



2010
City of Greeley
Pay Plan

Table of Contents

2010 HOURLY PAY PLAN.....	23
2010 SEASONAL PAY PLAN	25
Accountant I	12
Accountant II	13
Accounting Clerk	8
Administrative Assistant-CMO	10
Administrative Specialist	8
Animal Control Officer	10
Applications Support Specialist.....	12
Apprentice Firefighter I.....	21
Apprentice Firefighter II.....	21
Assistant City Attorney I	16
Assistant City Attorney II	17
Assistant City Clerk	10
Assistant Technical Services Coordinator	11
Assistant Ticket Office Coordinator.....	10
Assistant Transit Manager	14
Budget Analyst	14
Budget Officer	15
Budget Technician	10
Building Inspection Technician.....	10
Building Inspector I.....	13
Building Inspector II.....	14
Building Maintenance Technician II	12
Bus Driver.....	8
Buyer.....	11
Cable TV Production Technician.....	9
Cemetery Manager	14
Cemetery Technician	11
Chief Building Official.....	15
Chief Construction Inspector.....	15
Chief Engineer - W&S.....	17
Chief Information Officer	18
City Attorney.....	19
City Clerk.....	18
City Engineer.....	17
City Manager.....	19
Civil Engineer	16
Clerical Assistant.....	7
Client Services Manager	16
Code Enforcement Inspector II	11
Code Enforcement Inspector	10
Collections Registrar (Museums)	9
Collections Specialist (Museums)	8
Community Development Coordinator.....	11
Community Development Director	19
Community Development Technician	10
Community Services Officer.....	10
Community Services Specialist.....	11
Construction Inspector	13
Court Administrator	14
Court Clerk	9
Crew Supervisor.....	13
Crime Analyst.....	12
Culture Superintendent	16

Customer Service Representative	8
Data Coordinator I.....	9
Data Coordinator II.....	11
Deputy City Attorney	18
Deputy City Clerk	12
Deputy Finance Director	18
Dispatcher I.....	11
Dispatcher II.....	13
Division Chief	22
Economic Development Manager.....	16
Emergency Management Manager	22
EMS Coordinator.....	22
Engineering Assistant	8
Engineering Development Manager	16
Engineering Technician.....	11
Environmental & Water Resources Attorney	18
Equipment Maintenance Foreman.....	13
Equipment Maintenance Mechanic.....	11
Equipment Operator I.....	10
Equipment Operator II.....	11
Facilities Management Supervisor	14
Facility Maintenance Assistant.....	8
Facility Manager.....	15
Facility Service Supervisor II.....	12
Facility Service Worker	7
Facility Services Crew Leader.....	7
Facility Services Supervisor I.....	11
Facility Technician.....	7
Field Construction Technician.....	11
Field Services Representative	9
Field Services Worker	7
Finance Director.....	19
Fire Captain.....	21
Fire Captain Specialist	21
Fire Chief.....	22
Fire Engineer.....	21
Fire Lieutenant	21
Fire Lieutenant Specialist.....	21
Fire Protection Engineer	22
Fleet Manager	15
Forestry Manager.....	14
Forestry Technician I.....	8
Forestry Technician II.....	11
Fraud Investigation Specialist.....	12
GIS Analyst	14
GIS Coordinator	14
GIS Manager.....	16
GIS Specialist.....	12
GIS Technician.....	11
Golf Course Superintendent.....	14
Golf Crew Supervisor	11
Graffiti Removal Technician.....	8
Graphic Artist Specialist	8
Historic Preservation Specialist.....	12
Human Resources Analyst.....	14
Human Resources Director.....	18
Human Resources Technician.....	10
Industrial Pretreatment Supervisor	14
Industrial Pretreatment Technician	12
Irrigation Technician.....	10
Island Grove Crew Leader	8

Island Grove Maintenance Technician.....	11
Journey Firefighter II	21
Journey Firefighter I	21
Lead Mechanic.....	12
Leisure Services Director	19
Maintenance Mechanic	11
Maintenance Service Attendant	7
Maintenance Technician	9
Manager of Golf	15
Marketing & Publicity Coordinator.....	11
Marketing Coordinator.....	14
Marketing Technician.....	10
Master Firefighter	21
Mechanic.....	11
Mechanical Controls Technician	13
Meter Reader	8
Meter Services Technician.....	9
Municipal Judge	18
Museum Curator	13
Museum Manager	14
Natural Resources Planner	15
Neighborhood Programs Coordinator	14
Neighborhood Programs Specialist	12
Neighborhood Traffic Program Coordinator.....	12
Network / Systems Manager.....	16
Network Administrator	14
Network Manager.....	16
Parking Enforcement Officer	7
Parks Maintenance Technician I	8
Parks Maintenance Technician II	11
Parks Manager.....	14
Parks Planner.....	12
Parks Superintendent.....	15
Pavement Management Coordinator	14
Pavement Markings Coordinator	12
PC Specialist.....	12
Planner I	12
Planner II	14
Planning Manager	16
Plans Examiner	14
Plant Operator A	13
Plant Operator	11
Police Captain	20
Police Chief	19
Police IT Manager	17
Police Lieutenant.....	20
Police Officer.....	20
Police Recruit	20
Police Sergeant.....	20
Process & Information Systems Analyst	15
Programmer Analyst	16
Project Manager.....	16
Property Evidence Tech Supervisor	11
Property Evidence Technician	9
Public Art Coordinator.....	12
Public Information Officer.....	15
Public Works Director.....	19
Purchasing Assistant.....	8
Purchasing Manager.....	16
Raw Water Operations Supervisor	13
Raw Water Operations Technician	10

Receptionist.....	7
Records Supervisor.....	16
Recreation Coordinator I.....	10
Recreation Coordinator II.....	11
Recreation Operations Coordinator.....	10
Recreation Program Manager.....	15
Recreation Superintendent.....	16
Recreation Supervisor.....	13
Recreation Technician.....	7
Recruit Firefighter.....	21
Regulatory Compliance Coordinator.....	15
Rehabilitation Specialist.....	13
Rental & Advertising Representative.....	8
Reservoirs Supervisor.....	13
Route Supervisor.....	12
Safety & Risk Coordinator.....	15
Scheduling Coordinator.....	10
Senior Accountant.....	16
Senior Administrative Specialist.....	9
Senior Attorney.....	18
Senior Buyer.....	13
Senior Construction Inspector.....	15
Senior Court Clerk.....	10
Senior Engineering Technician.....	13
Senior Human Resources Analyst.....	16
Senior Planner.....	16
Senior Survey Technician.....	13
Senior Victim Services Coordinator.....	14
Signs & Markings Supervisor.....	13
Signs & Markings Technician.....	10
Special Events Coordinator.....	13
Sr. Stage Manager.....	8
Staff Engineer.....	15
Staff Specialist.....	21
Stormwater Manager.....	17
Stormwater Quality Administrator.....	15
Stormwater Technician.....	8
Streets Superintendent.....	16
Survey Technician.....	10
Systems Administrator.....	15
Systems Manager.....	17
Technical Services Coordinator.....	14
Telecommunications Administrator.....	15
Ticket Office Coordinator.....	13
Traffic Engineer.....	17
Traffic Engineering Tech II.....	11
Traffic Engineering Technician.....	10
Traffic Operations Supervisor.....	15
Traffic Signal Supervisor.....	14
Traffic Signal Technician.....	12
Trail Manager.....	12
Training Coordinator.....	9
Transit Manager.....	17
Transit Specialist.....	9
Transmission Line Technician.....	10
Transportation Dispatcher.....	8
UCCC Events Coordinator.....	12
Utility Billing Clerk.....	9
Utility Locator.....	10
Victim Services Coordinator.....	13
Water & Sewer Director.....	19

Water & Sewer Services Coordinator	13
Water & Sewer Services Technician.....	10
Water Acquisition Specialist.....	17
Water Conservation Coordinator.....	13
Water Conservation Specialist.....	12
Water Distribution Superintendent	16
Water Instrument Technician	14
Water Inventory Coordinator.....	9
Water Operations Manager.....	17
Water Quality Analyst.....	13
Water Resource Administrator II.....	17
Water Resource Analyst	15
Water Resource Engineer.....	17
Water Resource Manager	17
Water Resource Operations Engineer	17
Water Resources Administrator I.....	16
Water Service Technician (Reservoirs)	8
Water Supply Supervisor	16
Water Supply Technician	12
Water System Engineer I	15
Water System Engineer II	16
Water Treatment Plant Superintendent	16
WW Collection Superintendent.....	16
WW Collections Supervisor.....	15
WW Lab Supervisor	15
WW Maintenance Supervisor.....	15
WW Maintenance Technician	10
WW Operations Supervisor.....	15
WW Treatment Superintendent.....	17

CITY OF GREELEY PAY PLAN Effective January 1, 2010

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
2	Annual	\$22,773.60	\$25,611.43	\$27,030.34	\$28,449.25	\$31,287.08
	Monthly	\$1,897.80	\$2,134.29	\$2,252.53	\$2,370.77	\$2,607.26
	Bi-Weekly	\$875.91	\$985.05	\$1,039.63	\$1,094.20	\$1,203.35
	Hourly	\$10.95	\$12.31	\$13.00	\$13.68	\$15.04

FLSA Status	Position Title
Non-Exempt	Clerical Assistant
Non-Exempt	Facility Service Worker
Non-Exempt	Field Services Worker
Non-Exempt	Maintenance Service Attendant
Non-Exempt	Parking Enforcement Officer
Non-Exempt	Receptionist

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
3	Annual	\$24,818.22	\$27,901.99	\$29,443.87	\$30,985.76	\$34,069.53
	Monthly	\$2,068.19	\$2,325.17	\$2,453.66	\$2,582.15	\$2,839.13
	Bi-Weekly	\$954.55	\$1,073.15	\$1,132.46	\$1,191.76	\$1,310.37
	Hourly	\$11.93	\$13.41	\$14.16	\$14.90	\$16.38

FLSA Status	Position Title
Non-Exempt	Facility Services Crew Leader
Non-Exempt	Facility Technician
Non-Exempt	Recreation Technician

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
4	Annual	\$26,553.70	\$30,481.36	\$32,445.19	\$34,409.02	\$38,336.68
	Monthly	\$2,212.81	\$2,540.11	\$2,703.77	\$2,867.42	\$3,194.72
	Bi-Weekly	\$1,021.30	\$1,172.36	\$1,247.89	\$1,323.42	\$1,474.49
	Hourly	\$12.77	\$14.65	\$15.60	\$16.54	\$18.43

FLSA Status	Position Title
Non-Exempt	Accounting Clerk
Non-Exempt	Administrative Specialist
Non-Exempt	Bus Driver
Non-Exempt	Collections Specialist (Museums)
Non-Exempt	Customer Service Representative
Non-Exempt	Engineering Assistant
Non-Exempt	Facility Maintenance Assistant
Non-Exempt	Forestry Technician I
Non-Exempt	Graffiti Removal Technician
Non-Exempt	Graphic Artist Specialist
Non-Exempt	Island Grove Crew Leader
Non-Exempt	Meter Reader
Non-Exempt	Parks Maintenance Technician I
Non-Exempt	Purchasing Assistant
Non-Exempt	Rental & Advertising Representative
Non-Exempt	Sr. Stage Manager
Non-Exempt	Stormwater Technician
Non-Exempt	Transportation Dispatcher
Non-Exempt	Water Service Technician (Reservoirs)

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
5	Annual	\$29,635.41	\$34,247.86	\$36,554.08	\$38,860.31	\$43,472.76
	Monthly	\$2,469.62	\$2,853.99	\$3,046.17	\$3,238.36	\$3,622.73
	Bi-Weekly	\$1,139.82	\$1,317.23	\$1,405.93	\$1,494.63	\$1,672.03
	Hourly	\$14.25	\$16.47	\$17.57	\$18.68	\$20.90

FLSA Status	Position Title
Non-Exempt	Cable TV Production Technician
Non-Exempt	Collections Registrar (Museums)
Non-Exempt	Court Clerk
Non-Exempt	Data Coordinator I
Non-Exempt	Field Services Representative
Non-Exempt	Maintenance Technician
Non-Exempt	Meter Services Technician
Non-Exempt	Property Evidence Technician
Non-Exempt	Senior Administrative Specialist
Non-Exempt	Training Coordinator
Non-Exempt	Transit Specialist
Non-Exempt	Utility Billing Clerk
Non-Exempt	Water Inventory Coordinator

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
6	Annual	\$31,620.72	\$36,613.84	\$39,110.40	\$41,606.96	\$46,600.07
	Monthly	\$2,635.06	\$3,051.15	\$3,259.20	\$3,467.25	\$3,883.34
	Bi-Weekly	\$1,216.18	\$1,408.22	\$1,504.25	\$1,600.27	\$1,792.31
	Hourly	\$15.20	\$17.60	\$18.80	\$20.00	\$22.40

FLSA Status	Position Title
Non-Exempt	Administrative Assistant-CMO
Non-Exempt	Animal Control Officer
Non-Exempt	Assistant City Clerk
Non-Exempt	Assistant Ticket Office Coordinator
Non-Exempt	Budget Technician
Non-Exempt	Building Inspection Technician
Non-Exempt	Code Enforcement Inspector
Non-Exempt	Community Development Technician
Non-Exempt	Community Services Officer
Non-Exempt	Equipment Operator I
Non-Exempt	Human Resources Technician
Non-Exempt	Irrigation Technician
Non-Exempt	Marketing Technician
Non-Exempt	Raw Water Operations Technician
Non-Exempt	Recreation Coordinator I
Non-Exempt	Recreation Operations Coordinator
Non-Exempt	Scheduling Coordinator
Non-Exempt	Senior Court Clerk
Non-Exempt	Signs & Markings Technician
Non-Exempt	Survey Technician
Non-Exempt	Traffic Engineering Technician
Non-Exempt	Transmission Line Technician
Non-Exempt	Utility Locator
Non-Exempt	Water & Sewer Services Technician
Non-Exempt	WW Maintenance Technician

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
7	Annual	\$34,711.82	\$40,417.99	\$43,271.07	\$46,124.15	\$51,830.31
	Monthly	\$2,892.65	\$3,368.17	\$3,605.92	\$3,843.68	\$4,319.19
	Bi-Weekly	\$1,335.07	\$1,554.54	\$1,664.27	\$1,774.01	\$1,993.47
	Hourly	\$16.69	\$19.43	\$20.80	\$22.18	\$24.92

FLSA Status	Position Title
Non-Exempt	Assistant Technical Services Coordinator
Non-Exempt	Buyer
Non-Exempt	Cemetery Technician
Non-Exempt	Code Enforcement Inspector II
Non-Exempt	Community Development Coordinator
Non-Exempt	Community Services Specialist
Non-Exempt	Data Coordinator II
Non-Exempt	Dispatcher I
Non-Exempt	Engineering Technician
Non-Exempt	Equipment Maintenance Mechanic
Non-Exempt	Equipment Operator II
Non-Exempt	Facility Services Supervisor I
Non-Exempt	Field Construction Technician
Non-Exempt	Forestry Technician II
Non-Exempt	GIS Technician
Non-Exempt	Golf Crew Supervisor
Non-Exempt	Island Grove Maintenance Technician
Non-Exempt	Maintenance Mechanic
Non-Exempt	Marketing & Publicity Coordinator
Non-Exempt	Mechanic
Non-Exempt	Parks Maintenance Technician II
Non-Exempt	Plant Operator
Non-Exempt	Property Evidence Tech Supervisor
Exempt	Recreation Coordinator II
Non-Exempt	Traffic Engineering Tech II

Non-Exempt	Traffic Signal Technician
Non-Exempt	Trail Manager
Non-Exempt	UCCC Events Coordinator
Non-Exempt	Water Conservation Specialist
Non-Exempt	Water Supply Technician

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
8	Annual	\$38,332.06	\$44,429.54	\$47,478.28	\$50,527.02	\$56,624.51
	Monthly	\$3,194.34	\$3,702.46	\$3,956.52	\$4,210.59	\$4,718.71
	Bi-Weekly	\$1,474.31	\$1,708.83	\$1,826.09	\$1,943.35	\$2,177.87
	Hourly	\$18.43	\$21.36	\$22.83	\$24.29	\$27.22

FLSA Status	Position Title
Non-Exempt	Accountant I
Non-Exempt	Applications Support Specialist
Non-Exempt	Building Maintenance Technician II
Non-Exempt	Crime Analyst
Non-Exempt	Deputy City Clerk
Non-Exempt	Facility Service Supervisor II
Non-Exempt	Fraud Investigation Specialist
Non-Exempt	GIS Specialist
Non-Exempt	Historic Preservation Specialist
Non-Exempt	Industrial Pretreatment Technician
Non-Exempt	Lead Mechanic
Exempt	Neighborhood Programs Specialist
Exempt	Neighborhood Traffic Program Coordinator
Exempt	Parks Planner
Non-Exempt	Pavement Markings Coordinator
Non-Exempt	PC Specialist
Non-Exempt	Planner I
Exempt	Public Art Coordinator
Non-Exempt	Route Supervisor

Non- Exempt	Senior Buyer
Non-Exempt	Senior Engineering Technician
Non-Exempt	Senior Survey Technician
Non-Exempt	Signs & Markings Supervisor
Exempt	Special Events Coordinator
Exempt	Ticket Office Coordinator
Non-Exempt	Victim Services Coordinator
Non-Exempt	Water Conservation Coordinator
Non-Exempt	Water Quality Analyst
Non-Exempt	Water & Sewer Services Coordinator

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
9	Annual	\$41,945.86	\$49,421.62	\$53,159.49	\$56,897.37	\$64,373.13
	Monthly	\$3,495.49	\$4,118.47	\$4,429.96	\$4,741.45	\$5,364.43
	Bi-Weekly	\$1,613.30	\$1,900.83	\$2,044.60	\$2,188.36	\$2,475.89
	Hourly	\$20.17	\$23.76	\$25.56	\$27.35	\$30.95

FLSA Status	Position Title
Exempt	Accountant II
Non-Exempt	Building Inspector I
Non-Exempt	Construction Inspector
Non-Exempt	Crew Supervisor
Non-Exempt	Dispatcher II
Non-Exempt	Equipment Maintenance Foreman
Non-Exempt	Mechanical Controls Technician
Exempt	Museum Curator
Non-Exempt	Plant Operator A
Non-Exempt	Raw Water Operations Supervisor
Exempt	Recreation Supervisor
Non-Exempt	Rehabilitation Specialist
Non-Exempt	Reservoirs Supervisor

Non-Exempt	Senior Victim Services Coordinator
Exempt	Technical Services Coordinator
Non-Exempt	Traffic Signal Supervisor
Non-Exempt	Water Instrument Technician

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
10	Annual	\$46,463.11	\$54,528.46	\$58,561.13	\$62,593.80	\$70,659.15
	Monthly	\$3,871.93	\$4,544.04	\$4,880.09	\$5,216.15	\$5,888.26
	Bi-Weekly	\$1,787.04	\$2,097.25	\$2,252.35	\$2,407.45	\$2,717.66
	Hourly	\$22.34	\$26.22	\$28.15	\$30.09	\$33.97

FLSA Status	Position Title
Exempt	Assistant Transit Manager
Exempt	Budget Analyst
Non-Exempt	Building Inspector II
Exempt	Cemetery Manager
Exempt	Court Administrator
Non-Exempt	Facilities Management Supervisor
Exempt	Forestry Manager
Exempt	GIS Analyst
Exempt	GIS Coordinator
Exempt	Golf Course Superintendent
Exempt	Human Resources Analyst
Exempt	Industrial Pretreatment Supervisor
Exempt	Marketing Coordinator
Exempt	Museum Manager
Exempt	Neighborhood Programs Coordinator
Exempt	Network Administrator
Exempt	Parks Manager
Exempt	Pavement Management Coordinator
Exempt	Planner II
Non-Exempt	Plans Examiner

Exempt	Process & Information Systems Analyst
Exempt	Public Information Officer
Exempt	Recreation Program Manager
Exempt	Regulatory Compliance Coordinator
Exempt	Safety & Risk Coordinator
Exempt	Senior Construction Inspector
Exempt	Staff Engineer
Exempt	Stormwater Quality Administrator
Exempt	Systems Administrator
Exempt	Telecommunications Administrator
Exempt	Traffic Operations Supervisor
Exempt	Water Resource Analyst
Exempt	Water System Engineer I
Exempt	WW Collections Supervisor
Exempt	WW Lab Supervisor
Exempt	WW Maintenance Supervisor
Exempt	WW Operations Supervisor

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
11	Annual	\$51,528.89	\$60,124.59	\$64,422.45	\$68,720.30	\$77,316.00
	Monthly	\$4,294.07	\$5,010.38	\$5,368.54	\$5,726.69	\$6,443.00
	Bi-Weekly	\$1,981.88	\$2,312.48	\$2,477.79	\$2,643.09	\$2,973.69
	Hourly	\$24.77	\$28.91	\$30.97	\$33.04	\$37.17

FLSA Status	Position Title
Exempt	Budget Officer
Exempt	Chief Building Official
Exempt	Chief Construction Inspector
Exempt	Facility Manager
Exempt	Fleet Manager
Exempt	Manager of Golf
Exempt	Natural Resources Planner
Exempt	Parks Superintendent

Exempt	Programmer Analyst
Exempt	Records Supervisor
Exempt	Senior Accountant
Exempt	Senior Human Resources Analyst
Exempt	Senior Planner
Exempt	Streets Superintendent
Exempt	Water Distribution Superintendent
Exempt	Water Resources Administrator I
Exempt	Water Supply Supervisor
Exempt	Water System Engineer II
Exempt	Water Treatment Plant Superintendent
Exempt	WW Collection Superintendent

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
12	Annual	\$56,562.39	\$66,102.56	\$70,872.65	\$75,642.74	\$85,182.92
	Monthly	\$4,713.53	\$5,508.55	\$5,906.05	\$6,303.56	\$7,098.58
	Bi-Weekly	\$2,175.48	\$2,542.41	\$2,725.87	\$2,909.34	\$3,276.27
	Hourly	\$27.19	\$31.78	\$34.07	\$36.37	\$40.95

FLSA Status	Position Title
Exempt	Assistant City Attorney I
Exempt	Civil Engineer
Exempt	Client Services Manager
Exempt	Culture Superintendent
Exempt	Economic Development Manager
Exempt	Engineering Development Manager
Exempt	GIS Manager
Exempt	Network Manager
Exempt	Network / Systems Manager
Exempt	Planning Manager
Exempt	Project Manager
Exempt	Purchasing Manager
Exempt	Recreation Superintendent

Exempt	Systems Manager
Exempt	Traffic Engineer
Exempt	Transit Manager
Exempt	Water Resource Administrator II
Exempt	Water Resource Engineer
Exempt	WW Treatment Superintendent

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
13	Annual	\$61,908.23	\$70,946.80	\$75,466.08	\$79,985.37	\$89,023.94
	Monthly	\$5,159.02	\$5,912.23	\$6,288.84	\$6,665.45	\$7,418.66
	Bi-Weekly	\$2,381.09	\$2,728.72	\$2,902.54	\$3,076.36	\$3,424.00
	Hourly	\$29.76	\$34.11	\$36.28	\$38.45	\$42.80

FLSA Status	Position Title
Exempt	Assistant City Attorney II
Exempt	Police IT Manager
Exempt	Stormwater Manager
Exempt	Water Resource Manager
Exempt	Water Resource Operations Engineer

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
14	Annual	\$68,179.46	\$79,048.37	\$84,482.83	\$89,917.28	\$100,786.19
	Monthly	\$5,681.62	\$6,587.36	\$7,040.24	\$7,493.11	\$8,398.85
	Bi-Weekly	\$2,622.29	\$3,040.32	\$3,249.34	\$3,458.36	\$3,876.39
	Hourly	\$32.78	\$38.00	\$40.62	\$43.23	\$48.45

FLSA Status	Position Title
Exempt	Chief Engineer - W&S
Exempt	City Engineer
Exempt	Water Acquisition Specialist
Exempt	Water Operations Manager

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
15	Annual	\$75,573.54	\$86,088.44	\$91,345.89	\$96,603.34	\$107,118.23
	Monthly	\$6,297.80	\$7,174.04	\$7,612.16	\$8,050.28	\$8,926.52
	Bi-Weekly	\$2,906.67	\$3,311.09	\$3,513.30	\$3,715.51	\$4,119.93
	Hourly	\$36.33	\$41.39	\$43.92	\$46.44	\$51.50

FLSA Status	Position Title
Exempt	Chief Information Officer
Exempt	City Clerk
Exempt	Deputy Finance Director
Exempt	Human Resources Director
Exempt	Senior Attorney

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
16	Annual	\$83,939.47	\$94,884.98	\$100,357.73	\$105,830.48	\$116,775.98
	Monthly	\$6,994.96	\$7,907.08	\$8,363.14	\$8,819.21	\$9,731.33
	Bi-Weekly	\$3,228.44	\$3,649.42	\$3,859.91	\$4,070.40	\$4,491.38
	Hourly	\$40.36	\$45.62	\$48.25	\$50.88	\$56.14

FLSA Status	Position Title
Exempt	Deputy City Attorney
Exempt	Environmental & Water Resources Attorney
Exempt	Municipal Judge

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
17	Annual	\$91,891.14	\$104,121.98	\$110,237.40	\$116,352.82	\$128,583.67
	Monthly	\$7,657.59	\$8,676.83	\$9,186.45	\$9,696.07	\$10,715.31

	Bi-Weekly	\$3,534.27	\$4,004.69	\$4,239.90	\$4,475.11	\$4,945.53
	Hourly	\$44.18	\$50.06	\$53.00	\$55.94	\$61.82

FLSA Status	Position Title
Exempt	Community Development Director
Exempt	Finance Director
Exempt	Leisure Services Director
Exempt	Police Chief
Exempt	Public Works Director
Exempt	Water & Sewer Director

Pay Range		Pay Range				
		Minimum		Midpoint		Maximum
18	Annual	\$97,516.69	\$118,888.82	\$129,574.89	\$140,260.96	\$161,633.09
	Monthly	\$8,126.39	\$9,907.40	\$10,797.91	\$11,688.41	\$13,469.42
	Bi-Weekly	\$3,750.64	\$4,572.65	\$4,983.65	\$5,394.65	\$6,216.66
	Hourly	\$46.88	\$57.16	\$62.30	\$67.43	\$77.71

FLSA Status	Position Title
Exempt	City Attorney
Exempt	City Manager

POLICE ASSOCIATION 2010

Police Recruit	Annual	\$46,588.56
	Monthly	\$3,882.38
	Bi-Weekly	\$1,791.87
	Hourly	\$22.40

		Pay Range					
		Step A	Step B	Step C	Step D	Step E	Step F
Police Officer	Annual	\$50,794.80	\$52,565.40	\$55,982.16	\$59,621.04	\$63,496.44	\$70,210.44
	Monthly	\$4,232.90	\$4,380.45	\$4,665.18	\$4,968.42	\$5,291.37	\$5,850.87
	Bi-Weekly	\$1,953.65	\$2,021.75	\$2,153.16	\$2,293.12	\$2,442.17	\$2,700.40
	Hourly	\$24.42	\$25.27	\$26.91	\$28.66	\$30.53	\$33.76

POLICE NON-ASSOCIATION 2010

		Pay Range		
		Step A	Step B	Step C
Police Sergeant	Annual	\$77,231.48	\$81,799.39	\$86,367.29
	Monthly	\$6,435.96	\$6,816.62	\$7,197.27
	Bi-Weekly	\$2,970.44	\$3,146.13	\$3,321.82
	Hourly	\$37.13	\$39.33	\$41.52

		Pay Range		
		Step A	Step B	Step C
Police Lieutenant	Annual	\$91,549.33	\$94,758.03	\$97,966.74
	Monthly	\$7,629.11	\$7,896.50	\$8,163.90
	Bi-Weekly	\$3,521.13	\$3,644.54	\$3,767.95
	Hourly	\$44.01	\$45.56	\$47.10

		Pay Range		
		Step A	Step B	Step C
Police Captain	Annual	\$101,885.41	\$105,424.23	\$108,963.05
	Monthly	\$8,490.45	\$8,785.35	\$9,080.25
	Bi-Weekly	\$3,918.67	\$4,054.78	\$4,190.89
	Hourly	\$48.98	\$50.68	\$52.39

UNION COLONY FIRE/RESCUE AUTHORITY

2010

Fire Fighters covered by this Agreement shall be paid in accordance with the position classification set forth below:

Effective: For Shift Personnel: December 28, 2009

Effective: For Day Personnel: December 24, 2009

TITLE	2009 Annual	24 -Hour Pay Rate	Day Shift Pay Rate	Exempt Pay Rate	EMTI 1 3.00%	EMTI 2 3.50%	EMTI 3 4.00%	Paramedic
Recruit Firefighter	\$43,958	\$15.05			\$15.75	\$15.87	\$15.98	\$16.45
Apprentice Firefighter I	\$47,006	\$16.10			\$16.80	\$16.91	\$17.03	\$17.49
Apprentice Firefighter II	\$50,257	\$17.21			\$17.91	\$18.03	\$18.14	\$18.61
Journey Firefighter I	\$53,819	\$18.43			\$19.13	\$19.25	\$19.36	\$19.83
Journey Firefighter II	\$57,584	\$19.72			\$20.42	\$20.53	\$20.65	\$21.12
Master Firefighter	\$61,624	\$21.10			\$21.80	\$21.92	\$22.03	\$23.20
Fire Engineer (min)	\$64,704	\$22.16			\$22.86	\$22.97	\$23.09	\$23.55
Fire Engineer (max)	\$67,923	\$23.26			\$23.96	\$24.08	\$24.19	\$25.35
Staff Specialist	\$72,015		\$34.62					
Fire Lieutenant (min)	\$71,347	\$24.43			\$25.13	\$25.25	\$25.36	\$25.83
Fire Lieutenant (max)	\$75,216	\$25.76			\$26.46	\$26.57	\$26.69	\$27.85
Fire Lieutenant Specialist	\$79,770		\$38.35					
Fire Captain (min)	\$83,916			\$3,228				
Fire Captain (max)	\$88,951			\$3,421				
Fire Captain Specialist	\$94,294			\$3,627				

EMTI wages go into effect as follows:

The percentage increase is calculated on the base pay for Maximum Fire Engineer position.

3% increase begins when the EMTI starts practicing with UCFRA

3.5% increase begins at the start of the second year as an EMTI

4% increase begins at the completion of three years as an EMTI and recertification for EMTI

Paramedic pay goes into effect when the Paramedic starts practicing with UCFRA

UNION COLONY FIRE/RESCUE AUTHORITY

2010

		Pay Range				
		Minimum		Midpoint		Maximum
Administrative Specialist (non-exempt)	Annual	\$26,553.70	\$30,481.36	\$32,445.19	\$34,409.02	\$38,336.68
	Monthly	\$2,212.81	\$2,540.11	\$2,703.77	\$2,867.42	\$3,194.72
	Bi-Weekly	\$1,021.30	\$1,172.36	\$1,247.89	\$1,323.42	\$1,474.49
	Hourly	\$12.77	\$14.65	\$15.60	\$16.54	\$18.43

		Pay Range				
		Minimum		Midpoint		Maximum
Sr. Administrative Specialist (non-exempt)	Annual	\$29,635.41	\$34,247.86	\$36,554.08	\$38,860.31	\$43,472.76
	Monthly	\$2,469.62	\$2,605.49	\$3,046.17	\$3,238.36	\$3,622.73
	Bi-Weekly	\$1,139.82	\$1,317.23	\$1,405.93	\$1,494.63	\$1,672.03
	Hourly	\$14.25	\$16.47	\$17.57	\$18.68	\$20.90

		Pay Range				
		Minimum		Midpoint		Maximum
EMS Coordinator Fire Protection Engineer (exempt)	Annual	\$56,562.39	\$66,102.56	\$70,872.65	\$75,642.74	\$85,182.92
	Monthly	\$4,713.53	\$5,508.55	\$5,906.05	\$6,303.56	\$7,098.58
	Bi-Weekly	\$2,175.48	\$2,542.41	\$2,725.87	\$2,909.34	\$3,276.27
	Hourly	\$27.19	\$31.78	\$34.07	\$36.37	\$40.95

		Pay Range				
		Minimum		Midpoint		Maximum
Emergency Management Manager (exempt)	Annual	\$61,908.23	\$70,946.80	\$75,466.08	\$79,985.37	\$89,023.94
	Monthly	\$5,159.02	\$5,912.23	\$6,288.84	\$6,665.45	\$7,418.66
	Bi-Weekly	\$2,381.09	\$2,728.72	\$2,902.54	\$3,076.36	\$3,424.00
	Hourly	\$29.76	\$34.11	\$36.28	\$38.45	\$42.80

		Pay Range		
		Step A	Step B	Step C
Division Chief (exempt)	Annual	\$101,007.06	\$103,723.62	\$106,440.15
	Monthly	\$8,417.26	\$8,643.63	\$8,870.01
	Bi-Weekly	\$3,884.89	\$3,989.37	\$4,093.85
	Hourly	\$48.56	\$49.87	\$51.17

		Pay Range				
		Minimum		Midpoint		Maximum
Fire Chief (exempt)	Annual	\$91,891.14	\$104,121.98	\$110,237.40	\$116,352.82	\$128,583.67
	Monthly	\$7,657.59	\$8,676.83	\$9,186.45	\$9,696.07	\$10,715.31
	Bi-Weekly	\$3,534.27	\$4,004.69	\$4,239.90	\$4,475.11	\$4,945.53
	Hourly	\$44.18	\$50.06	\$53.00	\$55.94	\$61.82

2010 HOURLY PAY PLAN

Pay Range		Pay Range	
		Minimum	Maximum
1	Hourly	7.28	\$10.00

	FLSA Status	Position Title
	Non-Exempt	Assistant House Manager
	Non-Exempt	Building Supervisor
	Non-Exempt	Clerical Assistant
	Non-Exempt	Concession Operator
	Non-Exempt	Driving Range Maintenance Worker
	Non-Exempt	Facility Services Operator
	Non-Exempt	Front Desk Receptionist
	Non-Exempt	Golf Course Starter
	Non-Exempt	Groundskeeper I
	Non-Exempt	Laborer
	Non-Exempt	Museum Aide
	Non-Exempt	School Crossing Guard
	Non-Exempt	Theater Technician
	Non-Exempt	Ticket Clerk

Pay Range		Pay Range	
		Minimum	Maximum
2	Hourly	\$7.28	\$13.00

	FLSA Status	Position Title
	Non-Exempt	Bus Driver
	Non-Exempt	Cable TV Production Technician
	Non-Exempt	Call Taker (Police)
	Non-Exempt	Groundskeeper II
	Non-Exempt	Market Master
	Non-Exempt	Plant Operator
	Non-Exempt	Research Assistant
	Non-Exempt	Senior Clerical Assistant
	Non-Exempt	Senior Laborer
	Non-Exempt	Senior Museum Aide
	Non-Exempt	Senior Theatre Technician
	Non-Exempt	Senior Ticket Clerk

Pay Range		Pay Range	
		Minimum	Maximum
3	Hourly	\$10.00	\$16.00

	FLSA Status	Position Title
	Non-Exempt	Grant Writer
	Non-Exempt	Intern

Non-Exempt	Engineering Technician
------------	------------------------

Pay Range		Pay Range	
		Minimum	Maximum
4	Hourly	\$14.00	\$18.00

	FLSA Status	Position Title
	Non-Exempt	Law Clerk
	Non-Exempt	Legal Intern

Pay Range		Pay Range	
5	Election Judge	\$65.00/day	
	Judge	\$75.00/hr	

2010 SEASONAL PAY PLAN

Pay Range		Pay Range	
		Minimum	Maximum
General	Hourly	\$7.28	\$14.00

FLSA Status	Position Title
Non-Exempt	Assistant Playground Program Supervisor
Non-Exempt	Assistant Pool Manager
Non-Exempt	Cashier (Pool)
Non-Exempt	Lead Lifeguard
Non-Exempt	Lifeguard
Non-Exempt	Playground Park Leader
Non-Exempt	Pool Manager
Non-Exempt	Program Field Supervisor
Non-Exempt	Recreation Program Supervisor
Non-Exempt	Scorekeeper
Non-Exempt	STEP Program Supervisor
Non-Exempt	STEP Program Worker

Pay Range		Pay Range	
		Minimum	Maximum
Officials	Hourly	7.28	\$23.75

FLSA Status	Position Title
Non-Exempt	Adult BB Official-1 Person-No Certification
Non-Exempt	Adult BB Official-No Certification
Non-Exempt	Adult Soccer Official-Indoor
Non-Exempt	Adult Soccer Official-Indoor-1 Person
Non-Exempt	Adult Soccer Official-Outdoor
Non-Exempt	Adult Soccer Official-Outdoor-1 Person
Non-Exempt	Adult Softball Official-1 Person-No Certification
Non-Exempt	Adult Softball Official-2 Person-No Certification
Non-Exempt	Adult Sport Certified Official
Non-Exempt	Adult Sport Certified Official-1 Person (3+ yrs exp)
Non-Exempt	Adult Volleyball Official
Non-Exempt	Adult Volleyball Official-1 Person
Non-Exempt	CARA Swim Coach
Non-Exempt	Senior Games Coach
Non-Exempt	Team Swim Coach
Non-Exempt	Team Tennis Coach
Non-Exempt	Team Track Coach
Non-Exempt	Tennis Coach
Non-Exempt	YA Assistant Track Coach
Non-Exempt	YA BB Official-1 Person
Non-Exempt	YA Football Official-1 Person
Non-Exempt	YA Softball Coach
Non-Exempt	YA Track Coach
Non-Exempt	Youth Sport Certified Official
Non-Exempt	Youth Sport Certified Official-1 Person (3+ yrs exp)

Pay Range		Pay Range	
		Minimum	Maximum
Instructors	Hourly	\$7.28	\$36.00

FLSA Status	Position Title
Non-Exempt	Basket Weaving Instructor
Non-Exempt	Carving Instructor
Non-Exempt	Dance Administrator
Non-Exempt	Dance Advanced Instructor
Non-Exempt	Dance Instructor
Non-Exempt	Drawing Instructor
Non-Exempt	Fitness Instructor
Non-Exempt	Guide Trips
Non-Exempt	Guitar Instructor
Non-Exempt	Gymnastics Instructor
Non-Exempt	Head Tennis Instructor
Non-Exempt	Jewelry Making Instructor
Non-Exempt	Loom Weaving Instructor
Non-Exempt	Massage Therapy Instructor
Non-Exempt	Music Theatre Instructor
Non-Exempt	Painting Instructor
Non-Exempt	Private Fitness Trainer
Non-Exempt	Private Swim Instructor
Non-Exempt	Self Defense Instructor
Non-Exempt	Stained Glass Instructor
Non-Exempt	Wild-Edible Plants Instructor
Non-Exempt	Woodworking Instructor
Non-Exempt	WSI Swim Instructor
Non-Exempt	Yoga Instructor
Non-Exempt	Youth Tennis Advanced Instructor