	0.000	0.000	1.000
Police Commander		1.000	1.000	1.000	0.000
Police Lieutenant		2.000	2.000	2.000	0.000
Police Commander		0.000	0.000	0.000	2.000
Police Sergeant		6.000	6.000	6.000	6.000
Police Officer		34.000	34.000	34.000	35.000
Police Support Technician		0.500	0.500	0.500	0.500
Police Support Clerk		2.000	2.000	2.000	2.000
	Subtotal	45.500	45.500	45.500	46.500
Investigations					
Police Commander		0.000	0.000	0.000	1.000
Police Lieutenant		1.000	1.000	1.000	0.000
Police Sergeant		2.000	2.000	2.000	2.000
Police Officer		10.000	12.000	13.000	12.000
Police Support Technician		2.000	2.000	2.000	2.000
Sr. Evidence Technician		1.000	1.000	1.000	1.000
Evidence Technician		1.000	1.000	1.000	1.000
Crime Analyst		0.000	0.000	0.000	1.000
	Subtotal	17.000	19.000	20.000	20.000
Traffic Enforcement					
Police Sergeant		1.000	1.000	1.000	1.000
Police Officer		4.000	4.000	4.000	4.000
	Subtotal	5.000	5.000	5.000	5.000
Special Investigations					
Police Officer		2.000	0.000	0.000	0.000
	Subtotal	2.000	0.000	0.000	0.000
	Total	***99.500***	***100.500***	***101.500***	***101.500***

Staffing Table

		2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
PUBLIC WORKS DEPARTMENT					
Administration					
Public Works Director		1.000	1.000	1.000	1.000
	Subtotal	1.000	1.000	1.000	1.000
Engineering					
Engineering Manager		1.000	1.000	1.000	1.000
Administrative Assistant		1.000	1.000	1.000	1.000
Civil Engineer II		2.000	2.000	2.000	2.000
Civil Engineer		1.000	1.000	1.000	1.000
Engineering Technician		7.000	7.000	7.000	7.000
	Subtotal	12.000	12.000	12.000	12.000
Operations					
Operations Manager		1.000	1.000	1.000	1.000
Operations Supervisor		1.000	1.000	1.000	1.000
Administrative Assistant		0.000	0.000	0.000	0.000
Operations Support Technician		1.000	1.000	1.000	1.000
Equipment Operator II		3.000	3.000	3.000	3.000
Equipment Operator I		2.000	2.000	2.000	2.000
Maintenance Worker II		5.000	5.000	5.000	5.000
Traffic Control Technician		1.000	1.000	1.000	1.000
Lead Mechanic		1.000	1.000	1.000	1.000
Mechanic		1.000	1.000	1.000	1.000
	Subtotal	16.000	16.000	16.000	16.000
	Total	***29.000***	***29.000***	***29.000***	***29.000***

Staffing Table

		2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
PARKS AND RECREATION					
Administration					
Parks & Recreation Director		1.000	1.000	1.000	1.000
Administrative Assistant		1.000	1.000	1.000	1.000
	Subtotal	2.000	2.000	2.000	2.000
Recreation					
Recreation & Facilities Manager		1.000	1.000	1.000	1.000
Marketing Coordinator		0.500	0.500	0.500	0.500
	Subtotal	1.500	1.500	1.500	1.500
Parks Maintenance					
Parks Maintenance Worker II		5.000	5.000	5.000	4.000
Parks Maintenance Worker I		5.000	5.000	5.000	6.000
Sr. Staff Assistant		1.000	1.000	1.000	1.000
	Subtotal	11.000	11.000	11.000	11.000
Forestry					
Forestry Technician		1.000	1.000	1.000	1.000
Forestry Assistant		1.000	1.000	1.000	1.000
Horticulture Technician		1.000	1.000	1.000	1.000
	Subtotal	3.000	3.000	3.000	3.000
Natural Resoures					
Forestry & Open Space Supervisor		1.000	1.000	1.000	1.000
Open Space Coordinator		0.000	0.000	0.000	0.000
Parks Maintenance Worker II		1.000	1.000	1.000	1.000
Parks Maintenance Worker I		1.000	1.000	1.000	1.000
	Subtotal	3.000	3.000	3.000	3.000
Athletics					
Recreation Supervisor		1.000	1.000	1.000	1.000
Recreation Coordinator		0.500	0.500	0.500	0.500
Recreation Leader		0.500	0.500	0.500	0.500
	Subtotal	2.000	2.000	2.000	2.000

Staffing Table

	2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
General Fitness Programs				
Recreation Supervisor	1.000	1.000	1.000	1.000
Recreation Coordinator	0.500	0.500	0.500	0.500
Subtotal	1.500	1.500	1.500	1.500
Active Adult Center				
Recreation Supervisor	1.000	1.000	1.000	1.000
Recreation Coordinator	1.130	1.130	1.130	1.130
Recreation Clerk III	1.000	1.000	1.000	1.000
Recreation Clerk II	1.000	1.000	1.000	1.000
Subtotal	4.130	4.130	4.130	4.130
Facilities Maintenance				
Facility Maintenance Supervisor	1.000	1.000	1.000	1.000
Subtotal	1.000	1.000	1.000	1.000
Total	**29.130**	**29.130**	**29.130**	**29.130**
General Fund Total	**201.880**	**202.755**	**204.015**	**204.015**

OPEN SPACE FUND

Parks, Forestry, and Open Space Manager (P&R)	1.000	1.000	1.000	1.000
Operations Supervisor (P&R)	1.000	1.000	1.000	1.000
Parks Project Coordinator (P&R)	1.000	1.000	1.000	1.000
Crew Leader - Parks Maintenance (P&R)	2.000	2.000	2.000	2.000
Maintenance Worker II (P&R)	0.000	0.000	0.000	0.000
Open Space Fund Total	**5.000**	**5.000**	**5.000**	**5.000**

CRIME PREVENTION

Police Sergeant (PD)	0.500	0.500	0.500	0.500
Crime Prevention Officer (PD)	1.000	1.000	1.000	1.000
Community Service Officer - Comm. Services (PD)	2.000	2.000	3.000	3.000
Property Inspector (Comm Dev)	1.000	1.000	0.000	0.000
Crime Prevention Fund Total	**4.500**	**4.500**	**4.500**	**4.500**

Staffing Table

	2010 Authorized	2011 Authorized	2012 Authorized	2013 Authorized
RECREATION CENTER OPERATIONS FUND				
Facility Operation				
Facility Operations Supervisor	1.000	1.000	1.000	1.000
Facility Assistant	3.000	3.000	3.000	3.000
Recreation Support Technician	1.000	1.000	1.000	1.000
Custodian	2.000	2.000	1.000	1.000
Facility Maintenance Technician	1.000	1.000	1.000	1.000
Subtotal	8.000	8.000	7.000	7.000
Aquatics				
Recreation Supervisor	1.000	1.000	1.000	1.000
Pool Manager	3.000	3.000	3.000	3.000
Subtotal	4.000	4.000	4.000	4.000
Fitness				
Recreation Coordinator	1.000	1.000	0.500	0.500
Recreation Supervisor	0.000	0.000	0.500	0.500
Subtotal	1.000	1.000	1.000	1.000
Marketing				
Marketing Coordinator	0.500	0.500	0.500	0.500
Subtotal	0.500	0.500	0.500	0.500
Recreation Center Operations Fund Total	***13.500***	***13.500***	***12.500***	***12.500***
Grand Total	**224.880**	**225.755**	**226.015**	**226.015**

City of Wheat Ridge

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