

**MANAGEMENT AND FINANCE POLICY COMMITTEE (M&F)
MEETING**

**TUESDAY, September 24, 2019
2:30 PM, Ponderosa, Aurora Municipal Center**

Council Member Gruber, Chair
Council Member Lawson, Vice Chair
Council Member Richardson
Interim Deputy City Manager Roberto Venegas
Finance Director Terri Velasquez

The Management and Finance Committee oversees the following Council goal and objectives:

PROVIDE A WELL-MANAGED AND FINANCIALLY STRONG CITY

- Ensure the delivery of high quality services to residents in an efficient and cost effective manner.
- Maintain superior financial reporting, financial controls, appropriate reserves, budgeting financial management, and transparency, and invest in capital and infrastructure to support efficient and effective long-term provision of services.
- Maintain a high financial credit (bond) rating, maintain debt policies and debt practices that allow the assessment of appropriate debt levels, and periodically review debt and debt service to minimize costs.
- Provide appropriate stewardship of natural resources to ensure long-term sustainability for the city.

1. APPROVAL OF August 27, 2019 DRAFT MINUTES (5 minutes)

2. CONSENT ITEMS

- **Sales Tax Chart**

Presenter: Greg Hays, Budget Officer (5 minutes)

3. PEER TO PEER MOTOR VEHICLE SHARING

Presenter: Trevor Vaughn, Manager of Tax and Licensing (10 minutes)

4. 2020 PAY RESOLUTION

Presenter: Dianna Giordano, Director of Human Resources (10 minutes)

5. 2020 EMPLOYEE BENEFITS

Presenter: Dianna Giordano, Director of Human Resources (20 minutes)

6. GENERAL IMPROVEMENT DISTRICT (GID) BUDGETS

Presenter: Mike Shannon, Debt and Treasury Manager (10 minutes)

- **Aurora Conference Center**
- **Cherry Creek**
- **Meadow Hills**
- **Peoria Park**
- **Pier Point 7**
- **Cobblewood**

7. GERP ORDINANCE DEFINITIONS CORRECTION

Presenter: Nancy Wishmeyer, Controller (10 minutes)

8. POLICE PENSION UPDATE

Presenter: Terri Velasquez, Finance Director (10 minutes)

9. MISCELLANEOUS MATTERS FOR CONSIDERATION

- Next meeting is on October 22 at 2:30 pm., **Aurora Conference Room**

Total projected meeting time: 80 minutes

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MANAGEMENT AND FINANCE POLICY COMMITTEE

August 27, 2019

Members Present: Council Member David Gruber – Chair, Council Member Angela Lawson – Vice Chair, and Council Member Charlie Richardson - Member

Others Present: City Manager Jim Twombly, R. Venegas, T. Velasquez, G. Hays, M. Shannon, S. Shanks, M. Geyer, J. Cox, V. Irvin, P. Sylvester, S. Ruger, M. Lawson, T. Vaughn, Z. DeBoyes, J. Napper, H. Hernandez, J. Giddings, F. Aranda, G. Thrasher, D. Giordano, K. Boller, T. Vaughn, J. Schneebeck, D. Collins, C. Valentine, E. Watson, B. Bell, A. Youngblood, C. Anderson, T. Vialpando, K. Claspell, Pennington, J. Speer, M. Smith, A. Fogg, M. Sullivan, M. Kapdor, N. Finco and T. Hoyle

INTRODUCTIONS AND MINUTES

July 23, 2019 minutes were approved.

CONSENT ITEMS

Sales Tax Chart

June of 2019 was 5.8 percent higher than June of 2018.

Outcome

The Committee thanked staff.

Follow-up Action

No follow-up needed.

2020 SERVICE FEES

Summary of Issue and Discussion

As part of the 2020 budget process, departments reviewed the City's service fees to determine which fees may require adjustments or elimination for 2020. These fees were submitted to the City Manager for approval and inclusion in the 2020 Proposed Budget.

Council Member (CM) Gruber noted that some of the departments had different variances and wondered in general what drove those variances. G. Hays said that for some departments revenues were better than expected.

CM Lawson asked if fees are reviewed every year during budget time. G. Hays replied yes, and these fees are part of the 2020 budget.

Outcome

The Committee thanked staff.

Follow-up Action

No follow up is necessary as this item was informational only. Service Fees will be provided at the Budget Workshop.

SADDLE ROCK SOUTH METRO DISTRICT #1 DISSOLUTION

Summary of Issue and Discussion

District No. 1 has reached the end of its life cycle and exists to solely carry out operations and maintenance functions for the assets of District 2 - 4. In addition, the property District No. 1 is located on is being developed into a commercial project. Once it is developed the Directors of District No. 1 will no longer own the property and therefore not be qualified as to serve as District Directors. Therefore, the Metro District wishes to dissolve District No. 1.

This request was originally brought before the Management and Finance Committee on June 25, 2019 and the Committee forwarded it on to Council Study Session. In the interim, the applicant has included additional information in the form of assignments of Intergovernmental Agreements and other agreements previously made with the City.

As part of the dissolution process, the applicant is requesting the city's consent for several agreements District #1 had with the city to be assigned to the new Authority. These include the original IGA between the city and District #1, Stormwater Maintenance Agreement, Parking Regulations and Piney Creek Trail Agreement. Since the Piney Creek Trail agreement involved a one-time payment, and this payment was received, there is no need to assign this agreement.

Outcome

Committee Members recommended this item be forward to Study Session.

Follow-up Action

Staff will forward this to September 16, 2019 Study Session.

TOWER BUSINESS IMPROVEMENT DISTRICT

Summary of Issue and Discussion

In February 2019 property owned by Majestic Commercenter II (538 acres) was annexed into the city. Associated with the planned development is the need for the financing of millions of dollars' worth of power sources and facilities that will serve the development, including without limitation natural gas, electricity and solar installations. The Tower Metropolitan District serving this property does not have the statutory authority to pay for such improvements.

The BID's creation is requested in order to fund those improvements that the Tower Metro District cannot in addition to the services and public improvements allowed under Colorado law for business improvement districts, generally.

The provision of these improvements and services will be coordinated with Tower Metro District which the boundaries of the BID overlap in part. The BID's activities will neither interfere with nor duplicate those undertaken by Tower Metro District though the two entities will have the authority to cooperate in the extension of facilities and improvements beneficial to both, or where efficiencies in the development process may be gained.

CM Gruber asked if there were no multi-family or single-family housing and if 100% of the BID (Business Improvement District) will be for commercial uses. Mike Sullivan, DA Davidson said that's correct.

Outcome

Committee Members recommended this item be forward to Study Session.

Follow-up Action

Staff will forward this to September 16, 2019 Study Session.

TOWER METRO DISTRICT SERVICE PLAN AMENDMENT

Summary of Issue and Discussion

Tower Metropolitan District was organized within the City by order and decree of the District Court of Adams County on March 5, 1980. Tower Metro District did not have a service plan originally because of the operation of law at the time but filed a "statement of purpose" in 1986 pursuant to Colorado Revised Statute Section 32-1-208. The Tower Metro District has historically provided operated and maintained street improvements and associated landscaping and storm drainage improvements.

In the last year, significant acreage to the east has been annexed and included within Tower Metro District. To accommodate the expanded boundaries and the added costs of the public improvements for the project, Tower Metro District needs to amend its 1986 statement of purpose and adopt the city's model service plan.

Tower Metropolitan District Summary:

Size – In 2018 the area of the District Boundaries included approximately 926.33 acres. In December 2019, the District's Board of Directors ordered the inclusion of approximately 538.415 acres. The total area of the District now includes approximately 1,464.75 acres.

Type of Development – Mixed Use to include Retail, Commercial, Office, and Industrial. No-residential.

Debt Limit - \$50,000,000

Council Member (CM) Gruber asked if the Aurora Regional Improvement (ARI) that is currently in the City's service plan, will that apply, and will there be some type of regional improvement fee. V. Irvin replied yes, there's an improvement fee and the ARI will apply. C M Gruber asked is it standard as some of the other ones have asked us for 5% up front. V. Irvin said no, that it will be standard, and they've agreed not to join an Authority, but sign an Intergovernmental Agreement (IGA) with the City so it can be determined where funds are spent. CM Gruber responded that his concerns are the drainage area that flows through First Creek. The road construction could be a pretty significant undertaking project, and in some of the new areas the ARI went to a 5% mill rate and was that not considered. V. Irvin said that partially the issue was that the 5% mill rate would have been a greater impact to the existing property owners and members for that Metro District. Michael Kapoor, Majestic Realty of Tower Metro District spoke and said that was correct. Because of the assessed evaluation, currently the \$115 million is

expected to increase substantially with the Shamrock transaction and yes, the 1% mill would be perceived differently than the 5% mill for someone else.

CM Richardson said that he spent time on the campaign trail and some candidates viewed Metropolitan Districts as poorly liked.

CM Lawson asked where she obtain a copy of the model service plan before there were any amendments. There have been some talks on the campaign trail about possibly changing the model service plan that accommodates all Metro Districts. V. Irvin said she would be happy to put together a package of information that would provide history and examples to help answer questions.

Outcome

Committee Members recommended this item be forward to Study Session.

Follow-up Action

Staff will forward this to September 16, 2019 Study Session.

CAREER SERVICE COMMISSION UPDATE

Summary of Issue and Discussion

P. Sylvester provided an overview and update. The Commission hears and reviews appeals by aggrieved Career Service employees who have been laid off or disciplined by suspension, demotion, fine or dismissal.

The Commission is comprised of five Commissioners as set forth in Section 9-3 of the City Charter. The Career Service Commission is voluntary, and members serve a six-year term.

The appeal to the Commission shall be initiated by a written statement in compliance with the City's Personnel Policies and Procedures Manual. As explained therein, the written statement must set forth the reasons why the disciplinary order should be reversed or modified.

These hearings can be open or closed to the public. This decision is made by the commission on a case by case bases. (Example – Sexual Harassment: Closed Hearing)

An Assistant City Attorney will serve as counsel for the department and the employee who is being disciplined has the option to secure their own outside counsel or the employee can represent themselves.

CM Richardson said that on the campaign trail he attended a union event. If Career Service employees were unionized, they would likely have lawyers at the Career Service Commission hearings.

CM Gruber said he didn't have any questions, but he asked staff to pass on thanks to the Commission volunteers. I know it's relatively a thankless job and is not a fun thing to do. I'm sure there's a lot of training that volunteers must undergo before they can do this. Please pass on our thanks.

Outcome

The Committee thanked staff.

Follow-up Action

No follow up is necessary as this item was informational only.

ELECTION COMMISSION UPDATE

Summary of Issue and Discussion

S. Ruger introduced Carolyn Boller, Election Commission Chair, and provided an overview and update. Over the past year, the Election Commission has been involved with numerous initiatives, including currently playing a key role in the 2019 Regular Municipal Election.

Specific highlights of their efforts include:

1. **Redistricting.** Pursuant to the authority established in the Charter, the Election Commission reviewed and made recommendations to the City Council regarding updating Ward boundaries. The new boundaries were established by ordinance in May 2019 and changed the deviation of population between the various wards from nearly 46% to 9.4%. This helps to ensure residents have equitable representation on City Council.
2. **Election IGA's.** A concern was brought to the Election Commission by a Council Member regarding the new Arapahoe County Clerk's ability to impartially run a coordinated election. The Election Commission was asked to discuss alternatives to a coordinated 2019 election. The Election Commission explored alternate ideas, including the feasibility of Aurora running its own election. Ultimately, the Election Commission recommended certain changes to Aurora's IGA with Arapahoe County to help ensure equitable exchange of information for all municipal candidates.
3. **Campaign Finance.** A Council Member approached the Election Commission in regard to adding additional campaign finance reporting dates. The Election Commission discussed this approach and gave feedback, including highlighting some concerns regarding the reporting requirements for Independent Expenditure Committees.
4. **Rank Choice Voting.** The Election Commission has been approached on several occasions from citizen groups to explore the use of "rank-choice voting." Throughout the first half of 2019, the Election Commission studied the appropriateness of rank-choice voting for Aurora, including receiving a presentation from Denver's rank-choice voting expert. At this time, the Election Commission does not recommend moving forward with this approach.

The Election Commission will continue to assist with the 2019 election. In the future, the Election Commission is excited to help with any new initiatives the City Council may bring forward pertaining to elections and will continue to explore election best practices.

CM Lawson said she had heard talks that people were asking why there were four At Large Council Members and why not add another Ward. C. Boller said there have been conversations about whether to eliminate all Wards and solely elect At Large or add an additional Ward. After Census and the population count are in those type of conversations more than likely will continue.

CM Richardson said if the system would break down which do you think will it be Adams or Arapahoe. C. Boller said everything should go okay. Arapahoe County has been observed on other elections. I've known the folks and they do excellent work. The person that runs the counting machine has been doing the job for a long time. Adams County does have a new County Clerk; however, the staff has been trained by three previous Clerks and their portion of the election also should go smoothly.

CM Richardson asked what percentage of people vote at the very start of an election once the ballots are mailed? C. Boller said there's a big rush at the very beginning and on the last day. S. Ruger said the last election turnout was just a little over 26%, and that election was smaller because we didn't have mayoral candidates. Part of the effort we're trying to do is to encourage people to vote and it's important to vote at the local level.

CM Gruber said I would like to talk about the campaign finance reports because we're starting to see them come in now. One of the things I've seen on the campaign finance reports is the lack of quality control such as misspellings and missing words and the lack of the "in kind donations" showing up on the campaign finance. What training has been for quality control? S. Ruger said there were three trainings for the candidates and there was talks about how to use the system and how to report things and what to do. As the reports come in, we don't audit them, we make them public as soon as we can. My opinion is that the check and balance on these reports is that the voters get to look and make the decision based on what's being reported as to who they might vote for. That's the purpose for putting the reports out there for the public. As far as quality control, if there's specifically a challenge on one of the entries, that would come to me as the Hearing Officer by presumably one of the other candidates or perhaps someone from the public. So, if there's something specific anybody might challenge anything on the report, we would investigate it and ask the candidate to provide backup detail to make sure we are auditing that correctly and issue a ruling whether there were any violations or problems with that entry. So, we don't actively audit them. We put them out as presented. There are certain things we do check for such as making sure that they came in on time. You might have seen that one of the candidates had an addendum that came in after the report was due that had 75 additional entries. Those are the types of things that we want to put out there to the public as quickly as possible, so the public has the benefit of seeing the reports equitably.

CM Gruber said for example, talking about the addendum that missed the deadline, do we have a clause in our campaign finance laws that this would be a violation in the campaign finance laws? S. Ruger said no, and it's a general reporting deadline, but there's a provision that candidates must pay a \$50 fine for every day that passes for any report that's filed late. The example of the addendum that was provided, it came to me the very next morning which was one day after the report was due. Our Code says that we will charge \$50 for every day that passes and so there is a one-day grace period. If the additional entries had come to me another day later, we would have

charged \$50 as a late fee. CM Gruber said would that been on the report that there was a late fee assigned? S. Ruger said we probably wouldn't put that directly on the report but that's certainly something that might not be a bad idea, especially if it is paid for by campaign funds. And honestly that should be an expense on the campaign on the next report because it is germane to the campaign. And so, I would ask whoever it was to go ahead and list that as an expenditure as part of their campaign financing so that it's clear as well to the public. CM Gruber said okay we also talked about Emerge and the classes and the folks that they bring in for canvassing as a "in kind expense" I didn't see that on the report and so how's that tracked? We know you did this because they testified in front of Council that they're doing it and yet you have nothing on your report? S. Ruger said that would be a challenge that could be brought to my office and we would go through a hearing process on that and make a ruling. C. Boller questioned if a volunteer comes in and works two hours is that volunteer considered as an "in kind" contribution? S. Ruger said it depends. CM Gruber said the issue is they volunteer to the candidate or are they a volunteer that Emerge aligned. So, what we were told in multiple Council meetings is Emerge provides classes which is an expense Emerge provides canvassers and Emerge provides candidates to get out to vote. So, if you have a bunch of strangers that you have never met before knocking on doors and that's certainly "in kind" and again that's not a volunteer that's volunteering it's a volunteer from Emerge. S. Ruger said sure, if they're advocating and campaigning on behalf of a candidate and the intent is to support that campaign and get people to vote for that candidate, I would construe that as "in kind" donation for sure. How you would quantify that? I'm not really sure. There's an estimate for the fair market value that we would put in the system. It could go either way. That would be a type of thing that someone would have to come in and challenge that if it didn't appear on the report give us specific details about the when, where, and why and how that happened, and we would investigate and make a ruling based on that. CM Gruber said would Council testimony be sufficient to say this is happening because like I mentioned before, there's classes, canvassing, and get out to vote efforts. S. Ruger said I think that would be one component for whoever is challenging to bring forward. CM Gruber said how else would a person acquire knowledge to challenge because the person obviously doesn't know what they don't know. C. Boller said I just don't know that we ever considered volunteers as being "in kind" volunteers. I've never seen that through the state.

CM Lawson said I've never seen that with the state if we're following their guidelines. I have never seen that on tracer so that might be something that becomes a legal opinion. I'd like to ask about NAACP. They do classes, and would that be considered "in kind"?

CM Gruber said let's pursue that and we'll get a legal opinion on these groups. I would like to explore the question specific to 501c(4)'s. Those organizations that are specifically formed as political organizations and their direct support to candidates. Because anything a 501c(4) does should be identified in the campaign financials. That's what transparency all about. We should be transparent on who's doing what and bringing the money to the table.

S. Ruger said I think we're all on the same page. So, I will get the question up to our Legal staff and we'll get a ruling back to this group and get it out to the candidates as well.

CM Gruber said I think once the ruling is made it should go out immediately as opposed to waiting another month for our meeting.

CM Richardson asked when the next financial report is due. S. Ruger replied, September 6 and up to midnight. Because we have an online system that's available 24-7, we felt it was prudent to give candidates till midnight on that day instead of close of business because it doesn't really matter to us either way since it's all done digitally. CM Richardson said, but turning in petitions you wouldn't stay open to midnight? S. Ruger said no, petitions would need to be in by close of business day. CM Richardson said, not naming names has anybody not turned in anything yet? S. Ruger said two candidates were pending who haven't turned in anything yet.

CM Lawson asked if the fine was \$50 per business day or calendar day? S. Ruger replied calendar days, so per day.

CM Richardson departed from the meeting.

Outcome

The Committee thanked staff.

Follow-up Action

Follow up with legal regarding legal opinion for 501c(4) reporting on campaign finance reports.

OVERVIEW OF ELECTRIC VEHICLE PROGRAM

Summary of Issue and Discussion

M. Lawson gave an overview and stated that staff was requested to bring general information on the city's electric vehicle (EV) program, 'Drive Electric Aurora', to the Management and Finance Policy Committee. The request, made by Council Member Bob Roth, followed a complaint from a resident about the city offering no-cost electric vehicle charging to visitors and employees at the Aurora Municipal Center. The no-cost charging is part of a broader citywide effort to encourage both residents and the city itself to introduce more EVs into the Aurora community. EVs emit less greenhouse gas and particulate matter than do their gasoline and diesel-powered counterparts. As a result, all residents benefit.

Since the inception of its EV program in 2013, the city has installed 52 electric vehicle chargers and purchased 23 plug-in hybrid EVs for its fleet. Eight additional chargers are slated for installation in 2020. Since the first chargers were installed at AMC in February 2014, the Drive Electric Aurora program scope has expanded to offer EV charging to visitors to city facilities as well as city employees.

Beginning in fall 2017, the city began offering no-cost EV charging to visitors and employees at select locations, including the Aurora Municipal Center. Charging has been included with the price of regular parking at the Hyatt Regency garage and Iliff Station garage since those facilities opened. The no-cost charging has been offered as an incentive to get visitors and employees to purchase EVs.

EVs reduce carbon emissions and make the air cleaner for all of Aurora and the wider metro region. Offering no-cost charging is also viewed as a benefit for employees and is a method for attracting high quality talent to the city.

According to a June 2019 survey of city employees, 48% of respondents are considering purchasing an EV while 53% said having EV charging available at their workplace increases the likelihood they will purchase an EV in the future. Of the 55 employees that already own EVs, 58% said having charging available at their workplace played a positive factor in their purchasing an EV.

Since charging was initially offered in February 2014, the city has spent \$14,600 in associated electricity costs. A total of \$3,600 in fee revenue from charging and associated penalties have been recovered. Some of the charging costs has resulted from official city use. Usage of city EV chargers has gradually increased since charging was made available at no cost in September 2017.

CM Lawson asked how was the constituent addressed? Was this information given to him and was he not satisfied? M. Lawson said the request for this presentation came after I responded to the gentleman. I put together a lot of these talking points in a more condensed version and emailed it back to him. There were a couple email exchanges and he held fast to his opposition to the no-cost charging.

CM Lawson asked what is the City match for the grant? M. Lawson replied the City matches 20%. The grant itself covers the cost of equipment such as the charger and the City generally matches by paying the installation costs.

CM Lawson asked, what about the enforcement? How do you keep people, so they're not parked at the station all day? M. Lawson replied, a lot of the control is through the charger network software system and the Parking Manager. There's a \$2 per hour penalty charge if the car isn't moved and has remained in place past a one-hour grace period after the car battery is fully charged.

CM Gruber said I like the program and the fact that it was started however I am wondering what it's going to look like in 5-10 years from now. I'm concerned about the revenue vs. costs curve and how it's approached. At what point in time do we declared success and start charging for parking and using the City's electricity? I think in the longer term it's easy to justify \$14,000 expense, \$3,000 revenue and getting the program off the ground. I'm good with that, but I do think we need to discuss where we are going to be in 5-10 years, as far as success and what sustainable looks like. I think it's worthwhile to track what we are doing on our parking meters at the light rail stops and so forth, but we need to have a 2nd part of the plan. We have the first part of the plan and that's to continue to get grants. However, I think there should be more work on where we are going in 2-5 years and 10-years when we start charging more to answer these types of questions. I recommend that the answers are not tied necessarily to a date but some quantifiable event that said once we have 200-300 charging stations out there and we switchover to go on a revenue neutral model as opposed to a revenue loss model. Once you have that, it would be much easier for Council to say, here's why it's a good thing and no this isn't a giveaway forever, we are kicking it off and here's the other half of the plan.

Council Member Gruber asked that this come back for a future meeting with a 2nd half of the plan.

Outcome

The Committee thanked staff. Staff to come back with a 2nd half of the plan for a future meeting.

Follow-up Action

Informational only. Staff will bring the 2nd half of the plan to a future Management and Finance Meeting.

GERP UPDATE

Summary of Issue and Discussion

Steve Shanks, GERP Plan Administrator, presented an overview of the plan and the funding progress of GERP.

CM Gruber said December was an incredibly bad month. S. Shanks agreed and stated based on December market losses GERP ended up with a loss for the year. He continued, where as if you look at November and January and February, then GERP wouldn't have losses. Really, we have an unfortunate timeframe to report this. But the combined pension contribution between the City and employees at 14% is still a good number to keep us on the right road.

CM Lawson said, you talked about the actual changes that affects the liability and employees staying on the job longer. Have you investigated this deeper as to why? Because at the State a lot of employees are staying on the job due to medical cost. S. Shanks we deal with it as it is, and not necessarily digging into the why. Certainly, we do talk with Human Resources. And when we say people are staying on the job longer that's talking about people closer to retirement that doesn't necessarily mean everybody. T. Velasquez said the normal range for retirement age for this plan is now 67 for Tier II, and 65 for Tier I. So, people are considering that as well. If they do retire earlier then their benefit is reduced. Human Resources probably hears more about employees staying longer on the job due to medical costs. I know that we hear it with the 457 Committee that people are saving to make up that difference to offset other costs.

CM Gruber said there was a discussion at the FPPA that I would like to mention that is important here. If there's anything that causes the funding gap to increase in GERP, the City Council has the authority to modify the plan or modify the payments in order to bring it back. Whereas in FPPA if that gap expands or the state legislature requests to change it, the state wouldn't have the ability to say no. When the FPPA says we need you to increase your contribution by 4%, that would be a mandatory increase which would apply to the City and the City must pay. We would have to determine which services we would eliminate in order to make that up. T. Velasquez said the GERP plan has its own board, but City Council oversees it through City code. CM Gruber stated you're correct for GERP and for FPPA we are told by the State what the contributions are based on legislation or whatever their board decides.

Outcome

The Committee thanked staff.

Follow-up Action

No follow up is necessary as this item was informational only.

WATER PREPAY

Summary of Issue and Discussion

M. Shannon provided an overview. Beginning in 2010, a number of debt prepayments have occurred for both water and sewer resulting in significant savings, and a rating increase for water by Fitch in 2012. In addition, there were no rate increases for water rate payers from 2011 to 2016.

Cumulative prepayments have resulted in a \$166 million reduction in debt (\$140 million water and \$26 million sewer) resulting in \$47 million in savings, and NPV (net present value) benefits ranging from 18-65%. The threshold for NPV savings is 3%. All of these transactions have been accomplished to the benefit of the rate payers without impairing the liquidity of the enterprises to perform their duties.

In the summer of 2016 when all of water's debt was refinanced, one piece of the new debt was structured as a \$45 million Step Coupon Bond. The purpose of this particular bond was to provide water the opportunity to voluntarily pay off debt early, with no penalty. The earliest payoff date for this debt is August 1, 2019. Given water's strong financial performance since the summer of 2016 and high current liquidity, the decision has been made to exercise this optional prepayment on September 18th following a 30-day conditional notice. By making this prepay, water will have NPV savings of \$17.5 million or 39%.

CM Gruber said a potential Triple-A rating would then reduce our cost of borrowing money and increase the flexibility that we have. M. Shannon replied, we hope.

CM Gruber said, I think this is a prudent move when I look at the amount of money that we have in reserve for some of the major projects that are coming up, especially Wild Horse Reservoir and a couple of others. I'm impressed with the work that has gone into the insuring that the funds are available to pay for those type of projects and making money available upfront. With an opportunity like this, I don't see why we wouldn't want to do it.

Outcome

Informational Only. Formal action will be with the Fall Supplemental.

Follow-up Action

Formal action to appropriate the prepayment amount will be included in the Fall Supplemental. This will be presented at the October 22, 2019 Management and Finance Policy Committee meeting.

MISCELLANEOUS MATTERS FOR CONSIDERATION

Summary of Issue and Discussion

M. Shannon provided an update on the Aurora Municipal Center (AMC) refinancing. The ordinance for the refinancing has moved forward to Council and will be finalized on September 16, 2019. In addition, a resolution is required to identify the collateral for the AMC refinancing.

Does the Committee recommend that the resolution move forward to a Regular Council meeting?

Council Member Gruber and Council Member Lawson recommended this item go directly to a Regular Council meeting.

Outcome

Committee Members recommended this item be forward to a Regular Council meeting.

Follow-up Action

Staff will forward this to September 23, 2019 Regular Council meeting.

- The next Management and Finance Policy Committee meeting is on Tuesday, September 24, 2019 in the Ponderosa Room.

THESE MINUTES WERE APPROVED AS SUBMITTED

David Gruber, Chair of the Management and Finance (M&F) Committee

Date

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Management and Finance Policy Committee Agenda Item Commentary

Item Title: Sales Tax Chart
Item Initiator: Greg Hays
Staff Source: Greg Hays, Budget Officer
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

Members of the Management and Finance Policy Committee have asked for the monthly sales tax performance chart.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

Attached is the July sales tax performance chart. July of 2019 was 11.3 percent higher than July of 2018.

QUESTIONS FOR Committee

N/A, Information Only

EXHIBITS ATTACHED:

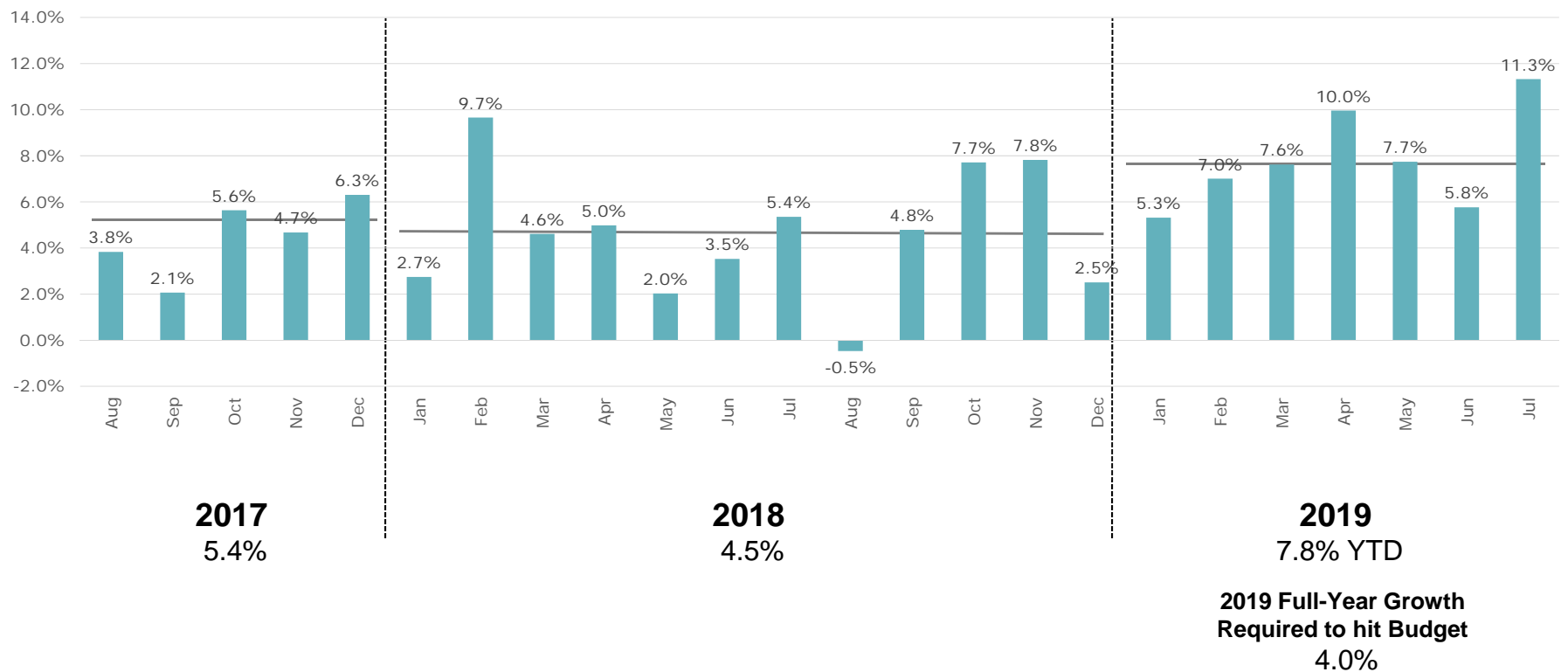
Sales Tax Chart_Jul19.pdf

July 2019 Sales Tax Performance



Percent Change from Prior Year By Month

July 2019 YTD Variance to:
 Budget - \$4.2m (3.7%)
 2018 - \$8.6m (7.8%)



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Management and Finance Policy Committee Agenda Item Commentary

Item Title: Car Sharing and Marketplace Facilitator Informational Item Regarding Tax Collection and Enforcement
Item Initiator: Trevor Vaughn, Manager of Tax and Licensing
Staff Source: Trevor Vaughn, Manager of Tax and Licensing
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

As part of the growth of the sharing economy on the internet, car sharing, or car rentals of personal vehicles is growing. This presents challenges with collection of tax on these rentals. A review at committee was requested by Councilmember Roth.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

Peer to peer car sharing is gaining in popularity. This may be impacting the market share of traditional brick and mortar car rental companies that collect city sales tax on car rentals. This is an information item regarding the industry and the current recommended approach by staff. In peer to peer car sharing, like Airbnb for lodging, an individual publishes their asset on the site for rental. The website facilitates the transaction including charging a customer's credit card for the rental. The facilitating website then retains a fee for the transaction. Since it is a personal asset, most individuals on the website do not obtain a business license and do not collect sales tax without prompting by proactive enforcement. The websites maintain that they are not the business and therefore should not be required to collect sales tax and that it is the responsibility of the vehicle owner to collect taxes. Some operators on these websites do utilize the asset full time for the business operation. An additional complicator with the peer to peer sharing is that personal vehicle owners pay sales or use taxes to the city when they purchase the vehicle. Rental companies purchase their cars tax exempt for resale then collect tax on the subsequent rentals. For rentals of less than 36 months, the State provides an exemption if sales tax was paid on the original purchase. Therefore, state sales tax does not apply to peer to peer car sharing. The city does not have a similar exemption and peer to peer car

sharing is subject to the City's sales tax. A number of these websites have gained in popularity with renting cars, recreational vehicles, and boats. Ideally, the websites would collect sales tax on behalf of the owners. Since the sites do not collect taxes, it presents an enforcement challenge for the city. The transaction through the website makes it difficult for the city to identify the owners. The nexus of the website operators for enforcement of city regulations is unclear at this time. With House Bill 19-1240, the state is requiring marketplace facilitators to begin collecting tax for state collected entities on October 1st, 2019. This change in law is part of the implementation of the rules resulting from the decision in the Wayfair v. South Dakota case in 2018. Home rule cities in Colorado are currently delaying implementation of Wayfair pending clarity in how the ruling works within Colorado's system of home rule collections. The state is currently pursuing a simplification system with the requirement that it integrate with home rule city tax and licensing systems. This system would simplify collection and remittance and may allow the home rule cities to begin mandating collection by non-physical premise retailers including marketplace facilitators such as car sharing websites without risk of a legal challenge. Staff would recommend revisiting this topic and perhaps adoption of marketplace facilitator language into the tax ordinance at a later date. Currently, it is very difficult to estimate the full impact of lost revenue from peer to peer car sharing at this time. Based on listings on websites, the city may be missing \$30,000 to \$50,000 in revenue annually with non-compliance. For now, it is recommended that city revenue staff pursue non-compliance as part of regular enforcement and prioritize cases based on business activity. Significant proactive enforcement would either divert compliance resources or require the addition of resources and since many of the parties engaged in this activity do it secondarily, the efforts may not validate the resources utilized. Staff will attempt to identify parties operating primarily a business through the site for targeted compliance efforts. Staff has also conferred with Denver on this issue that also is attempting to gain compliance. The State legislature passed Senate Bill 19-090 this past year requiring insurance and that vehicles not have open recalls. The bill also required car sharing companies to enter airport concessionaire agreements. The legislation did not require collection of sales tax. Staff will continue to monitor as the State implements Marketplace Facilitator rules on October 1st and will return to Management and Finance with a strategy and potentially an ordinance in the future as regulatory options become clearer and the legal requirements are better defined.

QUESTIONS FOR Committee

Is the committee in agreement with staff recommendation as continuing to monitor and research the legal options for enforcing tax collections with regards to Marketplace Facilitators?

Would the committee support staff draft an ordinance with Marketplace Facilitator language for a consideration at a future Management and Finance Committee?

EXHIBITS ATTACHED:

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Management and Finance Policy Committee Agenda Item Commentary

Item Title: A resolution of the City Council of the City of Aurora, Colorado approving the 2020 Employee Pay Schedule and Classifications.
Item Initiator: Dianna Giordano
Staff Source: Dianna Giordano, Director of Human Resources
Deputy City Manager Signature: Nancy Freed
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

Each year, in concert with the annual budget process, Human Resources prepares an updated pay schedule and submits the schedule with a Resolution for Council's approval. As part of the 2020 budgetary process and to sustain the compensation and the classification system adopted by the City the attached is proposed for classifications including but not limited to, career service, civil service, Department Directors, Appointees, temporary, seasonal and part-time positions.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

The attached resolution will approve the 2020 Employee Pay Schedule and Classifications for the employees of the City of Aurora, Colorado.

QUESTIONS FOR Committee

Does the M&F Committee support approval of the resolution approved the 2020 Pay Schedule and Classifications, and sending it for full Council consideration at a regular meeting?

EXHIBITS ATTACHED:

2020 Pay Schedule.pdf
Resolution Pay Schedule 2020.doc

2020

PAY SCHEDULE



CITY OF AURORA



2020 SALARY SCHEDULE
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**2020 SALARY SCHEDULE
ELECTED OFFICIALS - PAY GRADES**

TITLE	JOB CODE	SALARY SCHEDULE	PAY GRADE	ANNUAL SALARY
Mayor	1010	ELES	290	\$ 82,400
Mayor Pro-Tem	1020	ELES	300	\$ 21,167
Council Member	1030	ELES	310	\$ 19,055

*In accordance with the City Charter, Section 3-6, the annual salary of Elected Officials is increased or decreased based on the Consumer Price Index (CPI) for the area, or the average increase or decrease given to all City employees, whichever is less.

*City Council Appointees' salaries shall be modified only by the City Council as the appointing authority for each incumbent.

2020 SALARY SCHEDULE
CAREER SERVICE PAY GRADES

Salary Grade	Range Minimum	Range Midpoint	Range Maximum
A01	\$27,851 13.39000	\$33,421 16.06800	\$38,992 18.74600
A05	\$32,136 15.45000	\$38,520 18.51940	\$44,905 21.58880
A10	\$36,871 17.72630	\$44,283 21.29010	\$51,696 24.85390
A15	\$41,198 19.80690	\$49,436 23.76725	\$57,673 27.72760
A20	\$45,119 21.69180	\$54,074 25.99720	\$63,029 30.30260
A25	\$48,204 23.17500	\$57,781 27.77910	\$67,357 32.38320
A30	\$53,046 25.50280	\$63,651 30.60130	\$74,256 35.69980
A35	\$56,538 27.18170	\$69,210 33.27415	\$81,883 39.36660
A40	\$61,487 29.56100	\$75,295 36.19935	\$89,102 42.83770
A45	\$67,250 32.33170	\$82,397 39.61380	\$97,543 46.89590
A50	\$73,120 35.15390	\$89,606 43.07975	\$106,092 51.00560
A55	\$84,561 40.65410	\$103,617 49.81595	\$122,674 58.97780
A60	\$94,716 45.53630	\$116,054 55.79510	\$137,392 66.05390

Salary Grade	Range Minimum	Range Midpoint	Range Maximum
B10	\$65,922 31.69310	\$82,397 39.61380	\$98,872 47.53450
B20	\$82,397 39.61380	\$102,996 49.51725	\$123,595 59.42070
B50	\$90,645 43.57930	\$113,301 54.47155	\$135,957 65.36380
B60	\$94,758 45.55690	\$118,453 56.94870	\$142,148 68.34050
B70	\$103,007 49.52240	\$128,758 61.90300	\$154,510 74.28360
C05	\$117,018 56.25860	\$146,262 70.31810	\$175,505 84.37760
C10	\$127,816 61.44980	\$159,748 76.80195	\$191,681 92.15410
C15	\$134,821 64.81790	\$168,510 81.01465	\$202,200 97.21140
C20	\$143,369 68.92760	\$179,212 86.15950	\$215,054 103.39140
C25	\$149,968 72.10000	\$187,460 90.12500	\$224,952 108.15000
C30	\$160,466 77.14700	\$200,636 96.45950	\$240,806 115.77200
C35	\$177,155 85.17070	\$221,449 106.46595	\$265,743 127.76120
C40	\$194,251 93.39010	\$242,873 116.76595	\$291,495 140.14180
C45	\$213,416 102.60384	\$266,770 128.25481	\$320,124 153.90577

Salary Grade	Range Minimum	Range Midpoint	Range Maximum
D10	\$51,503 24.76120	\$61,798 29.71035	\$72,092 34.65950
D20	\$72,092 34.65950	\$88,374 42.48750	\$104,656 50.31550
D30	\$79,012 37.98640	\$96,826 46.55085	\$114,640 55.11530
D40	\$86,617 41.64290	\$106,092 51.00560	\$125,566 60.36830
D50	\$95,894 46.10280	\$117,425 56.45430	\$138,956 66.80580
D60	\$105,577 50.75840	\$129,369 62.19655	\$153,160 73.63470
D70	\$113,719 54.67240	\$142,148 68.34050	\$170,578 82.00860
D80	\$131,950 63.43770	\$164,911 79.28425	\$197,872 95.13080
D90	\$148,318 71.30690	\$185,403 89.13620	\$222,488 106.96550

*The annual rates are rounded for viewing purposes.
Rates of pay are calculated and determined by the assigned hourly rates of pay.

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB FAMILY**

JOB FAMILY	JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	SALARY SCHEDULE	BARG UNIT
Administrative Support	Administrative Assistant	1	BA02	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0002	2
Administrative Support	Administrative Specialist	2	B802	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0002	2
Administrative Support	Management Assistant	3	BC02	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0002	2
Administrative Support	Executive Specialist	4	BD02	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0002	3
Administrative Support	Administrative Supervisor	5	AE02	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0002	4
Animal Services	Animal Services Assistant	1	BA04	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0004	2
Animal Services	Animal Services Veterinary Technician	2	BB04	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0004	1
Animal Services	Animal Services Supervisor	3	AC04	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0004	4
Animal Services	Veterinarian	S/A	AD04	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0004	3
Armorer	Armorer	S/A	BA06	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0006	2
Building Compliance	Building Compliance Technician	1	CA08	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0008	2
Building Compliance	Building Compliance Specialist Trainee	2	CB08	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0008	2
Building Compliance	Building Compliance Specialist	3	BA08	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0008	2
Building Compliance	Senior Building Compliance Specialist	4	BC08	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0008	2
Building Compliance	Lead Building Compliance Specialist	5	BB08	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0008	2
Building Compliance	Building Compliance Examiner I	6	AA08	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0008	3
Building Compliance	Building Compliance Examiner II	7	AB08	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0008	3
Building Compliance	Senior Building Compliance Examiner	8	AD08	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0008	3
Building Compliance	Building Compliance Supervisor	9	AC08	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0008	4
City Attorney	Legal Secretary	1	BH10	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0010	2
City Attorney	Senior Legal Secretary	2	BK10	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0010	3
City Attorney	Assistant City Attorney I - Criminal	1	AB10	D20	\$34.65950	\$50.31550	\$72,092	\$104,656	EX	0010	6
City Attorney	Assistant City Attorney II - Criminal	2	AD10	D40	\$41.64290	\$60.36830	\$86,617	\$125,566	EX	0010	6
City Attorney	Assistant City Attorney I - Civil	1	AA10	D30	\$37.98640	\$55.11530	\$79,012	\$114,640	EX	0010	6
City Attorney	Assistant City Attorney II - Civil	2	AC10	D50	\$46.10280	\$66.80580	\$95,894	\$138,956	EX	0010	6
City Attorney	Senior Assistant City Attorney	3	AJ10	D60	\$50.75840	\$73.63470	\$105,577	\$153,160	EX	0010	6
City Attorney	Criminal Prosecution Manager	4	AF10	D70	\$54.67240	\$82.00860	\$113,719	\$170,578	EX	0010	6
City Attorney	Client Group Manager	5	AE10	D80	\$63.43770	\$95.13080	\$131,950	\$197,872	EX	0010	6
City Attorney	Deputy City Attorney	6	AG10	D90	\$71.30690	\$106.96550	\$148,318	\$222,488	EX	0010	6
City Attorney	Victim Witness Liaison	S/A	BI10	D10	\$24.76120	\$34.65950	\$51,503	\$72,092	NON-EX	0010	2
City Attorney	Paralegal	S/A	HA10	D10	\$24.76120	\$34.65950	\$51,503	\$72,092	NON-EX	0010	6
City Clerk	City Clerk Technician	1	BA11	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0011	3
City Clerk	City Clerk Analyst	2	AC11	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0011	3
City Clerk	City Clerk Supervisor	3	AD11	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0011	4
Code Enforcement	Code Enforcement Officer	1	BB12	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0012	2
Code Enforcement	Senior Code Enforcement Officer	2	BC12	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0012	2
Code Enforcement	Code Enforcement Supervisor	3	AD12	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0012	4
Code Enforcement	Parking Control Officer	S/A	BA12	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0012	2
Communications & Marketing	Documents Reproduction Technician	1	BB14	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0014	1
Communications & Marketing	Documents Reproduction Supervisor	2	AD14	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0014	4
Communications & Marketing	Graphic Designer	1	BG14	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0014	2
Communications & Marketing	Senior Graphic Designer	2	BH14	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0014	2
Communications & Marketing	Communications & Marketing Technician	1	BA14	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0014	1
Communications & Marketing	Communications & Marketing Specialist	2	AC14	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0014	3

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB FAMILY**

JOB FAMILY	JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	SALARY SCHEDULE	BARG UNIT
Communications & Marketing	Senior Communications & Marketing Specialist	3	AE14	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0014	3
Communications & Marketing	Communications & Marketing Supervisor	4	AF14	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0014	4
Community Programs	Community Program Specialist	1	BA16	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0016	3
Community Programs	Senior Community Program Specialist	2	AB16	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0016	3
Community Programs	Community Program Supervisor	3	AC16	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0016	4
Court Administration	Court Clerk I	1	BD18	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0018	2
Court Administration	Court Clerk II	2	BE18	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0018	2
Court Administration	Court Clerk III	3	BF18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0018	2
Court Administration	Case Management Supervisor	4	AA18	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0018	4
Court Administration	Manager of Case Management	5	AN18	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	0018	16
Court Administration	Detention Officer	1	BH18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0018	2
Court Administration	Senior Detention Officer	2	BT18	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0018	2
Court Administration	Detention Technician	3	BI18	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0018	2
Court Administration	Lead Detention Officer	4	BM18	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0018	2
Court Administration	Detention Supervisor	5	AJ18	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0018	4
Court Administration	Detention Administrator	6	AG18	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	0018	16
Court Administration	Assistant Marshal	1	BN18	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0018	2
Court Administration	Marshal I	2	BO18	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0018	2
Court Administration	Marshal II	3	BP18	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0018	2
Court Administration	Senior Marshal	4	BU18	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0018	2
Court Administration	Chief Marshal	5	AB18	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0018	16
Court Administration	Probation Officer I	1	BQ18	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0018	3
Court Administration	Probation Officer II	2	BR18	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0018	3
Court Administration	Chief Probation Officer	3	AC18	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0018	16
Court Administration	Jury Commissioner	S/A	BK18	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0018	2
Court Administration	Juvenile Court Program Assistant	S/A	BL18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0018	2
Court Administration	Probation Projects Coordinator	S/A	BS18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0018	2
Court Administration	Stay Officer	S/A	BV18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0018	2
Customer Service	Customer Service Representative	1	BA20	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0020	2
Customer Service	Customer Service Specialist	2	BB20	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0020	2
Customer Service	Customer Service Supervisor	3	AC20	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0020	4
Deputy Director	Deputy Director Level 1	1	AA21	C05	\$56.25860	\$84.37760	\$117,018	\$175,505	EX	0021	16
Deputy Director	Deputy Director Level 2	2	AB21	C10	\$61.44980	\$92.15410	\$127,816	\$191,681	EX	0021	16
Deputy Director	Deputy Director Level 3	3	AC21	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	0021	16
Deputy Director	Deputy Director Level 4	4	AD21	C20	\$68.92760	\$103.39140	\$143,369	\$215,054	EX	0021	16
Deputy Director	Deputy Director Level 5	5	AE21	C25	\$72.10000	\$108.15000	\$149,968	\$224,952	EX	0021	16
Deputy Director	Deputy Director Level 6	6	AF21	C30	\$77.14700	\$115.77200	\$160,466	\$240,806	EX	0021	16
Director	Director Level 1	1	AA22	C05	\$56.25860	\$84.37760	\$117,018	\$175,505	EX	0022	5
Director	Director Level 2	2	AB22	C10	\$61.44980	\$92.15410	\$127,816	\$191,681	EX	0022	5
Director	Director Level 3	3	AC22	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	0022	5
Director	Director Level 4	4	AD22	C20	\$68.92760	\$103.39140	\$143,369	\$215,054	EX	0022	5
Director	Director Level 5	5	AE22	C25	\$72.10000	\$108.15000	\$149,968	\$224,952	EX	0022	5
Director	Director Level 6	6	AF22	C30	\$77.14700	\$115.77200	\$160,466	\$240,806	EX	0022	5
Director	Director Level 7	7	AG22	C35	\$85.17070	\$127.76120	\$177,155	\$265,743	EX	0022	5

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB FAMILY**

JOB FAMILY	JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	SALARY SCHEDULE	BARG UNIT
Director	Director Level 8	8	AH22	C40	\$93.39010	\$140.14180	\$194,251	\$291,495	EX	0022	5
Engineering	Engineering Technician	1	BA24	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0024	2
Engineering	Engineering Technician Supervisor	2	BF24	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0024	4
Engineering	Engineer	3	AB24	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0024	3
Engineering	Project Engineer	4	AC24	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0024	3
Engineering	Senior Engineer	5	AD24	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0024	3
Engineering	Engineering Supervisor	6	AE24	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	0024	4
Finance	Financial Support Assistant	1	BA26	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0026	2
Finance	Financial Support Technician	2	BB26	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0026	2
Finance	Financial Support Specialist	3	BC26	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0026	3
Finance	Financial Analyst	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0026	3
Finance	Senior Financial Analyst	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0026	3
Finance	Financial Supervisor	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0026	4
Fire Chief	Fire Chief	S/A	AE27	C05	\$56.25860	\$84.37760	\$117,018	\$175,505	EX	0027	5
Forensic	Photographer	S/A	BE28	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0028	2
Forensic	Crime Analyst	1	AD28	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0028	3
Forensic	Lead Crime Analyst	2	AE28	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0028	3
Forensic	Forensic Specialist	1	BA28	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0028	3
Forensic	Forensic Analyst	2	AB28	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0028	3
Forensic	Forensic Supervisor	3	AC28	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0028	4
Geographic Information Services	GIS Specialist	1	BA30	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0030	2
Geographic Information Services	GIS Analyst	2	AB30	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0030	3
Geographic Information Services	GIS Supervisor	3	AC30	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0030	4
Human Resources	Human Resources Technician	1	BA32	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0032	2
Human Resources	Human Resources Analyst	2	AB32	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0032	3
Human Resources	Human Resources Program Analyst	3	AC32	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0032	3
Human Resources	Human Resources Supervisor	4	AD32	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0032	4
Information Technology	Technology Support Specialist	1	BD34	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0034	2
Information Technology	Technology Support Analyst	2	AH34	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	0034	3
Information Technology	Network/Systems Technician	1	BB34	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0034	2
Information Technology	Network/System Administrator	2	AC34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0034	3
Information Technology	Senior Network/Systems Administrator	3	AG34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0034	3
Information Technology	Business System Analyst	1	AA34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0034	3
Information Technology	Senior Business System Analyst	2	AF34	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0034	3
Information Technology	Senior Technology Support Analyst	3	AI34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0034	3
Information Technology	Principal Database Administrator	S/A	AJ34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0034	3
Information Technology	IT Project Manager	S/A	AK34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0034	3
Information Technology	IT Supervisor	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	0034	4
Inspection	Environmental Inspector	1	BC36	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0036	2
Inspection	Senior Environmental Inspector	2	BF36	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0036	2
Inspection	Environmental Inspection Supervisor	3	AI36	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0036	4
Inspection	Building Inspector Trainee	1	BA36	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0036	2
Inspection	Building Inspector II	2	BG36	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0036	2
Inspection	Senior Building Inspector	3	BD36	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	0036	2

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB FAMILY**

JOB FAMILY	JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	SALARY SCHEDULE	BARG UNIT
Inspection	Building Inspection Supervisor	4	AG36	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0036	4
Inspection	Construction Inspector	1	BB36	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0036	2
Inspection	Senior Construction Inspector	2	BE36	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	0036	2
Inspection	Construction Inspection Supervisor	3	AH36	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0036	4
Judicial	Courtroom Assistant I	1	BC38	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0038	2
Judicial	Courtroom Assistant II	2	BD38	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0038	2
Judicial	Lead Courtroom Assistant	3	BG38	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0038	2
Judicial	Wellness Court Assistant Coordinator	1	BJ38	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0038	3
Judicial	Wellness Court Coordinator	2	AI38	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0038	3
Judicial	Court Reporter	1	BB38	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0038	2
Judicial	Chief Court Reporter	2	BF38	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	0038	2
Judicial	Teen Court Coordinator	S/A	BH38	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0038	2
Judicial	Judicial Services Officer	S/A	AE38	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0038	4
Judicial	Associate Judge	S/A	AA38	D70	\$54.67240	\$82.00860	\$113,719	\$170,578	EX	0038	6
Laboratory	Laboratory Technician	1	BA40	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0040	2
Laboratory	Laboratory Analyst	2	AB40	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	0040	3
Laboratory	Senior Laboratory Analyst	3	AC40	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0040	3
Laboratory	Laboratory Supervisor	4	AD40	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0040	4
Laboratory	Quality Assurance Analyst	S/A	AE40	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0040	3
Landscape Architecture	Landscape Designer	1	BD42	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	0042	3
Landscape Architecture	Landscape Architect	2	AA42	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0042	3
Landscape Architecture	Principal Landscape Architect	3	AC42	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0042	4
Library	Library Clerk	1	BA44	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0044	2
Library	Library Assistant	2	BB44	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0044	2
Library	Librarian	3	AC44	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	EX	0044	3
Library	Library Supervisor	4	AD44	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0044	4
Maintenance & Operations	Maintenance & Operations Trainee	1	CA46	A01	\$13.39000	\$18.74600	\$27,851	\$38,992	NON-EX	0046	1
Maintenance & Operations	Maintenance & Operations Worker	2	BA46	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0046	1
Maintenance & Operations	Maintenance & Operations Technician	3	BB46	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0046	1
Maintenance & Operations	Maintenance & Operations Specialist	4	BC46	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0046	1
Maintenance & Operations	Maintenance & Operations Senior Specialist	5	BE46	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0046	1
Maintenance & Operations	Maintenance & Operations Supervisor	6	AD46	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0046	4
Management	Superintendent Level 1	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	0048	4
Management	Superintendent Level 2	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	0048	4
Management	Manager Level 1	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	0048	16
Management	Manager Level 2	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	0048	16
Management	Manager Level 3	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	0048	16
Museum	Museum Specialist	1	AA50	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	EX	0050	3
Museum	Museum Supervisor	2	AB50	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	0050	4
Natural Resources	Natural Resources Technician	1	BA52	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0052	2
Natural Resources	Natural Resources Specialist	2	AB52	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0052	3
Natural Resources	Senior Natural Resources Specialist	3	AC52	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0052	3
Natural Resources	Natural Resources Supervisor	4	AD52	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0052	4
Park Ranger	Park Ranger	1	BA54	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0054	2

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB FAMILY**

JOB FAMILY	JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	SALARY SCHEDULE	BARG UNIT
Park Ranger	Park Ranger Supervisor	2	AB54	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0054	4
Planning	Planner	1	AA56	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0056	3
Planning	Senior Planner	2	AB56	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0056	3
Planning	Planning Supervisor	3	AC56	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0056	4
Police Chief	Police Chief	S/A	AE57	C25	\$72.10000	\$108.15000	\$149,968	\$224,952	EX	0057	5
Procurement	Inventory Control Technician	1	BD58	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0058	2
Procurement	Inventory Control Specialist	2	BE58	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0058	2
Procurement	Associate Procurement Agent	1	AA58	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	EX	0058	3
Procurement	Procurement Agent	2	AB58	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0058	3
Procurement	Senior Procurement Agent	3	AC58	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0058	3
Programs	Program Specialist	1	BA60	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0060	3
Programs	Senior Program Specialist	2	AB60	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0060	3
Programs	Program Supervisor	3	AD60	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0060	4
Programs	Interpreter	S/A	BC60	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0060	3
Programs	Program Administrator	S/A	AE60	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0060	3
Programs	Intergovernmental Relations Coordinator	S/A	AF60	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0060	3
Project Management	Project Coordinator	1	AA62	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	0062	3
Project Management	Project Manager	2	AB62	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0062	3
Project Management	Senior Project Manager	3	AC62	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0062	3
Public Defender	Public Defender Paralegal	S/A	BD64	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0064	6
Public Defender	Deputy Public Defender	1	AC64	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0064	6
Public Defender	Chief Deputy Public Defender	2	AA64	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	0064	6
Public Defender	Chief Public Defender	3	AB64	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	0064	6
Public Safety Communications	Cadet Call Takers	1	BA66	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0066	2
Public Safety Communications	Dispatch Call Taker	2	BD66	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0066	2
Public Safety Communications	Senior Dispatch Call Taker	3	BE66	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0066	2
Public Safety Communications	Dispatch Technician	4	BB66	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0066	2
Public Safety Communications	Dispatch Specialist	5	BC66	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0066	2
Public Safety Communications	Dispatch Supervisor	6	AD66	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0066	4
Public Safety Communications	Senior Public Safety Communications Supervisor	5	AE66	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0066	4
Public Safety Technical Administration	Public Safety Front Desk Technician	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Impound Technician	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Records Technician	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Front Desk Specialist	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Impound Specialist	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Records Specialist	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Front Desk Supervisor	3	AE68	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0068	4
Public Safety Technical Administration	Public Safety Impound Supervisor	3	AE68	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0068	4
Public Safety Technical Administration	Public Safety Records Supervisor	3	AE68	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0068	4
Public Safety Technical Administration	Public Safety Property Technician	1	BB68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Property Specialist	2	BD68	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0068	2
Public Safety Technical Administration	Public Safety Property Supervisor	3	AF68	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0068	4
Real Property	Real Property Associate	1	BA70	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0070	2
Real Property	Real Property Specialist	2	AB70	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0070	3

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB FAMILY**

JOB FAMILY	JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	SALARY SCHEDULE	BARG UNIT
Real Property	Senior Real Property Specialist	3	AC70	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0070	3
Real Property	Real Property Supervisor	4	AD70	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0070	4
Recreation	Recreation Aide	1	BA72	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0072	2
Recreation	Recreation Coordinator	2	BB72	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	0072	2
Recreation	Recreation Specialist	3	AC72	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	0072	3
Recreation	Recreation Supervisor	4	AD72	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0072	4
Recreation	Program Nurse	S/A	BE72	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0072	2
Risk Management	Risk Operations Technician	1	BA74	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0074	2
Risk Management	Risk Operations Claims Adjuster	2	AB74	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0074	3
Risk Management	Risk Operations Supervisor	3	AC74	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0074	4
Risk Management	Occupational Health Assistant	S/A	BD74	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0074	2
Risk Management	Safety & Loss Control Specialist	S/A	AE74	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0074	2
SCADA	SCADA Technician	1	BA76	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	0076	2
SCADA	SCADA Specialist	2	BB76	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	NON-EX	0076	2
SCADA	SCADA Supervisor	3	AC76	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	0076	4
Surveying	Survey Technician	1	BA78	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0078	2
Surveying	Surveyor	2	AB78	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	0078	3
Surveying	Survey Supervisor	3	AC78	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0078	4
Trades	Trades Worker	1	BA80	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0080	1
Trades	Trades Technician	2	BB80	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0080	1
Trades	Trades Specialist	3	BC80	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0080	1
Trades	Trades Supervisor	4	AD80	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	0080	4
Trades	Fleet Analyst	S/A	AE80	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0080	3
Utility Operations	Water Utility Trainee	1	BA82	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	0082	1
Utility Operations	Water Utility Worker	2	BB82	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	0082	1
Utility Operations	Water Utility Technician	3	BC82	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	0082	1
Utility Operations	Water Utility Specialist	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0082	1
Utility Operations	Water Utility Supervisor	5	AE82	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0082	4
Utility Operations	Senior Water Utility Supervisor	6	AF82	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0082	4
Water Resources	Water Resources Specialist	1	AB84	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	0084	3
Water Resources	Senior Water Resources Specialist	2	AC84	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0084	3
Water Resources	Water Resources Supervisor	3	AD84	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	0084	4
Water Resources	Principal Water Resources	S/A	AE84	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	0084	3

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Accela Process Analyst *	1	AA34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Accountant *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Accounting Administrator *	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Accounting Services Administrator *	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Administrative Assistant	1	BA02	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Administrative Support	0002	2
Administrative Detention Supervisor *	5	AJ18	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Court Administration	0018	4
Administrative Specialist	2	BB02	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Administrative Support	0002	2
Administrative Supervisor	5	AE02	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Administrative Support	0002	4
Agenda Coordinator *	2	BB02	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Administrative Support	0002	2
Animal Field Supervisor *	3	AD12	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Code Enforcement	0012	4
Animal Protection Officer *	1	BB12	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Code Enforcement	0012	2
Animal Services Assistant	1	BA04	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Animal Services	0004	2
Animal Services Supervisor	3	AC04	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Animal Services	0004	4
Animal Services Veterinary Technician	2	BB04	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Animal Services	0004	1
Armorer	S/A	BA06	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Armorer	0006	2
Assistant City Attorney I - Criminal	1	AB10	D20	\$34.65950	\$50.31550	\$72,092	\$104,656	EX	City Attorney	0010	6
Assistant City Attorney I - Civil	1	AA10	D30	\$37.98640	\$55.11530	\$79,012	\$114,640	EX	City Attorney	0010	6
Assistant City Attorney II - Civil	2	AC10	D50	\$46.10280	\$66.80580	\$95,894	\$138,956	EX	City Attorney	0010	6
Assistant City Attorney II - Criminal	2	AD10	D40	\$41.64290	\$60.36830	\$86,617	\$125,566	EX	City Attorney	0010	6
Assistant City Manager *	3	AC22	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	Director	0022	5
Assistant Dir Of Fire Mgmt. Svcs *	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Management	0048	4
Assistant Marshal	1	BN18	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Court Administration	0018	2
Assistant Superintendent of Golf *	5	BE46	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Maintenance & Operations	0046	1
Associate Judge	S/A	AA38	D70	\$54.67240	\$82.00860	\$113,719	\$170,578	EX	Judicial	0038	6
Associate Procurement Agent	1	AA58	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	EX	Procurement	0058	3
Aurora Water Operations Superintendent *	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Management	0048	4
Billing Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Budget & Finance Program Manager *	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Budget Officer *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Building Compliance Examiner I	6	AA08	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Building Compliance	0008	3
Building Compliance Examiner II	7	AB08	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Building Compliance	0008	3
Building Compliance Specialist	3	BA08	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Building Compliance	0008	2
Building Compliance Supervisor	9	AC08	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Building Compliance	0008	4
Building Compliance Technician	1	CA08	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Building Compliance	0008	2
Building Compliance Specialist Trainee	2	CB08	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Building Compliance	0008	2
Building Inspection Supervisor	4	AG36	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Inspection	0036	4
Building Inspector	1	BA36	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Inspection	0036	2
Building Inspector II	2	BG36	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Inspection	0036	2
Business Program Specialist *	1	BA16	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Community Programs	0016	3
Business Solutions Architect *	1	AA34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Business System Analyst	1	AA34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Cadet Call Taker	1	BA66	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Public Safety Communications	0066	2
Case Management Supervisor	4	AA18	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Court Administration	0018	4
Cashier I - II *	1	BA26	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Finance	0026	2
Chief Building Official *	3	AC21	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	Deputy Director	0021	16

* = working title

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Chief Court Reporter	2	BF38	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	Judicial	0038	2
Chief Deputy Public Defender	2	AA64	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Public Defender	0064	6
Chief Information Security Officer *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Chief Information & Digital Officer *	8	AH22	C40	\$93.39010	\$140.14180	\$194,251	\$291,495	EX	Director	0022	5
Chief Information Officer *	8	AH22	C40	\$93.39010	\$140.14180	\$194,251	\$291,495	EX	Director	0022	5
Chief Marshal	5	AB18	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Court Administration	0018	16
Chief Probation Officer	3	AC18	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Court Administration	0018	16
Chief Public Defender	3	AB64	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Public Defender	0064	6
Chief Water Treatment Plant Operator *	5	AE82	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Utility Operations	0082	4
City Clerk *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
City Clerk Analyst	2	AC11	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	City Clerk	0011	3
City Clerk Supervisor	3	AD11	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	City Clerk	0011	4
City Clerk Technician	1	BA11	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	City Clerk	0011	3
City Engineer *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Client Group Manager	5	AE10	D80	\$63.43770	\$95.13080	\$131,950	\$197,872	EX	City Attorney	0010	6
Code Enforcement Manager *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Code Enforcement Officer	1	BB12	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Code Enforcement	0012	2
Code Enforcement Supervisor	3	AD12	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Code Enforcement	0012	4
Communications & Marketing Specialist	2	AC14	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Communications & Marketing	0014	3
Communications & Marketing Supervisor	4	AF14	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Communications & Marketing	0014	4
Communications & Marketing Technician	1	BA14	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Communications & Marketing	0014	1
Community Engagement Administrator *	4	AF14	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Communications & Marketing	0014	4
Community Outreach Coordinator *	1	BA04	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Animal Services	0004	2
Community Program Specialist	1	BA16	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Community Programs	0016	3
Community Program Supervisor	3	AC16	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Community Programs	0016	4
Construction Inspection Supervisor	3	AH36	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Inspection	0036	4
Construction Inspector	1	BB36	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Inspection	0036	2
Controller *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Court Accounting Officer *	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Court Clerk I	1	BD18	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Court Administration	0018	2
Court Clerk II	2	BE18	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Court Administration	0018	2
Court Clerk III	3	BF18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Court Administration	0018	2
Court IT Systems Project Manager *	1	AA34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Court Reporter	1	BB38	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Judicial	0038	2
Courtroom Assistant I	1	BC38	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Judicial	0038	2
Courtroom Assistant II	2	BD38	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Judicial	0038	2
Crime Analyst	1	AD28	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Forensic	0028	3
Crime Scene Investigator I - III *	1	BA28	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Forensic	0028	3
Criminal Prosecution Manager	4	AF10	D70	\$54.67240	\$82.00860	\$113,719	\$170,578	EX	City Attorney	0010	6
Criminalist II - III *	2	AB28	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Forensic	0028	3
Customer Service Representative	1	BA20	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Customer Service	0020	2
Customer Service Specialist	2	BB20	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Customer Service	0020	2
Customer Service Supervisor	3	AC20	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Customer Service	0020	4
Customer Service Technician *	1	BA20	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Customer Service	0020	2
Dam Safety Specialist *	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1

* = working title

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**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Data Analyst *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Debt & Financing Administrator *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Debt & Treasury Senior Analyst *	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Finance	0026	3
Deputy Chief Information Officer *	1	AA21	C05	\$56.25860	\$84.37760	\$117,018	\$175,505	EX	Deputy Director	0021	16
Deputy City Attorney	6	AG10	D90	\$71.30690	\$106.96550	\$148,318	\$222,488	EX	City Attorney	0010	6
Deputy Director Level 2 - Vacant	2	AB21	C10	\$61.44980	\$92.15410	\$127,816	\$191,681	EX	Deputy Director	0021	16
Deputy Director Level 3 - Vacant	3	AC21	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	Deputy Director	0021	16
Deputy Director Level 5 - Vacant	5	AE21	C25	\$72.10000	\$108.15000	\$149,968	\$224,952	EX	Deputy Director	0021	16
Deputy Director of Human Resources *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Deputy Director of Information Technology *	1	AA21	C05	\$56.25860	\$84.37760	\$117,018	\$175,505	EX	Deputy Director	0021	16
Deputy Director of Public Works Engineering *	4	AD21	C20	\$68.92760	\$103.39140	\$143,369	\$215,054	EX	Deputy Director	0021	16
Deputy Director of Public Works Operations *	4	AD21	C20	\$68.92760	\$103.39140	\$143,369	\$215,054	EX	Deputy Director	0021	16
Deputy Director of Water Financial Administration *	4	AD21	C20	\$68.92760	\$103.39140	\$143,369	\$215,054	EX	Deputy Director	0021	16
Deputy Director of Water Ops/Env Prog *	6	AF21	C30	\$77.14700	\$115.77200	\$160,466	\$240,806	EX	Deputy Director	0021	16
Deputy Director of Water Planning/Engineering *	6	AF21	C30	\$77.14700	\$115.77200	\$160,466	\$240,806	EX	Deputy Director	0021	16
Deputy Director of Water Resources *	4	AD21	C20	\$68.92760	\$103.39140	\$143,369	\$215,054	EX	Deputy Director	0021	16
Deputy Public Defender	1	AC64	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Public Defender	0064	6
Design Engineer *	3	AB24	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Engineering	0024	3
Detention Administrator	6	AG18	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Court Administration	0018	16
Detention Officer	1	BH18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Court Administration	0018	2
Detention Supervisor	5	AJ18	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Court Administration	0018	4
Detention Technician	3	BI18	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Court Administration	0018	2
Development Project Manager *	2	AB62	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Project Management	0062	3
Development Services Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Digital Records Technician *	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Public Safety Technical Administration	0068	2
Director Level 1 - Vacant	1	AA22	C05	\$56.25860	\$84.37760	\$117,018	\$175,505	EX	Director	0022	5
Director Level 4 - Vacant	4	AD22	C20	\$68.92760	\$103.39140	\$143,369	\$215,054	EX	Director	0022	5
Director Level 7 - Vacant	7	AG22	C35	\$85.17070	\$127.76120	\$177,155	\$265,743	EX	Director	0022	5
Director Level 8 - Vacant	8	AH22	C40	\$93.39010	\$140.14180	\$194,251	\$291,495	EX	Director	0022	5
Director of Aurora Water Operations *	7	AG22	C35	\$85.17070	\$127.76120	\$177,155	\$265,743	EX	Director	0022	5
Director of Communications *	3	AC22	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	Director	0022	5
Director of Finance *	5	AE22	C25	\$72.10000	\$108.15000	\$149,968	\$224,952	EX	Director	0022	5
Director of Human Resources *	3	AC22	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	Director	0022	5
Director of Library & Cultural Services *	2	AB22	C10	\$61.44980	\$92.15410	\$127,816	\$191,681	EX	Director	0022	5
Director of Neighborhood Services *	2	AB22	C10	\$61.44980	\$92.15410	\$127,816	\$191,681	EX	Director	0022	5
Director of Planning *	2	AB22	C10	\$61.44980	\$92.15410	\$127,816	\$191,681	EX	Director	0022	5
Director of PROS *	2	AB22	C10	\$61.44980	\$92.15410	\$127,816	\$191,681	EX	Director	0022	5
Director of Public Safety Communications Center *	3	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Director of Public Works *	6	AF22	C30	\$77.14700	\$115.77200	\$160,466	\$240,806	EX	Director	0022	5
Dispatch Call Taker	2	BD66	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Public Safety Communications	0066	2
Dispatch Specialist	5	BC66	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Public Safety Communications	0066	2
Dispatch Supervisor	6	AD66	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Public Safety Communications	0066	4
Dispatch Technician	4	BB66	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Public Safety Communications	0066	2
Documents Reproduction Supervisor	2	AD14	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Communications & Marketing	0014	4
Documents Reproduction Technician	1	BB14	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Communications & Marketing	0014	1

* = working title

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Electrical Specialist *	3	BC80	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Trades	0080	1
Electrical Supervisor *	4	AD80	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Trades	0080	4
Engineer	3	AB24	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Engineering	0024	3
Engineering Services Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Engineering Supervisor	6	AE24	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Engineering	0024	4
Engineering Supervisor - Development Review *	6	AE24	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Engineering	0024	4
Engineering Technician	1	BA24	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Engineering	0024	2
Engineering Technician Supervisor	2	BF24	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Engineering	0024	4
Environmental Inspection Supervisor	3	AI36	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Inspection	0036	4
Environmental Inspector	1	BC36	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Inspection	0036	2
Environmental Permitting Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Event Coordinator *	3	AC72	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Recreation	0072	3
Executive Assistant To Court Administrator *	4	BD02	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Administrative Support	0002	3
Executive Specialist	4	BD02	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Administrative Support	0002	3
Facilities Project Delivery Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Financial Analyst	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Financial Supervisor	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Financial Support Assistant	1	BA26	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Finance	0026	2
Financial Support Specialist	3	BC26	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Finance	0026	3
Financial Support Technician	2	BB26	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Finance	0026	2
Fire Cadet	S/A	9020	see HR	\$18.91146	\$18.91146	\$47,203	\$47,203	NON-EX	Fire	FIRS	9
Fire Chief	S/A	AE27	C05	\$56.25860	\$84.37760	\$117,018	\$175,505	EX	Fire Chief	0027	5
Fire Inspector I - II *	1	BA36	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Inspection	0036	2
Fleet Analyst	S/A	AE80	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Trades	0080	3
Fleet Maintenance Supervisor *	4	AD80	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Trades	0080	4
Forensic Analyst	2	AB28	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Forensic	0028	3
Forensic Specialist	1	BA28	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Forensic	0028	3
Forensic Supervisor	3	AC28	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Forensic	0028	4
Foster Coordinator *	1	BA04	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Animal Services	0004	2
General Manager of Aurora Water *	8	AH22	C40	\$93.39010	\$140.14180	\$194,251	\$291,495	EX	Director	0022	5
GIS Analyst	2	AB30	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Geographic Information Services	0030	3
GIS Manager *	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Management	0048	4
GIS Specialist	1	BA30	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Geographic Information Services	0030	2
GIS Supervisor	3	AC30	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Geographic Information Services	0030	4
Golf Irrigation Specialist *	4	BC46	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Maintenance & Operations	0046	1
Golf Mechanic Specialist *	4	BC46	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Maintenance & Operations	0046	1
Graphic Designer	1	BG14	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Communications & Marketing	0014	2
Homelessness Program Director *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Housing Counselor *	1	BA16	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Community Programs	0016	3
Housing Counselor Supervisor *	3	AC16	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Community Programs	0016	4
Housing Rehab Specialist *	1	BA16	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Community Programs	0016	3
Human Resources Analyst	2	AB32	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Human Resources	0032	3
Human Resources Program Analyst	3	AC32	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Human Resources	0032	3
Human Resources Supervisor	4	AD32	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Human Resources	0032	4
Human Resources Technician	1	BA32	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Human Resources	0032	2

* = working title

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**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Intergovernmental Relations Coordinator	S/A	AF60	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Programs	0060	3
Internal Auditor I - III *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Interpreter	S/A	BC60	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Programs	0060	3
Inventory Control Specialist	2	BE58	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Procurement	0058	2
Inventory Control Technician	1	BD58	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Procurement	0058	2
IT Project Manager	S/A	AK34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Information Technology	0034	3
IT Supervisor	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Information Technology	0034	4
IT Supervisor - Client Service *	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Information Technology	0034	4
IT Supervisor - Network *	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Information Technology	0034	4
IT Supervisor - PSWN *	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Information Technology	0034	4
IT Supervisor - Systems *	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Information Technology	0034	4
IT Technical Program Manager *	S/A	AK34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Information Technology	0034	3
Judicial Services Officer	S/A	AE38	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Judicial	0038	4
Jury Commissioner	S/A	BK18	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Court Administration	0018	2
Juvenile Court Program Assistant	S/A	BL18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Court Administration	0018	2
Laboratory Analyst	2	AB40	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Laboratory	0040	3
Laboratory Supervisor	4	AD40	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Laboratory	0040	4
Laboratory Technician	1	BA40	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Laboratory	0040	2
Landscape Architect	2	AA42	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Landscape Architecture	0042	3
Landscape Designer	1	BD42	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Landscape Architecture	0042	3
Lead / Senior Cashier *	2	BB26	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Finance	0026	2
Lead Building Compliance Specialist	5	BB08	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Building Compliance	0008	2
Lead Communications Specialist *	3	AE14	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Communications & Marketing	0014	3
Lead Courtroom Assistant	3	BG38	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Judicial	0038	2
Lead Crime Analyst	2	AE28	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Forensic	0028	3
Lead Customer Service Specialist *	2	BB20	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Customer Service	0020	2
Lead Detention Officer	4	BM18	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Court Administration	0018	2
Lead Development Review *	3	AC70	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Real Property	0070	3
Lead Digital Media Records Specialist *	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Public Safety Technical Administration	0068	2
Lead Flow Control Specialist *	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1
Lead Graphic Designer *	2	BH14	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Communications & Marketing	0014	2
Lead Mail Specialist *	1	BA20	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Customer Service	0020	2
Lead PS Records Specialist *	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Public Safety Technical Administration	0068	2
Lead Revenue Agent *	3	BC26	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Finance	0026	3
Lead Shelter Attendant *	1	BA04	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Animal Services	0004	2
Lead Tax Auditor *	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Finance	0026	3
Legal Secretary	1	BH10	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	City Attorney	0010	2
Librarian	3	AC44	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	EX	Library	0044	3
Library Security Clerk *	1	BA44	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Library	0044	2
Library Assistant	2	BB44	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Library	0044	2
Library Assistant II *	2	BB44	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Library	0044	2
Library Clerk	1	BA44	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Library	0044	2
Library Security Assistant *	2	BB44	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Library	0044	2
Library Supervisor	4	AD44	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Library	0044	4
Licensing & Compliance Analyst II *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3

* = working title

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Licensing Inspector *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Licensing Officer I - II *	2	BB26	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Finance	0026	2
M & O Traffic Signal Technician II *	3	BB46	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Maintenance & Operations	0046	1
Maintenance & Operations Senior Specialist	5	BE46	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Maintenance & Operations	0046	1
Maintenance & Operations Specialist	4	BC46	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Maintenance & Operations	0046	1
Maintenance & Operations Specialist II *	4	BC46	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Maintenance & Operations	0046	1
Maintenance & Operations Supervisor	6	AD46	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Maintenance & Operations	0046	4
Maintenance & Operations Technician	3	BB46	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Maintenance & Operations	0046	1
Maintenance & Operations Trainee	1	CA46	A01	\$13.39000	\$18.74600	\$27,851	\$38,992	NON-EX	Maintenance & Operations	0046	1
Maintenance & Operations Worker	2	BA46	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Maintenance & Operations	0046	1
Management Analyst I - II *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Management Assistant	3	BC02	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Administrative Support	0002	2
Manager of Accounting *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Animal Services *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Aurora Water Public Relations *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Budget and Finance *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Building Inspections *	5	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Business Services *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Case Management	5	AN18	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Court Administration	0018	16
Manager of Code Enforcement *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Community Development *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Community Relations *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Court IT *	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Information Technology	0034	4
Manager of Cultural Services *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Development Assistant *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Financial Operations *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Fire & Safety *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Fleet Services *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Golf *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Infrastructure*	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Manager of Integrated Communications and Mktg *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Internal Audit *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Library Operations *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Marijuana Enforcement *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Marketing & Special Events *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Open Space and Natural Res OPS *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Parks & Forestry *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Permit Center *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Planning *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Police Business Services *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Police Records *	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
Manager of Program Management *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Manager of PROS Business Services *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of PROS, Planning, Design and Constr. *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Purchasing & Contracts *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16

* = working title

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**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Manager of Real Property Services *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Recreation Services *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Special Projects - Finance *	3	AC62	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Project Management	0062	3
Manager of Special Projects - Public Works *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Tax & Licensing *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Water OPS & Maintenance *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Manager of Water Public Relations *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Manager of Water Service Operations *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Manager of Water Treatment *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Marshal I	2	BO18	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Court Administration	0018	2
Marshal II	3	BP18	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Court Administration	0018	2
Monitoring & Compliance Specialist *	1	BA16	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Community Programs	0016	3
Municipal Records Clerk *	2	BB02	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Administrative Support	0002	2
Municipal Records Supervisor *	5	AE02	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Administrative Support	0002	4
Museum Assistant *	2	BB44	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Library	0044	2
Museum Specialist	1	AA50	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	EX	Museum	0050	3
Museum Supervisor	2	AB50	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Museum	0050	4
Natural Resources Specialist	2	AB52	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Natural Resources	0052	3
Natural Resources Supervisor	4	AD52	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Natural Resources	0052	4
Natural Resources Technician	1	BA52	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Natural Resources	0052	2
Neighborhood Liaison *	2	AB16	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Community Programs	0016	3
Network/System Administrator	2	AC34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Network/Systems Technician	1	BB34	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Information Technology	0034	2
Occupational Health Assistant	S/A	BD74	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Risk Management	0074	2
Paralegal	S/A	HA10	D10	\$24.76120	\$34.65950	\$51,503	\$72,092	NON-EX	City Attorney	0010	6
Park Ranger	1	BA54	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Park Ranger	0054	2
Park Ranger Supervisor	2	AB54	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Park Ranger	0054	4
Parking Control Officer	S/A	BA12	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Code Enforcement	0012	2
Parking Program Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Payroll Accountant *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Payroll Administrator *	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Payroll Specialist *	3	BC26	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Finance	0026	3
Photographer	S/A	BE28	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Forensic	0028	2
Planner	1	AA56	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Planning	0056	3
Planning Supervisor	3	AC56	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Planning	0056	4
Plans Review Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
PMO Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Police Chief	S/A	AE57	C25	\$72.10000	\$108.15000	\$149,968	\$224,952	EX	Police Chief	0057	5
Principal Database Administrator	S/A	AJ34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Information Technology	0034	3
Principal Engineer *	6	AE24	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Engineering	0024	4
Principal Landscape Architect	3	AC42	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Landscape Architecture	0042	4
Principal Natural Resources *	4	AD52	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Natural Resources	0052	4
Principal Water Resources	S/A	AE84	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Water Resources	0084	3
Probation Officer I	1	BQ18	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Court Administration	0018	3
Probation Officer II	2	BR18	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Court Administration	0018	3

* = working title

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Probation Projects Coordinator	S/A	BS18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Court Administration	0018	2
Procurement Agent	2	AB58	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Procurement	0058	3
Program Administrator	S/A	AE60	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Programs	0060	3
Program Manager *	S/A	AK34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Information Technology	0034	3
Program Nurse	S/A	BE72	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Recreation	0072	2
Program Specialist	1	BA60	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Programs	0060	3
Program Supervisor	3	AD60	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Programs	0060	4
Project Coordinator	1	AA62	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Project Management	0062	3
Project Delivery Svcs. Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Project Engineer	4	AC24	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Engineering	0024	3
Project Manager	2	AB62	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Project Management	0062	3
PROS Forestry Division Superintendent	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
PROS OPS & Mgmt. Division Superintendent	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
PROS OS & Nat Res Div. Superintendent	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
PROS Recreation Division Superintendent	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
PROS Spec Events & Marketing Div. Superintendent	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
PS Safety Business Relationship Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Public Defender Paralegal	S/A	BD64	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Public Defender	0064	6
Public Safety Communications Operations Manager *	5	AE66	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Public Safety Communications	0066	4
Public Safety Court Liaison Technician *	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Front Desk Specialist	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Front Desk Supervisor	3	AE68	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Public Safety Technical Administration	0068	4
Public Safety Front Desk Technician	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Impound Specialist	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Impound Supervisor	3	AE68	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Public Safety Technical Administration	0068	4
Public Safety Impound Technician	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Property Specialist	2	BD68	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Property Supervisor	3	AF68	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Public Safety Technical Administration	0068	4
Public Safety Property Technician	1	BB68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Records Specialist	2	BC68	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Records Supervisor	3	AE68	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Public Safety Technical Administration	0068	4
Public Safety Records Technician	1	BA68	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Public Safety Technical Administration	0068	2
Public Safety Supervisor *	S/A	AL34	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Information Technology	0034	4
Public Works Engineering Svcs Superintendent	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Management	0048	4
Public Works Streets Superintendent	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
Public Works Traffic Superintendent	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
Quality Assurance Analyst	S/A	AE40	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Laboratory	0040	3
Rate Analyst *	S/A	AE60	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Programs	0060	3
Real Property Associate	1	BA70	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Real Property	0070	2
Real Property Specialist	2	AB70	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Real Property	0070	3
Real Property Supervisor	4	AD70	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Real Property	0070	4
Recreation Aide	1	BA72	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Recreation	0072	2
Recreation Coordinator	2	BB72	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Recreation	0072	2
Recreation Specialist	3	AC72	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Recreation	0072	3
Recreation Supervisor	4	AD72	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Recreation	0072	4

* = working title

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Retail Project Manager *	3	AC62	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Project Management	0062	3
Revenue Agent I - II *	3	BC26	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Finance	0026	3
Revenue Technician *	1	BA20	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Customer Service	0020	2
Risk Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Risk Operations Claims Adjuster	2	AB74	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Risk Management	0074	3
Risk Operations Supervisor	3	AC74	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Risk Management	0074	4
Risk Operations Technician	1	BA74	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Risk Management	0074	2
S Platte Basin Supervisor *	3	AD84	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Water Resources	0084	4
Safety & Loss Control Specialist	S/A	AE74	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Risk Management	0074	2
SBDC Executive Director *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
SCADA Engineer *	3	AC62	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Project Management	0062	3
SCADA Specialist	2	BB76	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	NON-EX	SCADA	0076	2
SCADA Supervisor	3	AC76	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	SCADA	0076	4
SCADA Technician	1	BA76	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	SCADA	0076	2
Security Operation Engineer *	3	AI34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Security Systems Analyst *	1	AA34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Senior Accountant I - II *	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Finance	0026	3
Senior Accounting Technician *	3	BC26	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Finance	0026	3
Senior Assistant City Attorney	3	AJ10	D60	\$50.75840	\$73.63470	\$105,577	\$153,160	EX	City Attorney	0010	6
Senior Building Compliance Examiner	3	AD08	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Building Compliance	0008	3
Senior Building Compliance Specialist	4	BC08	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Building Compliance	0008	2
Senior Building Inspector	3	BD36	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	Inspection	0036	2
Senior Business Solutions Architect *	2	AF34	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Information Technology	0034	3
Senior Business System Analyst	2	AF34	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Information Technology	0034	3
Senior Business System Architect *	2	AF34	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Information Technology	0034	3
Senior Code Enforcement Officer	2	BC12	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Code Enforcement	0012	2
Senior Communications & Marketing Specialist	3	AE14	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Communications & Marketing	0014	3
Senior Community Program Specialist	2	AB16	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Community Programs	0016	3
Senior Construction Inspector	2	BE36	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	Inspection	0036	2
Senior Detention Officer	2	BT18	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Court Administration	0018	2
Senior Development Project Manager *	3	AC62	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Project Management	0062	3
Senior Dispatch Call Taker	3	BE66	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Public Safety Communications	0066	2
Senior Engineer	5	AD24	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Engineering	0024	3
Senior Environmental Inspector	2	BF36	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	NON-EX	Inspection	0036	2
Senior Event Coordinator *	3	AC72	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Recreation	0072	3
Senior Financial Analyst	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Finance	0026	3
Senior Financial Support Technician *	2	BB26	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Finance	0026	2
Senior Fire Inspector	3	BD36	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	Inspection	0036	2
Senior Golf Equipment Specialist *	4	BC46	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Maintenance & Operations	0046	1
Senior Graphic Designer	2	BH14	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Communications & Marketing	0014	2
Senior Heavy Equipment Operator *	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1
Senior IT Project Manager *	S/A	AK34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Information Technology	0034	3
Senior Laboratory Analyst	3	AC40	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Laboratory	0040	3
Senior Landscape Architect *	2	AB42	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Landscape Architecture	0042	3
Senior Legal Secretary	2	BK10	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	City Attorney	0010	3

* = working title

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Senior Licensing Officer *	3	BC26	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Finance	0026	3
Senior Management Analyst *	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Finance	0026	3
Senior Marshal	4	BU18	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Court Administration	0018	2
Senior Natural Resources Specialist	3	AC52	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Natural Resources	0052	3
Senior Network/Systems Administrator	3	AG34	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Information Technology	0034	3
Senior Payroll Accountant *	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Finance	0026	3
Senior Planner	2	AB56	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Planning	0056	3
Senior Procurement Agent	3	AC58	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Procurement	0058	3
Senior Program Specialist	2	AB60	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Programs	0060	3
Senior Programmer Analyst *	1	AA34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Senior Project Manager	3	AC62	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Project Management	0062	3
Senior Public Safety Communications Supervisor	5	AE66	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Public Safety Communications	0066	4
Senior Real Property Specialist	3	AC70	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Real Property	0070	3
Senior Tax Auditor I - II *	5	AE26	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Finance	0026	3
Senior Technology Support Analyst	3	AI34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Senior Trades Specialist *	3	BC80	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Trades	0080	1
Senior Trades Technician *	2	BB80	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Trades	0080	1
Senior Utility Locator Technician *	3	BC82	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Utility Operations	0082	1
Senior Utility Worker *	2	BB82	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Utility Operations	0082	1
Senior Water Maintenance Worker *	2	BB82	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Utility Operations	0082	1
Senior Water Resources Specialist	2	AC84	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Water Resources	0084	3
Senior Water Treatment Operator A *	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1
Senior Water Utility Specialist *	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1
Senior Water Utility Supervisor	6	AF82	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Utility Operations	0082	4
Senior Water Utility Worker *	2	BB82	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Utility Operations	0082	1
Solution Delivery Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Stay Officer	S/A	BV18	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Court Administration	0018	2
Street Operations Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Superintendent of Facilities & Operations *	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Management	0048	4
Superintendent of Golf *	1	AA48	B10	\$31.69310	\$47.53450	\$65,922	\$98,872	EX	Management	0048	4
Superintendent of Source Water *	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Management	0048	4
Superintendent of Stormwater *	2	AB48	B20	\$39.61380	\$59.42070	\$82,397	\$123,595	EX	Management	0048	4
Survey Supervisor	3	AC78	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Surveying	0078	4
Survey Technician	1	BA78	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Surveying	0078	2
Surveyor	2	AB78	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	EX	Surveying	0078	3
Systems Administrator *	2	AC34	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Information Technology	0034	3
Tax And Licensing Supervisor *	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Tax Audit Supervisor *	6	AF26	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Finance	0026	4
Tax Auditor I - II *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
Tax Technician I - II *	2	BB26	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Finance	0026	2
Tech Infrastructure Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Technology Support Analyst	2	AH34	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Information Technology	0034	3
Technology Support Specialist	1	BD34	A15	\$19.80690	\$27.72760	\$41,198	\$57,673	NON-EX	Information Technology	0034	2
Teen Court Coordinator	S/A	BH38	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Judicial	0038	2
Trades Specialist	3	BC80	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Trades	0080	1

* = working title

**2020 SALARY SCHEDULE
CAREER SERVICE BY JOB/WORKING TITLE**

JOB TITLE	LEVEL	JOB CODE	PAY GRADE	HOURLY MIN	HOURLY MAX	ANNUAL MIN	ANNUAL MAX	FLSA	JOB FAMILY	SALARY SCHEDULE	BARG UNIT
Trades Supervisor	4	AD80	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	EX	Trades	0080	4
Trades Technician	2	BB80	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Trades	0080	1
Trades Worker	1	BA80	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Trades	0080	1
Traffic Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Traffic Systems Specialist *	1	BA76	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	SCADA	0076	2
Training Coordinator *	1	BA32	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Human Resources	0032	2
Transportation Project Delivery Manager *	4	AD48	B60	\$45.55690	\$68.34050	\$94,758	\$142,148	EX	Management	0048	16
Treatment Technician II *	3	BC82	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Utility Operations	0082	1
TV & Cable Services Manager *	4	AF14	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Communications & Marketing	0014	4
Veterinarian	S/A	AD04	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Animal Services	0004	3
Veterinary Assistant *	1	BA04	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Animal Services	0004	2
Victim Witness Liaison	S/A	BI10	D10	\$24.76120	\$34.65950	\$51,503	\$72,092	NON-EX	City Attorney	0010	2
Volunteer & Permitting Coordinator *	3	AC72	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	EX	Recreation	0072	3
Water Business Relationship Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Water Heavy Equipment Operator *	3	BC82	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Utility Operations	0082	1
Water Planning Services Manager *	5	AE48	B70	\$49.52240	\$74.28360	\$103,007	\$154,510	EX	Management	0048	16
Water Resources Specialist	1	AB84	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Water Resources	0084	3
Water Resources Supervisor	3	AD84	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Water Resources	0084	4
Water S&T Superintendent *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Water Tech OPS Superintendent *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
Water Treatment Operator *	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1
Water Utility Mechanic *	3	BC82	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Utility Operations	0082	1
Water Utility Specialist	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1
Water Utility Supervisor	5	AE82	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Utility Operations	0082	4
Water Utility Technician	3	BC82	A20	\$21.69180	\$30.30260	\$45,119	\$63,029	NON-EX	Utility Operations	0082	1
Water Utility Trainee	1	BA82	A05	\$15.45000	\$21.58880	\$32,136	\$44,905	NON-EX	Utility Operations	0082	1
Water Utility Worker	2	BB82	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Utility Operations	0082	1
Wellness Court Assistant Coordinator	1	BI38	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Judicial	0038	3
Wellness Court Coordinator	2	AI38	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Judicial	0038	3

* = working title

**2020 Salary Schedule
Civil Service Fire**

	A	B	C	D	E	F	G	H
FIREFIGHTER IV (24 HOUR) 9030 Grade 854	\$51,000 \$4,250 \$20.43269							
FIREFIGHTER IV (8 HOUR) 9025 Grade 853	\$51,000 \$4,250 \$24.51923							
FIREFIGHTER III (24 HOUR) 9035 Grade 855	\$55,335 \$4,611 \$22.16947							
FIREFIGHTER III (8 HOUR) 9027 Grade 852	\$55,335 \$4,611 \$26.60337							
FIREFIGHTER II (24 HOUR) 9040 Grade 856	\$60,038 \$5,003 \$24.05369							
FIREFIGHTER II (8 HOUR) 9029 Grade 851	\$60,038 \$5,003 \$28.86442							
FIREFIGHTER I (24 HOUR) 9045 Grade 857			\$71,240 \$5,937 \$28.54167		\$73,393 \$6,116 \$29.40425		\$75,611 \$6,301 \$30.29287	\$84,598 \$7,050 \$33.89343
FIREFIGHTER I (8 HOUR) 9050 Grade 858			\$71,240 \$5,937 \$34.25000		\$73,393 \$6,116 \$35.28510		\$75,611 \$6,301 \$36.35144	\$84,598 \$7,050 \$40.67212
TECHNICIAN 9070 ENGINEER 9075 (24 HOUR) Grade 859			\$78,368 \$6,531 \$31.39744		\$80,737 \$6,728 \$32.34655		\$83,177 \$6,931 \$33.32412	\$93,063 \$7,755 \$37.28486
TECHNICIAN 9060 ENGINEER 9076 (8 HOUR) Grade 860			\$78,368 \$6,531 \$37.67692		\$80,737 \$6,728 \$38.81587		\$83,177 \$6,931 \$39.98894	\$93,063 \$7,755 \$44.74183
FIRE LIEUTENANT (24 HOUR) 9085 Grade 861					\$88,836 \$7,403 \$35.59135		\$91,521 \$7,627 \$36.66707	\$102,400 \$8,533 \$41.02564
FIRE LIEUTENANT (8 HOUR) 9090 Grade 862					\$88,836 \$7,403 \$42.70962		\$91,521 \$7,627 \$44.00048	\$102,400 \$8,533 \$49.23077
FIRE CAPTAIN (24 HOUR) 9100 Grade 863					\$97,714 \$8,143 \$39.14824		\$100,668 \$8,389 \$40.33173	\$112,634 \$9,386 \$45.12580
FIRE CAPTAIN (8 HOUR) 9110 Grade 864					\$97,714 \$8,143 \$46.97788		\$100,668 \$8,389 \$48.39808	\$112,634 \$9,386 \$54.15096

Note: annual and monthly salaries are included for informational purposes only

**2020 Salary Schedule
Civil Service Fire**

SALARY RANGE			
	MIN		MAX
BATTALION CHIEF (24 HOUR) 9120 Grade 865	\$119,082		\$131,459
	\$9,924	-	\$10,955
	\$47.70930		\$52.66783
BATTALION CHIEF (8 HOUR) 9130 Grade 866	\$119,082		\$131,459
	\$9,924	-	\$10,955
	\$57.25116		\$63.20139
FIRE COMMANDER (24 HOUR) 9121 Grade 869	\$120,868		\$143,685
	\$10,072	-	\$11,974
	\$48.42486		\$57.56611
FIRE COMMANDER (8 HOUR) 9131 Grade 870	\$120,868		\$143,685
	\$10,072	-	\$11,974
	\$58.10983		\$69.07933
DEPUTY CHIEF (8 HOUR) 1227 Grade 75	\$125,957		\$156,045
	\$10,496	-	\$13,004
	\$60.55608		\$75.02163

**2020 Salary Schedule
Civil Service Police**

POSITIONS	A	B	C	D	E	F	G	H	I
PATROL OFFICER, IV	\$56,984								
Grade 801	\$4,749								
8020	\$27.39615								
PATROL OFFICER, III	\$62,115								
Grade 802	\$5,176								
8030	\$29.86298								
PATROL OFFICER, II	\$69,205								
Grade 803	\$5,767								
8040	\$33.27163								
PATROL OFFICER, I	\$76,469	\$84,870	\$91,986						
Grade 804	\$6,372	\$7,073	\$7,666						
8050	\$36.76394	\$40.80288	\$44.22404						
PATROL OFFICER SPEC	\$81,823	\$90,810	\$98,425						
Grade 809	\$6,819	\$7,568	\$8,202						
8055	\$39.33798	\$43.65865	\$47.31971						
POLICE AGENT		\$94,844	\$101,543						
Grade 805		\$7,904	\$8,462						
8060		\$45.59808	\$48.81875						
POLICE AGENT SPEC		\$101,484	\$108,651						
Grade 811		\$8,457	\$9,054						
8065		\$48.79038	\$52.23606						
POLICE SERGEANT		\$104,498	\$110,525						
Grade 806		\$8,708	\$9,210						
8070		\$50.23942	\$53.13702						
POLICE SERGEANT SPEC		\$111,812	\$118,263						
Grade 810		\$9,318	\$9,855						
8075		\$53.75577	\$56.85721						
POLICE LIEUTENANT		\$117,455	\$126,691						
Grade 807		\$9,788	\$10,558						
8090		\$56.46875	\$60.90913						
POLICE CAPTAIN		\$129,265	\$139,429						
Grade 808		\$10,772	\$11,619						
8110		\$62.14663	\$67.03317						

**2020 Salary Schedule
Civil Service Police**

SALARY RANGE			
COMMANDER Grade 074 1268	\$134,859		\$146,197
	\$11,238	-	\$12,183
	\$64.83602		\$70.28710
DIVISION CHIEF Grade 075 1206	\$147,637		\$159,355
	\$12,303	-	\$13,280
	\$70.97938		\$76.61318
DEPUTY CHIEF Grade 076 1258	\$162,401		\$175,291
	\$13,533	-	\$14,608
	\$78.07747		\$84.27430

**2020 Salary Schedule
Contingent Seasonal Pay Grades**

Pay Range	001	Hourly	12.00000	-	12.00000
		Monthly	2,080.00	-	2,080.00
		Yearly	24,960.00	-	24,960.00
Pay Range	002	Hourly	12.00000	-	12.00000
		Monthly	2,080.00	-	2,080.00
		Yearly	24,960.00	-	24,960.00
Pay Range	003	Hourly	12.00000	-	12.00000
		Monthly	2,080.00	-	2,080.00
		Yearly	24,960.00	-	24,960.00
Pay Range	004	Hourly	12.00000	-	12.00000
		Monthly	2,080.00	-	2,080.00
		Yearly	24,960.00	-	24,960.00
Pay Range	005	Hourly	12.00000	-	12.00000
		Monthly	2,080.00	-	2,080.00
		Yearly	24,960.00	-	24,960.00
Pay Range	006	Hourly	12.00000	-	12.00000
		Monthly	2,080.00	-	2,080.00
		Yearly	24,960.00	-	24,960.00
Pay Range	007	Hourly	12.00000	-	12.00000
		Monthly	2,080.00	-	2,080.00
		Yearly	24,960.00	-	24,960.00
Pay Range	008	Hourly	12.00000	-	12.00350
		Monthly	2,080.00	-	2,080.61
		Yearly	24,960.00	-	24,967.28
Pay Range	009	Hourly	12.00000	-	12.72390
		Monthly	2,080.00	-	2,205.48
		Yearly	24,960.00	-	26,465.71
Pay Range	010	Hourly	12.00000	-	13.74170
		Monthly	2,080.00	-	2,381.89
		Yearly	24,960.00	-	28,582.74
Pay Range	011	Hourly	12.00000	-	14.84100
		Monthly	2,080.00	-	2,572.44
		Yearly	24,960.00	-	30,869.28
Pay Range	012	Hourly	12.00000	-	16.02820
		Monthly	2,080.00	-	2,778.22
		Yearly	24,960.00	-	33,338.66
Pay Range	013	Hourly	12.68570	-	17.74320
		Monthly	2,198.85	-	3,075.49
		Yearly	26,386.26	-	36,905.86

Min Wage increased to \$12.00 as of 1/1/2020

**2020 Salary Schedule
Contingent Seasonal Pay Grades**

Pay Range	014	Hourly	13.70060	-	19.16290
		Monthly	2,374.77	-	3,321.57
		Yearly	28,497.25	-	39,858.83
Pay Range	015	Hourly	14.79670	-	20.69580
		Monthly	2,564.76	-	3,587.27
		Yearly	30,777.14	-	43,047.26
Pay Range	016	Hourly	15.98030	-	22.35170
		Monthly	2,769.92	-	3,874.29
		Yearly	33,239.02	-	46,491.54
Pay Range	017	Hourly	16.42710	-	24.13960
		Monthly	2,847.36	-	4,184.20
		Yearly	34,168.37	-	50,210.37
Pay Range	018	Hourly	17.74140	-	26.07080
		Monthly	3,075.18	-	4,518.94
		Yearly	36,902.11	-	54,227.26
Pay Range	019	Hourly	19.16070	-	28.15630
		Monthly	3,321.19	-	4,880.43
		Yearly	39,854.26	-	58,565.10
Pay Range	020	Hourly	20.69360	-	30.40920
		Monthly	3,586.89	-	5,270.93
		Yearly	43,042.69	-	63,251.14
Pay Range	021	Hourly	22.34900	-	32.84170
		Monthly	3,873.83	-	5,692.56
		Yearly	46,485.92	-	68,310.74
Pay Range	022	Hourly	24.58390	-	37.02900
		Monthly	4,261.21	-	6,418.36
		Yearly	51,134.51	-	77,020.32
Pay Range	023	Hourly	27.04210	-	40.73170
		Monthly	4,687.30	-	7,060.16
		Yearly	56,247.57	-	84,721.94
Pay Range	024	Hourly	29.74650	-	44.80520
		Monthly	5,156.06	-	7,766.23
		Yearly	61,872.72	-	93,194.82
Pay Range	025	Hourly	32.54380	-	49.07880
		Monthly	5,640.93	-	8,506.99
		Yearly	67,691.10	-	102,083.90
Pay Range	026	Hourly	35.79820	-	53.98670
		Monthly	6,205.02	-	9,357.69
		Yearly	74,460.26	-	112,292.34

Min Wage increased to \$12.00 as of 1/1/2020

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
ACTIVITY COORDINATOR	7554	10
ACTIVITY COORDINATOR II	7678	12
AFTER SCHOOL COORDINATOR	7532	12
AFTER SCHOOL INSTRUCTOR I-III	7570	6
AFTER SCHOOL LEADER	7648	10
AQUATICS FITNESS INSTRT I-III	7803	9
ASSISTANT NEWS PRODUCER	7654	13
ATTENDANT	7865	5
AURORA RESERVOIR GUEST SERVICES TECHNICIAN	7710	8
BACKGROUND INVESTIGATOR	7685	20
BUS DRIVER	7587	10
CADET	7645	5
CAMP/ACTIVITY ASSISTANT	7651	10
CAMP/ACTIVITY DIRECTOR	7650	11
CIVIL SERVICE BACKGROUND INVESTIGATOR	7854	0
CIVIL SERVICE COMMISSIONER	7502	6
CLERICAL AIDE	7638	1
CLERICAL ASSISTANT I	7561	7
CLERICAL ASSISTANT II	7562	9
CLERICAL ASSISTANT III	7563	11
CLERICAL ASSISTANT IV	7564	13
CLERICAL ASSISTANT V	7565	14
CLERK	7850	5
CLUB COACH	7857	0
COMMUNITY OUTREACH COORDINATOR	7612	22
CONT IRRIGATION PLANS EXAM	7692	17
CONTINGENT INSPECTOR	8005	0
CONTINGENT BUILDING INSPECTOR	6013	0
CONTINGENT PLANNER I	6009	7
CONTINGENT PLANS EXAMNER	6012	0
CONTINGENT PROJECT ENGINEER	7498	0
CONTINGENT PUBLIC IMPROVEMENT INSPECTOR	6014	18
CONTINGENT WATER PERMIT TECHNICIAN	8006	17
CONTINGENT SR CONST PERM TECH	6011	0
CONTRACT ACCOUNTANT I	7607	18
CONTRACT ADMINISTRATIVE ASSISTANT	7864	12
CONTRACT ADMINISTRATIVE SPECIALIST	7508	16
CONTRACT AIRPORT NOISE COORDINATOR	7675	22
CONTRACT ANIMAL CARE OFFICER	7809	17

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
CONTRACT ASSISTANT CITY ATTORNEY	7808	22
CONTRACT ASSISTANT POOL MANAGER	8003	15
CONTRACT BAILIFF	7542	11
CONTRACT CLERICAL SUPERVISOR	7619	22
CONTRACT CODE ENFORCEMENT INSPECTOR	7598	18
CONTRACT COMMUNITY NETWORKER	7693	14
CONTRACT COMPUTER TECHNICIAN	7812	13
CONTRACT CONSTR PERMIT TECHNICIAN	7688	14
CONTRACT CONSULTANT	7625	0
CONTRACT COURIER	7582	9
CONTRACT COURTROOM ASSISTANT	7609	12
CONTRACT CRIME ANALYST	7629	19
CONTRACT CRIME LAB SPECIALIST	7633	21
CONTRACT CUSTODIAN	7681	10
CONTRACT DEPUTY DIRECTOR/PWP	7844	0
CONTRACT DEPUTY PUBLIC DEFENDER	7501	20
CONTRACT DESIGN ENGINEER	7661	0
CONTRACT DETENTION OFFICER	7637	0
CONTRACT DEVELOPMENT PROJECT MANAGER	7628	0
CONTRACT ECONOMIC DEVELOPMENT SPECIALIST	7615	21
CONTRACT ENGINEER	7679	0
CONTRACT ENVIRON COMPLIANCE SPECIALIST	7683	18
CONTRACT ENVIRONMENTAL INSPECTOR	7631	18
CONTRACT FACILITIES ENGINEERING ASSISTANT	7669	18
CONTRACT FACILITIES SERVICES CONTRACT COORDINATOR	7694	17
CONTRACT FLEET MECHANIC	7647	17
CONTRACT GIS SPECIALIST	7616	21
CONTRACT GIS TECHNICIAN	7667	16
CONTRACT GOLF SHOP ASSISTANT	7660	8
CONTRACT HOUSING COUNSELOR	7618	15
CONTRACT INTERNAL AUDITOR	7686	19
CONTRACT JURY COMMISSIONER	7819	16
CONTRACT JUVE COURT PROGRAM ASSISTANT	7834	13
CONTRACT LANDSCAPE ARCHITECT	7519	18
CONTRACT LEAD BAILIFF	7546	13
CONTRACT MAINTENANCE TECH	7697	14
CONTRACT MAINTENANCE TECH I	7662	13
CONTRACT MAINTENANCE TECH II	7845	16
CONTRACT MANAGEMENT ANALYST	7505	21

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
CONTRACT MASTER CONTROL TECHNICIAN	7507	18
CONTRACT OS/NR SPECIALIST	7644	16
CONTRACT PARALEGAL	7527	20
CONTRACT PARK RANGER	7503	17
CONTRACT PARKS PLANNER	7504	18
CONTRACT PD INTERPRETER COORDINATOR	7639	17
CONTRACT POLICE PROGRAMMER	7689	23
CONTRACT PROBATION OFFICER	7869	14
CONTRACT PROCUREMENT AGENT	7622	20
CONTRACT PRODUCTION ASSOCIATE	7668	16
CONTRACT PROGRAM AIDE	7555	10
CONTRACT PROGRAM AIDE I	8000	10
CONTRACT PROGRAM AIDE II	8002	11
CONTRACT PROGRAM SPECIALIST III	7699	19
CONTRACT PROGRAM SPECIALIST IV	7700	21
CONTRACT PROJECT MANAGER	7687	0
CONTRACT PUBLIC DEFENDER I	7600	19
CONTRACT PUBLIC INFORMATION OFFICER	7656	18
CONTRACT REPORTER/ANCHOR/PRODUCER	7674	17
CONTRACT REVENUE AGENT	7671	15
CONTRACT SENIOR BAILIFF	7544	11
CONTRACT SENIOR GOLF SHOP ASSISTANT	7659	11
CONTRACT SENIOR REPORTER/ANCHOR	7636	18
CONTRACT SENIOR SURVEY TECHNICIAN	7874	17
CONTRACT SHELTER ASSISTANT	7589	9
CONTRACT SHELTER ASSISTANT II	7545	11
CONTRACT SMALL BUSINESS COORDINATOR	7586	0
CONTRACT SMALL BUSINESS SPECIALIST	7643	20
CONTRACT SPECIAL PROJECTS COORDINATOR	7840	25
CONTRACT SR LANDSCAPE ARCHITECT	7535	22
CONTRACT SR MANAGEMENT ANALYST	7810	0
CONTRACT SR PD INTERPRETER COORDINATOR	7509	18
CONTRACT SYSTEMS ANALYST	7613	22
CONTRACT TAX AUDITOR	7838	0
CONTRACT TRAFFIC CONTROL SPEC	7623	21
CONTRACT UTILITY COORDINATOR	7863	24
CONTRACT UTILITY PROJECT MANAGER	7642	20
CONTRACT VICTIM ADVOCATE	7670	18
CONTRACT VIDEOGRAPHER	7634	15

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
CONTRACT WATER BILLING FIELD REPRESENTATIVE	7630	16
COURTROOM ASSISTANT	7606	12
CULTURAL SERVICES ASSISTANT	7851	8
DANCE INSTRUCTOR I	7820	9
DANCE INSTRUCTOR II	7821	12
DANCE INSTRUCTOR III	7822	13
DANCE INSTRUCTOR IV	7823	15
DANCE INSTRUCTOR V	7847	15
DANCE INSTRUCTOR VI	7848	20
DANCE INSTRUCTOR VII	7849	22
DAY CARE AIDE	7577	4
EARLY CHILDHOOD ASSISTANT I-III	7858	10
EARLY CHILDHOOD MASTER TEACHER	7861	14
EARLY CHILDHOOD SENIOR TEACHER	7860	13
EARLY CHILDHOOD TEACHER I	7855	10
EARLY CHILDHOOD TEACHER II	7856	12
EARLY CHILDHOOD TEACHER I-IV	7859	12
EARLY CHILDHOOD TEACHER/DIRECTOR	7862	16
FACILITY/GROUNDSKEEPER	7580	7
GOLF MAINTENANCE WORKER I	7816	7
GOLF MAINTENANCE WORKER II	7817	9
GOLF MAINTENANCE WORKER III	7818	11
GOLF SHOP ASSISTANT I	7813	7
GOLF SHOP ASSISTANT II	7814	9
GOLF SHOP ASSISTANT III	7815	11
GRAPHIC SPECIALIST	7530	18
GYMNASTIC INSTRUCTOR I	7824	5
GYMNASTIC INSTRUCTOR II	7825	7
GYMNASTIC INSTRUCTOR III	7826	9
GYMNASTICS INSTRUCTOR I	7870	7
GYMNASTICS INSTRUCTOR II - COACH	7871	9
GYMNASTICS INSTRUCTOR III - COACH	7872	11
GYMNASTICS INSTRUCTOR IV - COACH	7873	12
HEAD CARA COACH	7830	9
HEAD GUARD I-III	7593	9
INSTRUCTOR I	7510	1
INSTRUCTOR II	7511	5
INSTRUCTOR III	7512	9
INSTRUCTOR IV	7513	12

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
INSTRUCTOR V	7514	15
INSTRUCTOR VI	7515	20
INSTRUCTOR VII	7516	22
INSTRUCTOR VIII	7517	0
INTERN	7528	0
KITCHEN ASSISTANT	7666	7
LABORER	7680	6
LAW CLERK	7602	18
LAWN PERMIT TECHNICIAN	7529	10
LEAD POOL CONCESSION I-III	7836	5
LIBRARY AIDE	7596	2
LIBRARY AIDE II	7568	10
LIBRARY LIAISON	7621	17
LIBRARY PAGE	7595	1
LIBRARY SECURITY CONCIERGE	7852	12
LIBRARY SERVICES ASSISTANT I	7597	11
LIFEGUARD I-III	7571	4
LINE COOK	7866	8
MAINTENANCE AIDE	7682	7
MAINTENANCE WORKER I	7583	10
MAINTENANCE WORKER II	7584	11
MAINTENANCE WORKER III	7585	13
MANAGER ON DUTY I-III	7831	11
MASTER CONTROL OPERATOR II	7594	8
MOBILE PLAY GROUND COORDINATOR	7652	11
NURSE CONSULTANT	7518	22
OFFSET PRINTER	7839	14
OPTICAL DISK OPERATOR	7640	9
PARTS DRIVER	7802	11
POOL CASHIER I-III	7827	2
POOL CONCESSION I-III	7835	2
POOL MAINTEN WORKER I-III	7833	12
POOL RECEPTION CLERK I-III	7567	5
PROGRAM ASSISTANT I	7556	12
PROGRAM ASSISTANT II	7557	14
PROGRAM ASSISTANT III	7673	15
PROGRAM MANAGER I	7525	20
PROGRAM MANAGER II	7526	21
PROGRAM NURSE	7620	0

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
PROGRAM SPECIALIST	7523	16
PROGRAM SPECIALIST II	7524	18
PROGRAM SPECIALIST III	7806	19
PROGRAM SPECIALIST IV	7672	21
PROGRAM SPECIALIST V	7676	0
PROJECT MANAGER	7610	0
PROJECT SPECIAL ASSISTANT	7811	0
REC CENTER RENTAL SUPERVISOR	7641	10
RECREATION ASSISTANT I	7552	5
RECREATION ASSISTANT II	7553	8
RECREATION ASSISTANT III	7579	10
RECREATION CLERK	7560	5
RECREATION WORKER I	7550	1
RECREATION WORKER II	7551	2
RELIEF BAILIFF	7541	11
RELIEF COURT REPORTER	7540	16
RELIEF DISPATCHER II	7547	16
RELIEF DISPATCHER III	7543	18
RELIEF JUDGE	6040	608
RELIEF MARSHAL	7605	16
REVEGETATION ASSISTANT I	7798	5
REVEGETATION ASSISTANT II	7799	8
REVEGETATION ASSISTANT III	7789	11
SEASONAL BEACH LIFEGUARD	7773	7
SEASONAL CLERK	7762	5
SEASONAL ENGINEER INSPECTOR	7730	15
SEASONAL GOLF ATTENDANT	7780	1
SEASONAL GOLF RANGER	7781	4
SEASONAL GOLF SHOP ASST I	7760	4
SEASONAL GOLF SHOP ASST II	7761	7
SEASONAL GOLF STARTER	7782	4
SEASONAL GOLF WORKER I	7701	1
SEASONAL GOLF WORKER II	7702	3
SEASONAL GOLF WORKER III	7703	5
SEASONAL GOLF WORKER IV	7704	7
SEASONAL GOLF WORKER V	7705	8
SEASONAL GROUNDS WORKER	7788	1
SEASONAL HEADGUARD 1-111	7795	8
SEASONAL LIFEGUARD	7792	3

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
SEASONAL MAINTENANCE WORKER	7787	13
SEASONAL MAINTENANCE WORKER IV	7786	9
SEASONAL MINI GOLF MANAGER	7754	9
SEASONAL MTE WORKER I	7783	2
SEASONAL MTE WORKER II	7784	4
SEASONAL MTE WORKER III	7785	7
SEASONAL MTE WORKER V	7778	10
SEASONAL PARK RANGER II	7741	11
SEASONAL PARK RANGER TECHNICIAN	6017	7
SEASONAL POOL MAINTENANCE I-III	7828	3
SEASONAL POOL MANAGER I-III	7794	11
SEASONAL PROGRAM ASSISTANT	7757	14
SEASONAL RANGER	7740	0
SEASONAL RECREATION ASSISTANT I	7752	5
SEASONAL RECREATION ASSISTANT II	7753	8
SEASONAL RECREATION WORKER I	7750	1
SEASONAL RECREATION WORKER II	7751	2
SEASONAL SR POOL MANAGER	7711	13
SEASONAL STREETS WORKER	7720	15
SEASONAL SWIM BEACH MANAGER	7796	7
SEASONAL WEED INSPECTOR	7797	7
SENIOR AQUA FIT INSTRUCT I-III	7574	12
SENIOR CONTRACT GRAPHIC SPECIALIST	7566	18
SENIOR LIFEGUARD I-III	7590	6
SHELTER AIDE	7588	0
SHIFT SUPERVISOR	7867	9
SPECIAL FINANCIAL ADVISOR	7533	0
SPORTS OFFICIAL	7853	0
TECHNICIAN I	7538	15
TECHNICIAN II	7539	17
TEMP WATER BILLING FIELD REPRESENTATIVE	7572	12
TEMPORARY Q/C TECHNICIAN	7591	18
TENNIS INSTRUCTOR I	7520	5
TENNIS INSTRUCTOR II	7521	7
TENNIS INSTRUCTOR III	7522	9
THEATER/MUSIC PRODUCTION DIRECTOR	7506	15
TINY TOTS ASSISTANT	7558	3
TINY TOTS ASSISTANT II	7548	4
TINY TOTS GROUP LEADER	7559	8

**2020 Salary Schedule
Contingent/Seasonal Job Titles**

POSITION TITLE	JOB CODE	PAY GRADE
TINY TOTS GROUP LEADER II	7549	9
VAN DRIVER	7581	9
VETERINARIAN ASSISTANT	7807	13
WATER CONSERV HOTLINE OPERATOR	7868	13
WATER MONITOR	7999	13
WATER SAFETY INSTRUCTOR I-III	7592	9
WATER SAFETY INSTRUCTOR TRAINER I-III	7837	12
WATERCRAFT INSPECTOR	7569	9

**2020 Salary Schedule
Career Service Appendix**

CAREER SERVICE JOB CODES DEFINED

1st DIGIT = Unit Number		2nd DIGIT = Job Family Level	3rd and 4th DIGITS -Job Family	
CODE	STATUS Definition	Designator - Sequential within JF (required to distinguish between titles) example: titles sorted by level to start	CODE	JOB FAMILY
A	Regular Exempt		00	Appointed (Council)
B	Regular Non-Exempt		02	Administrative Support
C	Regular Other		04	Animal Services
D	Seasonal/Cont Exempt		06	Armorer
E	Seasonal/Cont Non-Exempt	HR Tech = BA32	08	Building Compliance
F	Seasonal/Cont Other	HR Analyst = AB32	10	City Attorney
G	Appointed Exempt	HR Program Analyst = AC32	11	City Clerk
H	Appointed Non-Exempt	HR Program Super = AD32	12	Code Enforcement
I	Appointed Other	if added 5th TITLE = AE32 or CE32	14	Communications & Marketing
J	Elected Exempt		16	Community Programs
K	Elected Non-Exempt		18	Court Administration
L	Elected Other		20	Customer Service
M	Other		21	Deputy Director
			22	Director
			24	Engineering
			26	Finance
			27	Fire Chief
			28	Forensic
			30	Geographic Information Services
			32	Human Resources
			34	Information Technology
			36	Inspection
			38	Judicial
			40	Laboratory
			42	Landscape Architecture
			44	Library
			46	Maintenance & Operations
			48	Management
			50	Museum
			52	Natural Resources
			54	Park Ranger
			56	Planning
			57	Police Chief
			58	Procurement
			60	Programs
			62	Project Management
			64	Public Defender
			66	Public Safety Communications
			68	Public Safety Technical Administration
			70	Real Property
			72	Recreation
			74	Risk Management
			76	SCADA
			78	Surveying
			80	Trades
			82	Utility Operations
			84	Water Resources

RESOLUTION NO. R2019-____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA,
COLORADO, APPROVING THE 2020 EMPLOYEE PAY SCHEDULE AND
CLASSIFICATIONS

WHEREAS, Section 102-2 of the City Code of City of Aurora, Colorado (the “City”) and require the City Council to approve by resolution on an annual basis, in conjunction with the budget review, the City’s rate of pay for labor, trades, and crafts employees; clerical and technical employees; professional-administrative and technological employees; supervisory and managerial employees; temporary, seasonal and part-time employees; departmental heads; assistant and deputy city managers; council appointees; and certain civil service employees in the police and fire departments (the “Employee Pay Schedule and Classifications”); and

WHEREAS, the City Council has reviewed and approves the implementation of the 2020 Employee Pay Schedule and Classifications; and

WHEREAS, the 2020 Employee Pay Schedule and Classifications includes the City’s rate of pay for members of the collective bargaining units for police officers and firefighters based on agreements reached with bargaining units for police and fire.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO THAT:

Section 1. Except as stated below, the 2020 Employee Pay Schedule and Classifications is hereby adopted in substantially the form filed with the City Clerk and presented at this meeting, with such technical additions, deletions, and variations as the Director of Human Resources or City Attorney may deem necessary or appropriate and not inconsistent with this Resolution.

Section 2. The Director of Human Resources or City Attorney may make such technical additions, deletions, and variations to the 2020 Employee Pay Schedule and Classifications as they may deem necessary or appropriate and not inconsistent with this Resolution.

Section 4. All resolutions or parts of resolutions of the City in conflict herewith are hereby rescinded.

RESOLVED AND PASSED this _____ day of _____, 2019.

BOB LEGARE, Mayor

ATTEST:

STEPHEN J. RUGER, City Clerk

APPROVED AS TO FORM:

RACHEL ALLEN, City Attorney’s Office

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Management and Finance Policy Committee Agenda Item Commentary

Item Title: 2020 Employee Benefits
Item Initiator: Terri Velasquez
Staff Source: Dianna Giordano
Deputy City Manager Signature: Nancy Freed
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong Cit

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

Human Resources will provide an overview the 2020 employee benefits.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

This item is informational only.

QUESTIONS FOR Committee

N/A Information Only

EXHIBITS ATTACHED:

2020 Benefits Renewal and OE Presentation 9.10.19.pdf



2020 Benefits and O.E.

Review 2020 Benefits Plan and Open Enrollment

Sept 10, 2019

Benefits

Human Resources

M&F Meeting: September 24, 2019

Agenda

- Renewal Summary
- Non-medical benefits
- Medical Renewal
- Open Enrollment
- Long-term Benefits Plan

2020 Benefits Renewal Summary

- Buy-up Plan: 16% increase in rates with coverage enhancements
- Base Plan: 2% increase in rates with coverage enhancements

- Coverage enhancements for DHMO and HSA plans
- 2021 rate cap of 6%

NON-MEDICAL BENEFITS

NEW: introducing Short Term Disability benefit – employee paid; benefit pays 40% of base salary

Vision is employee paid benefit: enhanced coverage at a cost

Voluntary benefits will change providers from Allstate to Voya

Renewal Items	Plan Changes	Funding	RF P	Comments
Dental <i>Delta Dental</i> <i>Sun Life</i>	Yes	Self-Funded	No	Move from 3 tiers to 4 tiers <ul style="list-style-type: none"> • <i>EE only; EE+SP; EE+Ch(ren); Family</i> Decrease in employee premiums <ul style="list-style-type: none"> • <i>EE+1: \$1.66/pay check</i> • <i>Family: \$2.27/pay check</i> Sun Life: Continue to offer; no changes to benefits or cost
Vision <i>VSP</i>	Yes	Fully Insured	No	Buy-up Plan: 16% premium increase with enhanced benefits <ul style="list-style-type: none"> • <i>Frames every 12 months; frames \$250; contacts \$250</i> Base Plan: 2% increase with enhanced benefits <ul style="list-style-type: none"> • <i>Frames \$175; contacts \$150</i>
Life and AD&D <i>Voya</i>	Yes	Fully Insured	No	Amend plan to limit voluntary dependent life options to \$10k and \$20k
Long Term Disability <i>Voya</i>	No	Fully Insured	No	No changes
FSA & COBRA <i>24 Hour Flex</i>	No	--	No	No changes
EAP <i>ComPsych</i>	No	--	No	No changes
Voluntary Benefits <i>Voya</i>	Yes	Employee Paid	Yes	Change providers from Allstate to Voya <ul style="list-style-type: none"> • <i>New voluntary Short Term Disability benefit (40% of pay)</i> • <i>Continue offering an Accident benefit</i> • <i>Enhance current Cancer plan by offering a full Critical Illness</i>
Retirement <i>GERP/Nationwide</i>	401 No 457 No	--	No	No changes



MEDICAL RENEWAL

Continue with **Kaiser Permanente** as medical provider

Six years of good and consistent claims history: average **loss ratio of 81.6%** (less than 85% is good)

City is locked into **CBAs** contractual amounts of medical cost increase for 2020 – roughly 5% (\$1.7M)

2020 Medical Cost

- **3.38%** premium increase
 - City's cost: 4.91% (\$1.7M)
 - Ee cost: -5.95% (-\$326k)
- **6%** 2021 rate guarantee

Enhanced coverage levels

- DHMO and HSA plans
- Lower deductible & OOP Max
- No changes to all other medical coverage

COA 2020 Benefits		Change from 2019	
Kaiser Renewal	Cost	\$	%
City	\$36,465,032	\$1,733,358	4.99%
Employee	\$5,733,667	(\$354,272)	-5.82%
Renewal	\$42,198,699	\$1,379,086	3.38%
<i>Coverage</i>	<i>Coverage enhancements: DHMO / HSA</i>		

2020 Changes	DHMO		HSA	
	2019	2020	2019	2020
Enhancements				
Deductible (single)	\$250	\$200	\$1,500	\$1,400
Deductible (family)	\$750	\$400	\$3,000	\$2,800
OOP Max (single)	\$1,750	\$1,500	\$3,400	\$3,000
OOP Max (family)	\$3,500	\$3,000	\$6,800	\$6,000



MEDICAL RENEWAL

- 5% increase of rates for the City
- 84.4% cost share paid by the City
- 6% decrease of average rates for employees
- 13.6% avg. cost share paid by employees

2020 MEDICAL (Kaiser Permanente): FULL-TIME EMPLOYEES

HDHP (HSA)					Annual			Employee Change from 2019						
All EE	Monthly				Renewal Premium	EE Contributions	COA Net Cost	Annual Premium	EE Contributions	COA Net Cost	Annual	Monthly	Pay Period	% Change
	Renewal Premium	EE Contributions	COA Net Cost	EE Cost Share										
EE	\$594.08	\$0.00	\$594.08	0.0%	\$7,128.96	\$0.00	\$7,128.96	(\$2.64)	(\$0.22)	(\$0.11)	-100.0%			
EE+ One	\$1,151.92	\$13.76	\$1,138.16	1.2%	\$13,823.04	\$165.14	\$13,657.90	(\$43.42)	(\$3.62)	(\$1.81)	-20.8%			
EE+ Family	\$1,576.04	\$62.80	\$1,513.24	4.0%	\$18,912.48	\$753.61	\$18,158.87	(\$34.07)	(\$2.84)	(\$1.42)	-4.3%			

DHMO					Annual			Employee Change from 2019						
All EE	Monthly				Renewal Premium	EE Contributions	COA Net Cost	Annual Premium	EE Contributions	COA Net Cost	Annual	Monthly	Pay Period	% Change
	Renewal Premium	EE Contributions	COA Net Cost	EE Cost Share										
EE	\$659.86	\$63.71	\$596.15	9.7%	\$7,918.32	\$764.54	\$7,153.78	(\$46.42)	(\$3.87)	(\$1.93)	-5.7%			
EE+ One	\$1,279.58	\$141.42	\$1,138.16	11.1%	\$15,354.96	\$1,697.06	\$13,657.90	(\$80.14)	(\$6.68)	(\$3.34)	-4.5%			
EE+ Family	\$1,750.66	\$237.42	\$1,513.24	13.6%	\$21,007.92	\$2,849.05	\$18,158.87	(\$84.23)	(\$7.02)	(\$3.51)	-2.9%			

HMO					Annual			Employee Change from 2019						
All EE	Monthly				Renewal Premium	EE Contributions	COA Net Cost	Annual Premium	EE Contributions	COA Net Cost	Annual	Monthly	Pay Period	% Change
	Renewal Premium	EE Contributions	COA Net Cost	EE Cost Share										
EE	\$716.56	\$120.41	\$596.15	16.8%	\$8,598.72	\$1,444.94	\$7,153.78	(\$175.06)	(\$14.59)	(\$7.29)	-10.8%			
EE+ One	\$1,389.48	\$251.32	\$1,138.16	18.1%	\$16,673.76	\$3,015.86	\$13,657.90	(\$329.50)	(\$27.46)	(\$13.73)	-9.8%			
EE+ Family	\$1,901.10	\$387.86	\$1,513.24	20.4%	\$22,813.20	\$4,654.33	\$18,158.87	(\$425.51)	(\$35.46)	(\$17.73)	-8.4%			

Triple Option					Annual			Employee Change from 2019						
All EE	Monthly				Renewal Premium	EE Contributions	COA Net Cost	Annual Premium	EE Contributions	COA Net Cost	Annual	Monthly	Pay Period	% Change
	Renewal Premium	EE Contributions	COA Net Cost	EE Cost Share										
EE	\$769.42	\$173.27	\$596.15	22.5%	\$9,233.04	\$2,079.26	\$7,153.78	(\$127.30)	(\$10.61)	(\$5.30)	-5.8%			
EE+ One	\$1,467.00	\$328.84	\$1,138.16	22.4%	\$17,604.00	\$3,946.10	\$13,657.90	(\$243.58)	(\$20.30)	(\$10.15)	-5.8%			
EE+ Family	\$2,061.32	\$548.08	\$1,513.24	26.6%	\$24,735.84	\$6,576.97	\$18,158.87	(\$292.79)	(\$24.40)	(\$12.20)	-4.3%			



2020 OPEN ENROLLMENT

Open Enrollment Dates: 10/7/19 to 10/27/19 (3 weeks)

Active Enrollment – all employees must elect or decline coverage

HR will actively monitor and direct communication throughout the process

New benefit enrollment process – platform/portal through AON (benefits broker)

Enhanced communication process and employee assistance

Early notification of 2020 benefits, changes and rates

Open Enrollment Presentations at various locations, dates and times

In-person Enrollment Assistance Sessions (AON)

Phone Enrollment Support (AON)

HR Open Hours Assistance

Benefits and Wellness Expo (Fair)

October 9 (Beck Recreation Center)

October 17 (AMC)



2020 OPEN ENROLLMENT

Open Enrollment Dates: 10/7/19 to 10/27/19 (3 weeks)

Benefit Event	When	Where	What
Benefits, Wellness, & Safety Expo	Wednesday, Oct 9 8:00am - 11:00am	Beck Recreation Center	Speak one-on-one with vendors, win prizes, and get a free flu shot.
	Thursday, Oct 17 11:00am - 3:00pm	AMC	
Open Enrollment Presentations	Sept 24 (Tues), 2:00pm - 3:00pm	MLK Library	Open Enrollment will be from Oct 7 - Oct 27. Presentations will include information about 2020 benefits.
	Sept 26 (Thur), 2:00pm - 3:00pm	AMC	
	Oct 1 (Tues), 7:00am - 8:00am	Tallyn's Reach	
	Oct 2 (Wed), 1:00pm - 2:00pm	Mission Viejo Library	
	Oct 3 (Thur), 7:30am - 8:30am	Central Facilities	
	Oct 8 (Tues), 8:00am - 9:00am	North Satellite	
	Oct 10 (Thur), 1:00pm - 2:00pm	Tallyn's Reach	
	Oct 15 (Tues), 8:00am - 9:00am	AMC	
Enrollment Assistance Sessions	Oct 7 - Oct 25 (Mon to Fri) 8:00am - 5:00pm	Multiple Locations/Times	In-person enrollment support with a benefits counselor.
Enrollment Phone Support	Oct 7 - Oct 25 (Mon to Fri) 8:00am - 5:00pm	855-874-0170	Phone enrollment support with a benefits counselor.
HR Open Hours	Oct 7 - Oct 25 (Mon to Fri) 8:00am - 5:00pm	AMC Human Resources	Drop in during open enrollment to speak with a Human Resources representative about benefit plan questions.



LONG-TERM BENEFITS PLAN

Dependent Audit – December 2019

Develop a benefits purpose and strategy

Enhance utilization of Benefits Committee and partnership with employees

Focus and provide benefits education to employees (consumerism)

RFP for medical provider

Explore self-funding for medical

Evaluation/consideration of plan design/structure changes

- Four tier for medical (EE, EE+Spouse, EE+Child(ren), Family)
- Cost and assess HSA employer funding
- Address CBA for best scenario for civil service employees, non-civil service employees and the city
- Examine cost share rates and philosophy
- Consider dental plan options: Delta, Sun Life, two plans to select from
- Cost and assess an employer paid Short-Term Disability
- Cost and assess increase basic life-insurance coverage



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Management and Finance Policy Committee Agenda Item Commentary

Item Title: AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 2-2011 (AURORA CONFERENCE CENTER) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020.

Item Initiator: Andrew Jamison

Staff Source: Mike Shannon, Debt & Treasury Manager

Deputy City Manager Signature: Roberto Venegas

Outside Speaker:

Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

This budget and mill levy ordinance is the annual property tax mill levy, adopting, and appropriating ordinance for the Aurora Conference Center General Improvement District 2-2011(GID). On November 1, 2011, the qualified electors of the Aurora Conference Center GID voted in favor of 1) authorizing the levy of an ad valorem property tax for the construction and/or to incentivize a public conference center and related improvements to attract tourism to the area and stimulate development of property within and surrounding the GID; 2) authorizing the pledge of a portion of such ad valorem property tax to the payment of obligations incurred by the Colorado International Center Metropolitan District No. 4 (the "CIC District") to provide off-site public infrastructure; and 3) authorizing the pledge of a portion of such ad valorem property tax to the payment of obligations incurred by the Aurora High Point at DIA Metropolitan District (the "AHP District") to provide for the payment of future regional infrastructure costs, all for the benefit of GID taxpayers.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

As the Aurora Conference Center GID has already been formed, this is a technical mechanism to create the budget authority for the upcoming year. The budget for the Aurora Conference Center GID, for collection in 2020, is \$9,000,000.00 and the mills will be 40.000 mills. The revenue shall be used to defray the general

expenses of the Aurora Conference Center GID for the fiscal year commencing January 1, 2020 and ending December 31, 2020.

QUESTIONS FOR Committee

Does Management and Finance Committee recommend the Aurora Conference Center GID budget and mill levy for 2020, as described above, and move this item to the September 28, 2019 Budget Workshop as proposed?

EXHIBITS ATTACHED:

2019-ACC-GID-Budget.doc

ORDINANCE NO. 2019-___

AN ORDINANCE OF THE AURORA CONFERENCE CENTER GENERAL IMPROVEMENT DISTRICT (NO. 2-2011) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020

WHEREAS, on July 11, 2011, the City Council (the “Council”) of the City of Aurora, Colorado (the “City”), adopted Ordinance No. 2011-17 (the “GID Ordinance”) declaring the organization of the Aurora Conference Center General Improvement District (No. 2-2011) (the “GID”); and

WHEREAS, the GID Ordinance further provided for the submission to a vote of the registered electors of the GID ballot questions: (i) authorizing the levy of an ad valorem property tax for the construction and/or to incentivize a public conference center and related improvements to attract tourism to the area and stimulate development of property within and surrounding the GID; (ii) authorizing the pledge of a portion of such ad valorem property tax to the payment of obligations incurred by the Colorado International Center Metropolitan District No. 4 (the “CIC District”) to provide off-site public infrastructure and (iii) authorizing the pledge of a portion of such ad valorem property tax to the payment of obligations incurred by the Aurora High Point at DIA Metropolitan District (the “AHP District”) to provide for the payment of future regional infrastructure costs, all for the benefit of GID taxpayers; and

WHEREAS, subsequently, at an election duly called and held on November 1, 2011, the qualified electors of the GID approved each of the ballot questions submitted: and

WHEREAS, as a result, the GID will receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2020, and ending December 31, 2020 (“Fiscal Year 2020”); and

WHEREAS, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2020.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO ACTING AS THE *EX-OFFICIO* BOARD OF DIRECTORS OF AURORA CONFERENCE CENTER GENERAL IMPROVEMENT DISTRICT (NO. 2-2011) THAT:

Section 1. The total budget of the GID for Fiscal Year 2020 shall be Nine Million Dollars (\$9,000,000.00), which amount shall be expended for the following purposes:

- a. Eight Million Seven Hundred Thousand (\$8,700,000.00) for the construction and/or to incent the construction of a public conference center and related improvements to attract tourism to the area and stimulate development of the property within and surrounding the GID, or any other legally permitted public purposes; and

- b. Three Hundred Thousand Dollars (\$300,000.00) for the payment of obligations incurred by the GID to the CIC District to provide off-site public infrastructure, or for any other legally permitted public purposes.

Section 2. Pursuant to the authority granted by the voters at the November 1, 2011, regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the GID, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at the rate of forty (40) mills.

Section 3. The City Manager and the Budget Officer are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Adams, State of Colorado, on or before December 15, 2019.

Section 4. There is hereby appropriated from the Aurora Conference Center General Improvement District (No. 2-2011) Fund for Fiscal Year 2020 the sum of Nine Million Dollars (\$9,000,000.00).

Section 5. All ordinances of the GID or parts thereof in conflict with this ordinance are hereby repealed.

Section 6. Pursuant to Section 5-5 of the City Charter, the second publication of this ordinance shall be by reference, utilizing the ordinance title. Copies of this ordinance are available at the office of the City Clerk.

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2019.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2019.

BOB LEGARE, Presiding Officer

ATTEST:

STEPHEN J. RUGER,
Ex-officio Secretary

APPROVED AS TO FORM:

HANOSKY HERNANDEZ,
Legal Counsel to the GID

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**Management and Finance Policy Committee
Agenda Item Commentary**

<p>Item Title: AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 1-2007 (CHERRY CREEK RACQUET CLUB) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020.</p>
<p>Item Initiator: Andrew Jamison</p>
<p>Staff Source: Mike Shannon, Debt & Financing Administrator</p>
<p>Deputy City Manager Signature: Roberto Venegas</p>
<p>Outside Speaker:</p>
<p>Council Goal: 2012: 6.0--Provide a well-managed and financially strong City</p>

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

This budget and mill levy ordinance is the annual property tax mill levy, adopting, and appropriating ordinance for the Cherry Creek Fence General Improvement District 1-2007 (GID). On November 6, 2007, the qualified electors of the Cherry Creek Racquet Club GID voted in favor of the issuance of general obligation indebtedness and the imposition of taxes for the repayment of debt. The purpose of the Cherry Creek Racquet Club GID was to construct and finance a masonry fence. Subsequently, on March 17, 2008 council approved Ordinance 2008-14 declaring organization of the district. Per the ballot issue, final costs for the project will not exceed \$706,000, with annual taxes not to exceed \$67,000. On August 17, 2009, council approved the bond issuance for the Cherry Creek fence.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

As the Cherry Creek Racquet Club GID has already been formed and the bond issuance related to the fence has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. The budget and proposed mill levy for the Cherry Creek Racquet Club GID for 2020, combined with a portion of available cash on deposit in the GID's debt account, will be sufficient to bring in an estimated \$67,000 for debt service and another \$3,000 to defray maintenance costs. The revenue shall be used to defray the general expenses of the GID for the fiscal year commencing January 1, 2020, and ending December 31, 2020.

QUESTIONS FOR Committee

Does Management and Finance Committee recommend the Cherry Creek Racquet Club GID budget and mill levy for 2020, as described above, and move this item to the September 28, 2019 Budget Workshop as proposed?

EXHIBITS ATTACHED:

2019-Cherry-Creek-GID-Budget.doc

ORDINANCE NO. 2019-___

AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 1-2007 (CHERRY CREEK RACQUET CLUB) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020

WHEREAS, the City Council (the “Council”) of the City of Aurora, Colorado (the “City”), has adopted Ordinance No. 2008-14 declaring the organization of General Improvement District 1-2007 (the “District”) for constructing a masonry fence and other incidental and necessary improvements for the Cherry Creek Racquet Club neighborhood (the “Improvements”); and

WHEREAS, following the organization of the District, the Council, sitting *ex-officio* as the Board of Directors of the District (the “Board”), adopted Resolution No. R2008-13, appointing the City to act as the authorized agent of the District in the performance of all services necessary and appurtenant to the construction, installation, operation, maintenance, and repair of the Improvements, all funding for which would be provided by the District; and

WHEREAS, subsequently, the Board adopted Ordinance No. 2009-34, authorizing the issuance of General Obligation Limited Tax Bonds, Series 2009 (the “Series 2009 Bonds”) for the purpose of reimbursing expenditures incurred by the City on the District’s behalf in constructing the Improvements; and

WHEREAS, as a result of issuing the Series 2009 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2020, and ending December 31, 2019 (“Fiscal Year 2020”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2020.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO ACTING AS THE *EX-OFFICIO* BOARD OF DIRECTORS OF GENERAL IMPROVEMENT DISTRICT 1-2007 THAT:

Section 1. The total budget of the District for Fiscal Year 2020 shall be Seventy Thousand Dollars (\$70,000.00), which amount shall be apportioned as follows: (i) Sixty-Seven Thousand Dollars (\$67,000.00) for purposes of discharging principal and interest on such portion of the Series 2009 Bonds as may become due and payable in 2020, and (ii) Three Thousand Dollars (\$3,000.00) for purposes of defraying expenses associated with the operation, maintenance, and repair of the Improvements.

Section 2. Pursuant to the authority granted by the voters at the November 6, 2007 regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to discharge principal and interest on such portion of the Series 2009 Bonds as may become due and payable in 2020, but in no event to generate an amount in excess of Sixty-Seven Thousand Dollars (\$67,000.00) in total revenue. The

City Manager and Budget Officer are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 3. Pursuant to the authority granted by the voters at the November 6, 2007, regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to defray the expenses associated with the operation, maintenance, and repair of the Improvements in 2020, but in no event to generate an amount in excess of Three Thousand Dollars (\$3,000.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 4. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2019.

Section 5. There is hereby appropriated from General Improvement District No. 1-2007 Fund for Fiscal Year 2019 the sum of Seventy Thousand Dollars (\$70,000.00).

Section 6. All ordinances of the District or parts thereof in conflict with this ordinance are hereby repealed.

Section 7. Pursuant to Section 5-5 of the City Charter, the second publication of this ordinance shall be by reference, utilizing the ordinance title. Copies of this ordinance are available at the office of the City Clerk.

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2019.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2019.

BOB LEGARE, Presiding Officer

ATTEST:

STEPHEN J. RUGER,
Ex-officio Secretary

APPROVED AS TO FORM:

HANOSKY HERNANDEZ,
Legal Counsel to the District

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Management and Finance Policy Committee Agenda Item Commentary

Item Title: AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 3-2008 (MEADOW HILLS COUNTRY CLUB) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020.
Item Initiator: Andrew Jamison
Staff Source: Mike Shannon, Debt & Treasury Manager
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

This is the annual property tax mill levy, adopting, and appropriating ordinance for the Meadow Hills Country Club Fence General Improvement District 3-2008 (GID). On November 4, 2008, the qualified electors of the Meadow Hills Country Club GID voted in favor of the issuance of general obligation indebtedness and the imposition of taxes for the repayment of debt. The purpose of the Meadow Hills Country Club GID was to construct and finance a masonry fence. Subsequently, on January 26, 2009 council approved Ordinance 2009-02 declaring organization of the district. Per the ballot issue, final costs for the project will not exceed \$685,000, with annual taxes not to exceed \$71,000. On April 5, 2010, council approved the bond issuance for the Meadow Hills Country Club fence.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

As the Meadow Hills Country Club General Improvement District has already been formed and the bond issuance related to the fence has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. The budget and proposed mill levy for the Meadow Hills Country Club GID for 2020, combined with a portion of available cash on deposit in the GID's debt account, will be sufficient to bring in an estimated \$71,000 for debt service and another \$5,060 to defray maintenance costs. The revenue shall be used to defray the general expenses of Meadow Hills Country Club GID for the fiscal year commencing January 1, 2020 and ending December 31, 2020.

QUESTIONS FOR Committee

Does Management and Finance Committee recommend the Meadow Hills GID budget and mill levy for 2020, as described above, and move this item to the September 28, 2019 Budget Workshop as proposed?

EXHIBITS ATTACHED:

2019-Meadow-Hills-CC-GID.doc

ORDINANCE NO. 2019-___

AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 3-2008 (MEADOW HILLS COUNTRY CLUB) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020

WHEREAS, the City Council (the “Council”) of the City of Aurora, Colorado (the “City”), has adopted Ordinance No. 2009-02 declaring the organization of General Improvement District 3-2008 (the “District”) for the purpose of constructing a masonry fence and other incidental and necessary improvements for the Meadow Hills Country Club neighborhood (the “Improvements”); and

WHEREAS, following the organization of the District, the Council, sitting *ex-officio* as the Board of Directors of the District (the “Board”), adopted Resolution No. R2009-05, appointing the City to act as the authorized agent of the District in the performance of all services necessary and appurtenant to the construction, installation, operation, maintenance, and repair of the Improvements, all funding for which would be provided by the District; and

WHEREAS, subsequently, the Board adopted Ordinance No. 2010-11, authorizing the issuance of General Obligation Bonds, Series 2010 (the “Series 2010 Bonds”) for the purpose of reimbursing expenditures incurred by the City on the District’s behalf in constructing the Improvements; and

WHEREAS, as a result of issuing the Series 2010 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2020, and ending December 31, 2020 (“Fiscal Year 2020”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2020.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO ACTING AS THE *EX-OFFICIO* BOARD OF DIRECTORS OF GENERAL IMPROVEMENT DISTRICT 3-2008 THAT:

Section 1. The total budget of the District for Fiscal Year 2020 shall be Seventy-Six Thousand and Sixty Dollars (\$76,060.00), which amount shall be apportioned as follows: (i) Seventy-One Thousand Dollars (\$71,000.00) for purposes of discharging principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2020, and (ii) Five Thousand and Sixty Dollars (\$5,060.00) for purposes of defraying expenses associated with the operation, maintenance, and repair of the Improvements.

Section 2. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to discharge principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2020, but in no event to generate an amount in excess of Seventy-One Thousand Dollars (\$71,000) in total revenue. The City Manager and Budget Officer are hereby directed to calculate the number of mills necessary

to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 3. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to defray the expenses associated with the operation, maintenance, and repair of the Improvements in 2020, but in no event to generate an amount in excess of Five Thousand and Sixty Dollars (\$5,060.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 4. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2019.

Section 5. There is hereby appropriated from General Improvement District No. 3-2008 Fund for Fiscal Year 2020 the sum of Seventy-Six Thousand and Sixty Dollars (\$76,060).

Section 6. All ordinances of the District or parts thereof in conflict with this ordinance are hereby repealed.

Section 7. Pursuant to Section 5-5 of the City Charter, the second publication of this ordinance shall be by reference, utilizing the ordinance title. Copies of this ordinance are available at the office of the City Clerk.

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2019.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2019.

BOB LEGARE, Presiding Officer

ATTEST:

STEPHEN J. RUGER,
Ex-officio Secretary

APPROVED AS TO FORM:

HANOSKY HERNANDEZ,
Legal Counsel to the District

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Management and Finance Policy Committee Agenda Item Commentary

Item Title: FOR AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 1-2008 (PEORIA PARK) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020.
Item Initiator: Andrew Jamison
Staff Source: Mike Shannon, Debt & Financing Administrator
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

This budget and mill levy ordinance is the annual property tax mill levy, adopting, and appropriating ordinance for the Peoria Park Fence General Improvement District 1-2008 (GID). On November 4, 2008, the qualified electors of the Peoria Park GID voted in favor of the issuance of general obligation indebtedness and the imposition of taxes for the repayment of debt. The purpose of the Peoria Park GID was to construct and finance a masonry fence. Subsequently, on January 26, 2009 council approved Ordinance 2009-01 declaring organization of the district. Per the ballot issue, final costs for the project will not exceed \$388,945, with annual debt service not to exceed \$36,000. On April 5, 2010, council approved the bond issuance for the Peoria Park fence.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

As the Peoria Park GID has already been formed and the bond issuance related to the fence has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. The budget and proposed mill levy for the Peoria Park GID, combined with a portion of available cash on deposit in the GID's debt account, for 2020 will be sufficient to bring in an estimated \$36,000 for debt service and another \$5,825 to defray maintenance costs. The revenue shall be used to defray the general expenses of the Peoria Park GID for the fiscal year commencing January 1, 2020 and ending December 31, 2020.

QUESTIONS FOR Committee

Does Management and Finance Committee recommend the Peoria Park GID budget and mill levy for 2020, as described above, and move this item to the September 28, 2019 Budget Workshop as proposed?

EXHIBITS ATTACHED:

2019-Peoria-Park-GID-Budget.doc

ORDINANCE NO. 2019-___

AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 1-2008 (PEORIA PARK) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020

WHEREAS, the City Council (the "Council") of the City of Aurora, Colorado (the "City"), has adopted Ordinance No. 2009-01 declaring the organization of General Improvement District 1-2008 (the "District") for constructing a masonry fence and other incidental and necessary improvements for the Peoria Park neighborhood (the "Improvements"); and

WHEREAS, following the organization of the District, the Council, sitting *ex-officio* as the Board of Directors of the District (the "Board"), adopted Resolution No. R2009-04, appointing the City to act as the authorized agent of the District in the performance of all services necessary and appurtenant to the construction, installation, operation, maintenance, and repair of the Improvements, all funding for which would be provided by the District; and

WHEREAS, subsequently, the Board adopted Ordinance No. 2010-10, authorizing the issuance of General Obligation Bonds, Series 2010 (the "Series 2010 Bonds") for the purpose of reimbursing expenditures incurred by the City on the District's behalf in constructing the Improvements; and

WHEREAS, as a result of issuing the Series 2010 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2020, and ending December 31, 2020 ("Fiscal Year 2020"); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2020.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO ACTING AS THE *EX-OFFICIO* BOARD OF DIRECTORS OF GENERAL IMPROVEMENT DISTRICT 1-2008 THAT:

Section 1. The total budget of the District for Fiscal Year 2020 shall be Forty-One Thousand Eight Hundred and Twenty-Five Dollars (\$41,825.00), which amount shall be apportioned as follows: (i) Thirty-Six Thousand Dollars (\$36,000.00) for purposes of discharging principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2020 and (ii) Five Thousand Eight Hundred and Twenty-Five Dollars (\$5,825.00) for purposes of defraying expenses associated with the operation, maintenance, and repair of the Improvements.

Section 2. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to discharge principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2020, but in no event to generate an amount in excess of Thirty-Six Thousand Dollars (\$36,000.00) in total revenue. The City Manager and Budget Officer are hereby directed to calculate the number of mills necessary

to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 3. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to defray the expenses associated with the operation, maintenance, and repair of the Improvements in 2020, but in no event to generate an amount in excess of Five Thousand Eight hundred and Twenty-Five Dollars (\$5,825.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 4. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2019.

Section 5. There is hereby appropriated from General Improvement District No. 1-2008 Fund for Fiscal Year 2020 the sum of Forty-One Thousand Eight Hundred and Twenty-Five Dollars (\$41,825.00).

Section 6. All ordinances of the District or parts thereof in conflict with this ordinance are hereby repealed.

Section 7. Pursuant to Section 5-5 of the City Charter, the second publication of this ordinance shall be by reference, utilizing the ordinance title. Copies of this ordinance are available at the office of the City Clerk.

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2019.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2019.

BOB LEGARE, Presiding Officer

ATTEST:

STEPHEN J. RUGER,
Ex-officio Secretary

APPROVED AS TO FORM:

HANOSKY HERNANDEZ,
Legal Counsel to the District

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**Management and Finance Policy Committee
Agenda Item Commentary**

Item Title: AN ORDINANCE OF PIER POINT 7 GENERAL IMPROVEMENT DISTRICT 2-2009 ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020.
Item Initiator: Andrew Jamison
Staff Source: Mike Shannon, Debt & Treasury Manager
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

This is the annual property tax mill levy, adopting, and appropriating ordinance for the Pier Point 7 General Improvement District 2-2009 (GID). On November 3, 2009, the qualified electors of the Pier Point 7 GID voted in favor of the issuance of general obligation indebtedness and the imposition of taxes for the repayment of debt. The purpose of the Pier Point 7 GID was to repair and replace the sewer lines and related work. Subsequently, on January 11, 2010 council approved Ordinance 2009-61 declaring organization of the district. Per the ballot issue, final costs for the project will not exceed \$3,500,000, with annual taxes not to exceed \$371,277. On April 11, 2011, council approved the bond issuance for the Pier Point 7 sewer General Improvement District.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

As the Pier Point 7 GID has already been formed and the bond issuance related to the sewer line improvements has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. For 2020, the budget and proposed mill levy for the Pier Point 7 GID, combined with a portion of available cash on deposit in the GID's account, will be sufficient to bring in an estimated \$371,277 for debt service. The revenue shall be used to defray the general expenses of Pier Point 7 GID for the fiscal year commencing January 1, 2020 and ending December 31, 2020.

QUESTIONS FOR Committee

Does Management and Finance Committee recommend the Pier Point 7 GID budget and mill levy for 2020, as described above, and move this item to the September 28, 2019 Budget Workshop as proposed?

EXHIBITS ATTACHED:

2019-Pier-Point-7-GID-Budget.doc

ORDINANCE NO. 2019-___

AN ORDINANCE OF PIER POINT 7 GENERAL IMPROVEMENT DISTRICT 2-2009 ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020

WHEREAS, the City Council (the “Council”) of the City of Aurora, Colorado (the “City”), has adopted Ordinance No. 2009-61 declaring the organization of Pier Point 7 General Improvement District 2-2009 (the “District”) to provide essential sanitary sewer system improvements and services within District boundaries, including, but not limited to, collection mains and laterals, transmission lines, and related landscaping improvements, together with all necessary, incidental and appurtenant facilities, equipment, land, easements, and extensions of and improvements to such facilities, all for the purpose of upgrading the existing private sanitary sewer system to City standards for ownership and maintenance by the City (the “Improvements”); and

WHEREAS, following the organization of the District, the Council, sitting *ex-officio* as the Board of Directors of the District (the “Board”), adopted Resolution No. R2010-03, appointing the City to act as the authorized agent of the District in the performance of all services necessary and appurtenant to the construction, installation, operation, maintenance, and repair of the Improvements, all funding for which would be provided by the District; and

WHEREAS, subsequently, the Board adopted Ordinance No. 2011-06, authorizing the issuance of General Obligation Bonds, Series 2011 (the “Series 2011 Bonds”) for the purpose of reimbursing expenditures incurred by the City on the District’s behalf in constructing the Improvements; and

WHEREAS, as a result of issuing the Series 2011 Bonds, the District will receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2020, and ending December 31, 2020 (“Fiscal Year 2020”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2020.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO ACTING AS THE *EX-OFFICIO* BOARD OF DIRECTORS OF PIER POINT 7 GENERAL IMPROVEMENT DISTRICT 2-2009 THAT:

Section 1. The total budget of the District for Fiscal Year 2020 shall be Three Hundred Seventy-One Thousand Two Hundred and Seventy-Seven Dollars (\$371,277.00), which amount shall be expended for the purpose of discharging principal and interest on such portion of the Series 2011 Bonds as may become due and payable in 2020.

Section 2. Pursuant to the authority granted by the voters at the November 3, 2009, regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to discharge principal and interest on such portion of the Series 2011 Bonds as may become due and payable in 2020, but in no event to generate an amount in excess of Three Hundred Seventy-One Thousand Two Hundred and Seventy-Seven Dollars (\$371,277.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 3. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2019.

Section 4. There is hereby appropriated from the Pier Point 7 General Improvement District No. 2-2009 Fund for Fiscal Year 2020 the sum of Three Hundred Seventy-One Thousand Two Hundred and Seventy-Seven Dollars (\$371,277.00).

Section 5. All ordinances of the District or parts thereof in conflict with this ordinance are hereby repealed.

Section 6. Pursuant to Section 5-5 of the City Charter, the second publication of this ordinance shall be by reference, utilizing the ordinance title. Copies of this ordinance are available at the office of the City Clerk.

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2019.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2019.

BOB LEGARE, Presiding Officer

ATTEST:

STEPHEN J. RUGER,
Ex-officio Secretary

APPROVED AS TO FORM:

HANOSKY HERNANDEZ,
Legal Counsel to the District

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**Management and Finance Policy Committee
Agenda Item Commentary**

Item Title: AN ORDINANCE OF COBBLEWOOD GENERAL IMPROVEMENT DISTRICT 1-2016 ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020.
Item Initiator: Andrew Jamison
Staff Source: Mike Shannon, Debt & Treasury Manager
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

This is the annual property tax mill levy, adopting, and appropriating ordinance for the Cobblewood General Improvement District 1-2016 (GID). On November 8, 2016, the qualified electors of the Cobblewood GID voted in favor of the issuance of general obligation indebtedness and the imposition of taxes for the repayment of debt. The purpose of the Cobblewood GID was to repair and replace the private neighborhood street and grant the new street to the City. Subsequently, on January 9, 2017, council approved Ordinance 2016-71 declaring organization of the district. Per the ballot issue, final costs for the project will not exceed \$935,550.00, with annual taxes not to exceed \$95,000.00. On August 26, 2017, council approved the bond issuance for the Cobblewood General Improvement District.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

As the Cobblewood GID has already been formed and the bond issuance related to the street improvements has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. For 2020, the budget and proposed mill levy for the Cobblewood GID, combined with a portion of available cash on deposit in the GID's account, will be sufficient to bring in an estimated \$95,000.00 for debt service. The revenue shall be used to defray the general expenses of Cobblewood GID for the fiscal year commencing January 1, 2020 and ending December 31, 2020.

QUESTIONS FOR Committee

Does Management and Finance Committee recommend the Cobblewood GID budget and mill levy for 2020, as described above, and move this item to the September 28, 2019 Budget Workshop as proposed?

EXHIBITS ATTACHED:

2019-Cobblewood-GID-Budget.doc

ORDINANCE NO. 2019-___

AN ORDINANCE OF COBBLEWOOD GENERAL IMPROVEMENT DISTRICT 1-2016 (COBBLEWOOD GENERAL IMPROVEMENT DISTRICT) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2020, AND ENDING DECEMBER 31, 2020

WHEREAS, the City Council (the “Council”) of the City of Aurora, Colorado (the “City”), has adopted Ordinance No. 2016-71 declaring the organization of Cobblewood General Improvement District 1-2016 (the “District”) for the purpose of providing street improvements to South Kingston Circle, and other incidental and necessary improvements for the Cobblewood neighborhood (the “Improvements”); and

WHEREAS, Ordinance 2016-71 authorized the City council to be the *ex-officio* Board of Directors of the District (the “Board”), and Resolution 2017-13 appointed the City as the authorized agent for the District, and also authorized the City to perform all services necessary and appurtenant to the construction and installation of the Improvements, all funding for which would be provided by the District; and

WHEREAS, subsequently, the Board adopted Ordinance No. 2017-24, authorizing the issuance of General Obligation Bonds, Series 2017 (the “Series 2017 Bonds”) for the purpose of reimbursing expenditures incurred by the City on the District’s behalf in constructing the Improvements; and

WHEREAS, as a result of issuing the Series 2017 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2020, and ending December 31, 2020 (“Fiscal Year 2020”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2020.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO ACTING AS THE *EX-OFFICIO* BOARD OF DIRECTORS OF COBBLEWOOD GENERAL IMPROVEMENT DISTRICT 1-2016 THAT:

Section 1. The total budget of the District for Fiscal Year 2020 shall be Ninety-Five Thousand Dollars (\$95,000.00), which amount shall be apportioned for purposes of discharging principal and interest on such portion of the Series 2017 Bonds as may become due and payable in 2020.

Section 2. Pursuant to the authority granted by the voters at the November 8, 2016, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2020, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2019, at a rate sufficient to discharge principal and interest on such portion of the Series 2017 Bonds as may become due and payable in 2020, but in no event to generate an amount in excess of Ninety-Five Thousand Dollars (\$95,000.00) in total

revenue. The City Manager and Budget Officer are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2019 certification of total assessed valuation of property within the City.

Section 3. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2019.

Section 4. There is hereby appropriated from Cobblewood General Improvement District No. 1-2016 Fund for Fiscal Year 2020 the sum of Ninety-Five Thousand Dollars (\$95,000.00).

Section 5. All ordinances of the District or parts thereof in conflict with this ordinance are hereby repealed.

Section 6. Pursuant to Section 5-5 of the City Charter, the second publication of this ordinance shall be by reference, utilizing the ordinance title. Copies of this ordinance are available at the office of the City Clerk.

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2019.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2019.

BOB LEGARE, Presiding Officer

ATTEST:

STEPHEN J. RUGER,
Ex-officio Secretary

APPROVED AS TO FORM:

HANOSKY HERNANDEZ,
Legal Counsel to the District

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Management and Finance Policy Committee Agenda Item Commentary

Item Title: GERP Ordinance Definitions Correction
Item Initiator: Nancy Wishmeyer
Staff Source: Nancy Wishmeyer, Controller
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong City

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

The City Council reserves the right to amend the General Employees' Retirement Plan from time to time. That right to amend has been utilized in the past to correct and update certain definitions. While implementing those amendments, several other definitions have been inadvertently deleted. This ordinance intends to correct that issue and future ordinances will be drafted differently to avoid the issue from recurring.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

This item is brought forward to correct the inadvertent deletion of several definitions from the General Employees' Retirement Plan.

QUESTIONS FOR Committee

Does the Management and Finance Committee recommend that this ordinance be forwarded to study session as proposed?

EXHIBITS ATTACHED:

2019-Ordinance-GERP-Definitions-Correction.doc

ORDINANCE NO. 2019- _____

A BILL

FOR AN ORDINANCE AMENDING CHAPTER 102 OF THE CITY CODE OF THE CITY OF AURORA, COLORADO, RELATING TO THE GENERAL EMPLOYEES' RETIREMENT PLAN, AND OTHER RELATED MATTERS

WHEREAS, the City of Aurora, Colorado, (the "City"), is a home rule municipality, organized and existing under and by virtue of Article XX, Section 6 of the Colorado Constitution; and

WHEREAS, under Article XX Section 6 the Colorado Constitution, the City has authority over local matters; and

WHEREAS, the City established the General Employees Retirement Plan (the "Plan"), and reserved the right to amend the Plan; and

WHEREAS, during the course of multiple amendments several definitions in the Plan have been inadvertently removed, and the City Council (the "Council") wishes to reincorporate those definitions back into the Plan documents; and

WHEREAS, Council finds and determines that it is reasonable and appropriate to reincorporate the definitions that were inadvertently deleted.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO THAT:

Section 1. Section 102-137 of the City Code of the City of Aurora, Colorado, is hereby amended to read as follows:

The following words, terms and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Accrued benefit means the amount of pension which a participant has earned up to any given date, computed pursuant to subsection 102-142(a), based upon compensation received and credited service rendered by such participant up to the date the accrued benefit is computed. The accrued benefit is payable at normal retirement date on a single life basis.

Actuarial accrued liability means the present value of benefits earned to date by all participants.

Actuarial equivalent or actuarially equivalent means equality in value of the aggregate amounts expected to be received under different manners of payment based on interest rate, mortality and cost-of-living assumptions defined as follows, effective January 1st, 2018, unless otherwise specifically provided in the plan:

- (1) *Interest rate assumption for alternative periodic benefits and single sum payments.*
The interest rate used by the plan shall be seven and one quarter percent.
- (2) *Mortality assumption for alternative periodic benefits and single sum payments.*
The mortality assumption for calculations based upon the mortality of a participant or beneficiary shall be the Society of Actuaries' RP-2000 (no collar) Combined Healthy Mortality, 50/50 Blend of Male and Female, except to the extent that section 102-149(a) requires use of a mortality table prescribed by the Secretary of the Treasury for purposes of compliance with code section 415.
- (3) *Cost-of-Living assumption used for actuarial equivalence purposes for alternative periodic benefits and single sum payments.* The cost-of-living assumption for Tier 1 benefits shall be 2.75 percent. The cost-of-living assumption for Tier 2 benefits shall be 0.25 percent. The cost-of-living assumption for benefits commencing before January 1st, 2018, shall be the assumption in effect when the payment commenced as provided in tables furnished from time to time by the plan actuary. The tables furnished by the plan actuary are considered part of the plan document by reference.

Actuarial value of assets means the fair value of assets after smoothing of investment gains and losses by the actuary.

Actuary means an actuary or actuarial firm selected by the board, which actuary shall be both an enrolled actuary and a member of the Society of Actuaries or the American Academy of Actuaries or which actuarial firm shall employ at least one such actuary.

Annual required contribution, or actuarially determined contribution means the total contribution that is equal to the normal cost for the current plan year plus an amortized portion of any unfunded actuarial accrued liability, expressed as a percentage of annual payroll.

Beneficiary means the person who becomes entitled to receive payments after the death of a participant.

Board means the board of trustees created pursuant to section 102-145 which is appointed to administer the plan in accordance with section 102-145, and to serve as trustee of the plan assets in accordance with section 102-148.

City means the city of Aurora, Colorado and, in the case of the General Employees' Retirement Plan administrative staff, the General Employees' Retirement Plan.

City council means the city council of the city of Aurora, Colorado.

Code means the Internal Revenue Code of 1986.

Compensation means the total base pay, including acting pay, paid to an employee of the city for personal services which are rendered to the city in accordance with the rules and practices determining regular remuneration, including longevity pay and compensation under sections 414(h) and 457 of the United States Internal Revenue Code, and an elective pre-tax employee contribution to the city's cafeteria plan under code Section 125, but excluding overtime pay, single-sum payments received in lieu of accrued vacation and sick leave upon termination of employment or during the course of employment, and similar nonregular remuneration. There shall be included within any calculation to determine compensation the longevity credit, if any, to which an electing participant is entitled. Effective January 1, 1989, compensation for any plan year will be limited to the first \$200,000.00 of compensation or such other amount determined in accordance with code section 415(d). Effective January 1, 1996, compensation for any plan year will be limited to the first \$150,000.00 of compensation or such other amount determined in accordance with code section 401(A)(17). Compensation shall exclude pay received while not participating in this plan and employed in a council appointee or executive personnel position. Compensation shall also exclude pay received during a period for which credited service under this plan is canceled because of transfer of a participant's contribution accumulation to the trust for the executive personnel money purchase plan. For purposes of calculating benefits on or after January 1, 2002, the code section 401(a)(17) limit is increased to \$200,000.00, as adjusted.

Contribution accumulation means a participant's aggregate employee contributions, plus interest accrued at the rate of three percent per annum to January 1, 1969; 4½ percent per annum from January 1, 1969, through July 4, 1975; five percent per annum from July 5, 1975, through February 20, 1981; and at least six percent per annum compounded annually from February 20, 1981 through March 27, 2009. The rate to be credited subsequent to March 27, 2009, shall be established by the board at a rate of at least three percent per annum compounded annually. Interest shall be credited on all employee contributions until the later of pension commencement or the date that the refund request is made to the trust's custodian.

Credited service means the period of a participant's employment with the city used in determining, pursuant to section 102-139, eligibility for and the amount of benefits payable to the participant.

Custodian means an entity appointed by the board to hold plan assets.

Date of termination means the last date of employment with the city.

Deferred vested participant means a former participant whose employment has terminated and who is entitled to receive a deferred vested pension.

Deferred vested pension means the pension payable pursuant to subsection 102-141(d) to a deferred vested participant.

Delayed retirement date means the retirement date of a participant whose employment with the city continues beyond the normal retirement date.

Disability means a physical or mental condition for which a participant receives long-term disability insurance benefits from the city.

Disability retirement pension means the pension payable pursuant to subsection 102-141(f) to a participant whose employment with the city terminates because of disability.

Earliest retirement age means the earliest age at which, under the plan, the participant could elect to receive an immediate pension upon retirement.

Early retirement date means the retirement date of a participant whose employment with the city terminates on or after meeting the eligibility requirements for an early retirement pension pursuant to subsection 102-141(b) or a special early retirement pension pursuant to subsection 102-141(c) and prior to the normal retirement date.

Early retirement pension means the pension payable pursuant to subsection 102-141(b).

Effective date means March 1, 1967, for the initial plan; sometimes referred to as the “original effective date.”

Electing participant means a participant who has received longevity pay from the city and who, in addition to all other contributions required by this article, has, for each year of employment with the city after the fifth year of employment, and before January 1, 2012, made additional contributions to the plan equal to 5.5 percent of the participant’s longevity credit. The city shall match such additional contribution of an electing participant.

Employee means any person in the employ of the city, including nonelective officers of the city, but excluding police officers, paid firefighters, temporary employees and any elected officer or member of any commission or board appointed by the city council or any officer of the city unless the officer or member is also an employee of the city as defined in this section. Effective September 1, 1992, the term “employee” also means each full-time employee performing work for the city, funded by a minimum one-year grant which provides for retirement benefits. Effective June 30, 2003, the term “employee” shall include the administrative staff of the General Employees’ Retirement Plan.

Employment commencement date means the date on which an employee first performs an hour of service.

Executive personnel means any of the following persons: city manager, assistant city manager(s), deputy city manager(s) and department directors.

Fair value of assets means the value of plan net assets based on market prices or reasonable estimates.

Final average monthly compensation means an employee's compensation from the city during the 36 highest paid consecutive calendar months of the last ten years of credited service, divided by 36. If the employee was employed for fewer than 36 consecutive calendar months, such final average monthly compensation shall be based on the employee's compensation for all full months of credited service with the city.

Funded ratio means the actuarial value of assets divided by the actuarial accrued liability.

Hour of service means an hour for which an employee is paid or entitled to payment for performance of duties for the city.

Investment manager means an investment advisor who renders investment advice to the board and is:

- (1) Registered as an investment advisor under the Investment Advisors Act of 1940;
- (2) A bank, as defined in that act; or
- (3) An insurance company qualified to manage, acquire or dispose of any trust assets under the laws of more than one state.

Leave of absence means an absence authorized by the city under its standard personnel practices provided that all persons under similar circumstances be treated alike in the granting of such leaves of absence. A leave of absence shall be either a:

- (1) *Paid leave of absence.* Authorized leave with pay, including but not limited to annual leave, sick leave, emergency leave, injury leave, administrative leave, personal leave, civil leave and military leave; or
- (2) *Nonpaid leave of absence.* Authorized or unauthorized absence, without pay, of any employee while remaining in the employ of the city.

Longevity credit means, for a participant who was an electing participant, an amount for each full year as an electing participant equal to the [single annual maximum longevity pay which was paid to the electing participant, for whom the calculation is being made, during such electing participant's employ with the city], minus [longevity pay received by the participant for the year which the calculation is made], but not less than zero. For a participant who was not an electing participant but who received longevity pay on or after January 1, 2012, longevity credit means an amount for each full year as a participant equal to \$780.00 minus the longevity pay received by the participant in the year for which the calculation is made. Longevity credit shall be prorated for

the year of the participant's termination of employment (based on the number of full months ended before the termination of employment date).

Money purchase pension means the pension payable pursuant to subsection 102-141(e).

Normal or delayed retirement pension means the pension payable pursuant to subsection 102-141(a).

Normal retirement date means the 65th birthday for Tier 1 participants and the 67th birthday for Tier 2 participants.

Participant means an employee who is eligible to participate in the plan in accordance with section 102-138 and who has made all required contributions to the plan, including terminated and retired participants whose interests in the trust have not been fully distributed.

Pension means a series of monthly payments, not a lump sum, to a person who is entitled to receive benefits under the plan.

Plan means the city general employees' retirement plan set forth in this article, as amended from time to time.

Plan year means the fiscal year of the plan commencing on January 1 and ending on December 31.

Prior plan means the city non-uniform employees' retirement plan.

Qualified joint and survivor annuity means an annuity for the life of the participant with a survivor annuity for the life of the surviving spouse that is equal to 50 percent of the amount of the annuity payable during the joint lives of the participant and surviving spouse. A qualified joint and survivor annuity shall be the actuarial equivalent of the benefit payable under the terms of the plan.

Reemployment commencement date means the first day on which a rehired employee performs an hour of service after termination of employment.

Retirement means termination of employment and subsequent commencement of benefits after a participant has fulfilled all requirements for a pension pursuant to section 102-141.

Special early retirement pension means the pension payable pursuant to subsection 102-141(c).

Spouse means: (a) for purposes of federal tax laws applicable to this plan, spouse is defined according to federal tax laws, including IRS Rev. Rul. 2013-17 and subsequent

regulations and rulings, and includes a spouse lawfully married under the laws of one of the fifty states, the District of Columbia, a US territory or a foreign jurisdiction, regardless of whether the spouses remain residents of the state, territory, or jurisdiction in which they were married; (b) for all other purposes, spouse is defined according to federal tax laws and, in addition, spouse is defined to include parties to a State of Colorado civil union. A participant without a spouse is “unmarried.”

Supplemental benefit means the benefit paid in addition to a pension, as calculated and defined in this chapter, pursuant to subsection 102-142(j).

Surviving spouse means the spouse to whom a participant is married on the earlier of the date payment of a participant’s pension commences and the date of the participant’s death.

Termination of employment means actual severance of connection with the city through resignation, dismissal or abandonment.

Tier 1. Participants in the plan prior to January 1, 2012, or any employee hired after December 31, 2011, who meets the eligibility requirements under section 102-138(a).

Tier 2. Participants hired or rehired after December 31, 2011, who do not qualify as Tier 1 participants.

Trust means the trust set forth in and created by section 102-148 to carry out the purpose of the plan.

Trust fund means the assets of the plan held in trust by the board pursuant to this article.

Vested city contributions means the amount of accumulated city contributions and interest calculated pursuant to subsection 102-140(f) that is payable to a participant who receives a refund of the contribution accumulations.

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2019.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2019.

BOB LEGARE, Mayor

ATTEST:

STEPHEN J. RUGER, City Clerk

APPROVED AS TO FORM:

HANOSKY HERNANDEZ,
Assistant City Attorney

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Management and Finance Policy Committee Agenda Item Commentary

Item Title: Police Pension Update
Item Initiator: Terri Velasquez
Staff Source: Terri Velasquez, Finance Director
Deputy City Manager Signature: Roberto Venegas
Outside Speaker:
Council Goal: 2012: 6.0--Provide a well-managed and financially strong Cit

ACTIONS(S) PROPOSED *(Check all appropriate actions)*

- Approve Item and Move Forward to Study Session
- Approve Item and Move Forward to Regular Meeting
- Information Only

HISTORY *(Dates reviewed by City council, Policy Committees, Boards and Commissions, or Staff. Summarize pertinent comments. ATTACH MINUTES OF COUNCIL MEETINGS, POLICY COMMITTEES AND BOARDS AND COMMISSIONS.)*

Staff will provide an update regarding the Police Pension plan proposed changes.

ITEM SUMMARY *(Brief description of item, discussion, key points, recommendations, etc.)*

This item is informational only.

QUESTIONS FOR Committee

N/A Information Only.

EXHIBITS ATTACHED: