

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

**MEETING**

**TUESDAY, August 25, 2020 1:00 PM,**

**WebEx Meeting**

**Access information provided to Internal Staff**

**Public Participant Dialing Instructions**

**Dial Access Number: 1-877-820-7831**

**Enter Participant Code: 254610#**

Council Member Gruber, Chair

Council Member Marcano, Vice Chair

Council Member Gardner

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 JULY 28, 2020 DRAFT MINUTES**

**2. CONSENT ITEMS**

• **Sales Tax Chart**

Presenter: Greg Hays, Budget Officer (5 minutes)

**3. 2021 SERVICE FEES**

Presenter: Greg Hays, Budget Officer (15 minutes)

**4. GREEN VALLEY RANCH EAST (GVRE) INFRASTRUCTURE FUNDING AGREEMENT**

Presenter: Victor Rachael, Deputy Director Public Works Engineering (10 minutes)

**5. PROPOSED CAMPAIGN FINANCE REFORM**

Presenter: Council Member Marcano  
Mayor Pro Tem Johnston (10 minutes)

**6. PROPOSED LOCAL MINIMUM WAGE ORDINANCE**

Presenter: Council Member Coombs (20 minutes)

**7. PAY RESOLUTION**

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

**8. CHANGE TO CITY CODE SEC. 2-667(F) DISQUALIFIED VENDOR OR CONTRACTOR**

Presenter: Bryn Fillinger, Manager of Purchasing and Contracts (10 minutes)

**9. REVIEW OF OUTSTANDING MORAL OBLIGATIONS**

Presenter: Andrew Jamison, Debt and Financing Administrator (10 minutes)

**10. MISCELLANEOUS MATTERS FOR CONSIDERATION**

- Next meeting is on September 22<sup>nd</sup> at 1:00 pm, WebEx Meeting

*Total projected meeting time: 90 minutes*

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**MANAGEMENT AND FINANCE POLICY COMMITTEE  
WEBEX**

Members Present: Council Member David Gruber – Chair, Council Member Marcano – Vice Chair, Council Member Gardner – Member

Others Present: Council Member Francois Bergan, R. Venegas, T. Velasquez, S. Ruger, G. Hays, V. Irvin, N. Wishmeyer, S. Neumann, W. Sommers, D. Giordano, H. Hernandez, D. Hudson, L. Schmidt, S. Shanks, C. Toth, J. Ehmann, C. Telli, J. Bergeron, M. Ardan. W. Benson, J. Martin, J. Stewart, K. Jeffries, M. Becker, C. Birley, B. Kelly, D. Daufeldt, D. Hudson and T. Hoyle

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**INTRODUCTIONS AND MINUTES**

June 23, 2020 minutes were approved.

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**CONSENT ITEMS**

June of 2020 was 0.1 percent higher than June of 2019.

Outcome

The Committee thanked staff.

Follow-up Action

No follow-up needed.

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**COLORADO INTERNATIONAL CENTER (CIC) METRO DISTRICT SERVICE PLAN AMENDMENTS**

Summary of Issue and Discussion

In 2019, City Council approved several requests from Metro Districts located along 64th Avenue to make a modification to their service plans to impose 5 mills for Aurora Regional Improvements (ARI) starting in year one instead of 1 mill as provided in the city’s model service plan.

These districts have collaborated and formed a Transportation Authority to fund improvements benefitting several development projects to fund the improvement of 64th Avenue along their boundaries. The property owners determined that the imposition of the ARI mills required by the city’s model service plan is not sufficient to provide the bonding capacity necessary for these improvements, therefore their request to increase to 5 mills.

Among these districts approved for this modification last year were the Colorado International Center (CIC) Metropolitan Districts 10-11.

The city recently received a request from the Colorado International Center (CIC) Metropolitan Districts, the districts that serve the HighPoint at DIA development project (see attached). The request was to amend the service plans of CIC Metro District Nos. 6-9 and 11 as follows:

- Increase the Aurora Regional Improvement (ARI) mill levy from 1 mill to 5 mills starting in year one. This change is for Metro Districts 6-9 only and is reflected exactly as it was modified in the CIC Metro Districts 10-11 previously;

- Expand the Inclusion Area (replace Exhibit C-2) to encompass the additional acreage in the northeastern corner of the project, known as the BOWIP parcel that was annexed into the city in 2019 (see attached project map). This proposed amendment is for Metro Districts 6-9 and 11.

These changes are being requested to ensure there is sufficient funding for the 64<sup>th</sup> improvements being proposed. It was determined that contributions from these additional districts may be necessary. In addition, the BOWIP parcel, part of the original group of districts anticipated to be part of the Authority, has not been able to complete the statutorily required actions to organize due to limitations imposed during the COVID pandemic. Therefore, by expanding the inclusion area of the existing districts to encompass this property, the contributions from the BOWIP parcel can still be realized.

Does the committee wish to move these items forward for consideration as proposed?

Council Member (CM) Gruber asked and what are they going to call the Authority? V. Irvin replied currently they have been calling it 64<sup>th</sup> Avenue Transportation Authority however I don't know if that's the official name but that's what we're calling it.

V. Irvin stated its been asked that we make it a dual listing because there's an ordinance to change the mil levy.

CM Gruber asked will this require an election in the November timeframe and that's why their asking for a dual listing? V. Irvin replied it's because they're trying to get the bonds issued.

#### Outcome

The Committee recommended this item be moved forward as a dual listing.

#### Follow-up Action

Staff will forward this to Study Session and Regular Meeting.

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### **2019 AUDIT RESULTS AND COMPREHENSIVE ANNUAL FINANCIAL REPORT**

Nancy Wishmeyer, Controller and BKD provided the overview and recommendations that resulted from the 2019 financial statement audit. The 2019 Comprehensive Annual Financial Report (CAFR) received an unmodified, or "clean" opinion from the auditors. The attached 2019 Single Audit of federal grants also received a clean, unmodified opinion.

The 2018 CAFR received the GFOA Certificate of Achievement for Excellence in Financial Reporting. In the opinion of staff and the auditors, the 2019 CAFR also qualifies for the national GFOA award. A link to the 2019 CAFR and the 2019 Single Audit has been placed on the city's internet. The BKD, LLP Board Report is required auditor communication to the Management and Finance Committee (the audit committee). This report provides an overall review of the audit and brings attention to control issues or any reportable items encountered by the auditors during the course of the audit. Detail schedules of unrecorded audit adjustments and a copy of the representation letter provided by management to the auditors are also included in this report. Additionally, attached



to this agenda item is a summary of the 2019 audit recommendations and responses of city management. Also attached is the Corrective Action Plan for the Single Audit finding.

The city's audited 2019 financial statement have been finalized. Items to be presented include results of the audit and the upcoming 2020 audit.

CM Gruber asked the Regatta Plaza shopping center how's that tracked since we wrote it down. In other words, once we wrote it down, essentially it comes off the books, right? We documented that the property been written down then in the future when we sell it and reconvene at \$5.5 million what accounting practice would we follow in order to track that and to annotate the fact we haven't recouped that loss.

N. Wishmeyer said we will be looking at this every year as the property gets developed. So, what will happen will have the land ready we'll have negotiations with developers and as the land moves through its processes will continue to look at what it's worth, what it could be appraised at and as we go forward, we won't wait to the end and we would be making those adjustments as we go. But we would if we saw that the land is worth more and it's selling for more, then we will get an appraisal on the additional land or the other land that hasn't been sold yet and we will make adjustments in the financials and will increase the land value again. So, we'll be looking at that pretty much continually every year while we own the land.

CM Gruber said so the TIF money that we'll expect to receive would we expect that TIF money to increase as the result of the \$5.5 million or will that be written off as far as TIF is concern.

N. Wishmeyer replied what the plan would be is that were going to recoup the amount that we spent one way or the other; so if we don't get it through land sales we would have negotiations again on the property to make sure that we can get it through property taxes which will be generated from that increase value of land that the developer would own or whoever might own the land at that time and work through the sales tax, OPT, lodgers whatever the tax base may be. But as we go forward, we need to be in continual negotiations and talks about that because if we don't get it on one end, we have to get it on the other and somebody will have to pay that TIF let's say on the property tax so it will be a continual discussion.

CM Gruber commented on the audit findings on deficiencies on IT policies. I'm curious, as to while we're lacking a CIO who would have oversight on this audit item. R. Venegas replied Scott Neumann is our interim. He has familiarity with this. S. Neumann said Terri if you want to provide your context, I would be happy to talk about this as well.

T. Velasquez replied thank you. I would like to say that from the time when this became known to us, we have coordinated and had meetings and discussions with IT. This is something that we looked at for a couple years now and I think that we're moving towards a better strategy and plan to get this corrected as we move through 2020. Scott feel free to add to this.

S. Neumann said thank you Terri. Council what Terri described is correct. We have been working with Finance for over a year now on some findings and developing strategies on how we roll it out specifically to the policies. Part of the reason that it hasn't been rolled out yet is that some of the

policies will be governed by the technical capability and what controls the technology can provide versus the controls that have to be put in manually through process. I believe Council is aware that some capital money was specifically set aside for some IT projects this year of course that was pre COVID, however we have been working with Finance office to identify the various funds that we can release for specific projects and a number of findings within the audit technology wise are candidates that we identified for that funding. So, once we are able to further develop that process and do additional research with the vendors and capabilities, then the capability itself will also help inform a final policy that we can roll out city wide for those controls that are necessary.

CM Grubers said so as you mentioned this has been going on for a number of years now was why I'm asking, so do you see this resolved this calendar year or do you see it taking another year before its complete. S. Neumann replied, in all honesty Council member I think probably it will take a better part of the year, but I don't think it will take a full year. One of the main issues that we need to complete is assessment for overall access control across all city environments. Not just application by application and one of the engagements that we plan perform with that capital money is to have an assessor come in and look at it holistically and provide recommendations on a single platform that can provide those controls across the entire environment. Based on their recommendation then we would then go out to bid for the actual product that would fulfil the need. So, its kind of a two-step process to identify the need first and then procure the technology that would take care the issue.

CM Gruber stated I would recommend that in years past what I have seen is say a wish list requirement coming in from IT. All valid requirements but there's so many we couldn't afford it and this year will be worse I'm sure. The list is going to increase because the requirements are increasing but obviously the amount of money is not. I would like for your department also when that wish list comes forward also point to the items that are going to be required on that list and point to this audit. In other words, I see these more important based on the audit results and based on how it can affect our credit rating and how it could affect secondarily across the city. I think that its important that when you come forward that the entire Council knows this requirement that we were asking Council to fund specifically is to fulfill this deficiency that has been identified multiple times in our audit and we really do need to fix it.

CM Gardner said you kind of answered my question but the finding in 2018 and 2019 for IT is the same finding is that correct? Marcy Ardan, BKD replied that is correct.

CM Marcano said I actually would like to pick up from CM Gruber's comments. How much of our unmet needs from an IT perspective could we potentially help cover by utilizing the COVID funds that have been basically sent to the city from the Feds. I know that some of its being used for equipment but could any of that be used to address some of these other outstanding needs. Specially now that we're shifting more towards a telework and will probably need more security. S. Neumann replied that's a great question CM Marcano and your exactly right. So, to kind of go back to one of the comments CM Gruber said. A lot of these findings are not just important for the financial aspect but also for information security there's a very tight coupling between the two. And to exactly to your point because we're more in a remote telework scenario Arapahoe County has entertained the idea that some of the information security requirements could be funded out of Cares Act funding, and we're providing them the justification for that. So to your point our approach will be that will pursue the Cares Act to fund these aspects as much as possible but for whatever reason Arapahoe County

doesn't agree then the plan right now is to tap in the Capital money that was specifically set aside for IT projects as well.

CM Marcano said the bar graph on expenses and revenues for Golf, what's the margin for Golf expenses because its super tight. I was wondering what's it supposed to look like. N. Wishmeyer replied that it was low but also even. M. Ardan replied that it's not unusual for golf courses that they break even.

CM Gruber noted the attached "Schedule of Uncorrected Statements" of funds he asked could you define misstatement so that it's clear. M. Becker said misstatements is an error in the financial statements so it's either been something omitted or misstated therefore it's not at the correct value. So, for example an accounts payable amount is not recorded correctly.

CM Gruber said the letter that the City sent and signed by the City Manager, do you feel that's compliant with the recommendations that you made. M. Ardan, replied yes.

CM Gruber said I want to congratulate the City. I also want to thank BKD staff for the audit. I know the Moody rating and the other ratings are closely coupled with this, so any mistakes the City made could have had major impacts across other programs so congratulations again to all involved.

T. Velasquez added that through COVID the accounting staff worked completely remotely along with the audit staff and BKD. Amazingly they were able to stay on time even though an extension was filed with the state if it was necessary to file later for the audited financial statements. However, they were able to complete the audit on time and did so very thoroughly and very well. So, I want to add my thanks to them and to staff for being able to do this successfully.

#### Outcome

The Committee thanked staff.

#### Follow-up Action

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

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### **GERP UPDATE**

Steve Shanks, Pension Plan Administrator, General Employees Retirement (GERP) provided to the Committee an overview of the plan and the funding progress of GERP.

#### Outcome

The Committee recommended that this item be forward to Study Session.

#### Follow-up Action

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

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### **GERP ORDINANCE**

The General Employee's Retirement Plan (GERP) is a defined benefit pension plan for career service employees of the City. The parameters of the plan are set by Council. A separate board elected by members of the plan has fiduciary and oversight responsibility for the plan.

The proposed change is recommended by the City Attorney's Office, the GERP Board, and the GERP Actuary. The proposed ordinance changes the following: 1) The interest rate assumption is updated to seven percent. 2) The mortality assumption for calculations is updated based on a new Society of Actuaries mortality table published in 2019. 3) The Cost-of-living assumption used for actuarial equivalence purposes for alternative periodic benefits and single sum payments is updated for tier 1 benefits to 2.50 percent. 4) The final average monthly compensation for employees hired on or after January 1, 2021, and employed for fewer than 36 consecutive calendar months, shall be the employee's compensation for all credited service with the city divided by 36 months.

Does the Committee recommend the proposed ordinance to amend the GERP plan?

#### Outcome

The Committee recommended that this item be moved forward to Study Session.

#### Follow-up Action

Staff will forward this to Study Session, August 17, 2020.

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### **DRAFT POLICE HYBRID PENSION PLAN**

#### Summary of Issue and Discussion

Cindy Birley, Davis Graham Stubbs, LLP presented the draft Police Hybrid Pension Plan document in detail to the Committee also an update regarding the timeline for implementation of the plan.

Police Civil Service employees currently participate in a defined contribution (DC) pension plan. They do not participate in Social Security. During the 2018 Collective Bargaining process for the 2019-2020 contract, the Police union requested to leave the money purchase DC plan and go to FPPA to provide a defined benefit (DB) option for Police Civil Service employees. A ruling by the Fact Finder found in favor of the City of Aurora and transfer of the money purchase pension plan to FPPA was not agreed to. A presentation was made by AP-MPPP (Aurora Police Money Purchase Pension Plan) to the Management and Finance Policy Committee on July 24, 2018 to increase contributions. In addition, a second presentation was made at the Management and Finance Policy Committee on September 25, 2018. At the September 29, 2018, Budget workshop Council approved a one-time contribution increase from 10.5% to 11% for the AP-MPPP employer contributions if the employee plan participants also would increase their contributions from 10.5% to 11%. The 2019 budget included the one-time contribution increase cost of \$334,000 and the 2019 budget was approved unanimously by City Council. In addition, a resolution for the one-time contribution increase was presented and approved by Council on December 17, 2018. AP-MPPP participants overwhelmingly approved the contribution increase, and it was put in place as of January 1, 2019. On February 26, 2019 the AP-MPPP presented a request to the Management and Finance Policy Committee to increase their pension plan funding and to amend their plan. At the March 25, 2019 Special Study Session AP-MPPP Board requested that Council continue to increase their pension plan funding and to amend their plan. At the April 27, 2019 Spring Workshop, Council directed staff to include a place holder in the 2020 budget for the contribution increase and to pursue a hybrid defined benefit option. Council also approved staff spending funds for hiring consultants to assist with the development of a hybrid defined benefit option. At the September 24, 2019 Management and Finance Policy Committee an update was provided regarding the hybrid defined benefit option and the request for the contribution increase. At the September 28, 2019 Budget Workshop, Council approved a

contribution increase from 10.5% to 12% on a one-time basis at a cost of \$1,048,791. In addition, a resolution for the one-time contribution increase was presented and approved by Council on November 18, 2019. AP-MPPP participants overwhelmingly approved the contribution increase, and it was put in place as of January 1, 2020. On February 8, 2020, at the Winter Workshop, an update was provided on the progress of the development of a hybrid defined benefit option. City Council directed staff to draft the plan document and to continue the 12% employee and 12% employer contribution in an ongoing manner.

Does the Committee recommend moving this item forward to Study Session?

CM Gruber wondered if any of the board members thought it was on track, were they still good with the direction the city is heading. B. Kelley replied, there's two members from the board that have been involved in all the meetings. We've gone through several drafts so yes; it is what we expected so far.

CM Marcano said with regards to that definition (2C). The average monthly compensation, does that include overtime or is that base pay? C. Birley replied no. It's base pay, when you look at the definition for compensation.

#### Outcome

The Committee recommended that this item be moved forward to Study Session.

#### Follow-up Action

Staff will forward this to August 17, 2020 Study Session.

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#### **HAZARD PAY**

Jacob Bergeron, Labor Relations Officer presented the update. The city intends to provide hazard pay to eligible employees and have the costs of such pay covered by the CARES Act Coronavirus Relief Fund.

- Aurora City Council passed on May 18, 2020 Resolution No. 2020-53 which instructs the City Manager to pursue hazard pay for first responders to the extent eligible and permitted under the CARES Act.
- CARES Funds were appropriated by the United States Congress, distributed to certain county governments (Arapahoe and Adams Counties for our purposes), and were made available to the City, pending approval from the county governments.

#### **CARES Criteria**

The CARES Act generally:

- Requires that the payments from the Coronavirus Relief Fund only be used to cover expenses that
1. are necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19);
  2. we're not accounted for in the budget most recently approved as of March 27, 2020 (the date of enactment of the CARES Act) for the State or government; and

3. were incurred during the period that begins on March 1, 2020 and ends on December 30, 2020.

- CARES Guidance Specific to Hazard Pay (from the US Treasury FAQs): “The CARES Act Guidance requires that Coronavirus Relief Funds may only be used to cover hazard pay for public safety, public health, and similar positions whose services are substantially dedicated to the mitigating or responding to the COVID-19 public health emergency.”

### **BPM 5 Hazard Pay**

- In carrying out the Council instruction provided under Resolution No. 2020-53, the City has implemented COVID-19 BPM 5, “Hazard Pay”.
- COVID-19 BPM 5, “Hazard Pay” is the official City policy governing the administration of hazard pay. BPM 5 was executed and given effect by the City Manager on July 17, 2020.
- An express provision of BPM 5 is that hazard pay will be administered through formal agreements, i.e. Memorandums of Understanding (MOUs) with the respective bargaining units.

### **MOU Status**

- Negotiations between the City and the Unions are underway to reach a mutually agreeable MOU and secure the ability to begin the administration of hazard pay from CARES funds to the eligible members.

### **Costing Assumptions**

Year to date and projection estimates as of July 10, 2020:

- Year to Date 3/14/20 through 7/10/20:
  - Police: 4,791 eligible weeks for 476 police officers \* 100 = \$479,100
  - Fire: 4,631 eligible weeks for 388 firefighters \* 100 = \$463,100
- Projection through November 20 pay period end date:
  - Police: \$598,880
  - Fire: \$517,579
- Totals for the year:
  - Police: \$1,077,980
  - Fire: \$ 980,679
  - Total: \$2,058,659

### Outcome

The Committee thanked staff.

### Follow-up Action

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

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## **FINANCIAL POLICIES REGARDING USE OF FUNDS AVAILABLE**

Greg Hays, Budget Officer stated the city has had financial policies regarding the use of funds available for many years. They have been recently updated in response to the COVID financial crisis. Fund balances and reserves should be maintained where appropriate for good financial management to provide for cash flow requirements, emergencies, unexpected needs, and revenue variations. For the General Fund, three types of reserves are maintained: TABOR Reserves, Policy Reserves, and Operating Reserves. These vary in terms of usability given the nature of the need.

### **TABOR Reserve**

- The TABOR Reserve is named after the Taxpayer Bill of Rights passed by a vote of the people in 1992 and is the most restrictive as to its use. It is intended to be used only in extremely rare circumstances resulting from major emergencies. Examples of a major emergency may include a tornado requiring extensive additional city operational or capital costs, a protracted health, civilian, or military crisis requiring extensive operational or capital costs. The funds are not intended to be used to adjust for revenue variances due to the normal variances in the economy.
- Funds Available for the TABOR Reserve Fund is considered “Restricted”. Restricted fund balances (governmental funds) are only those where the funds have restrictions on their use as determined by contractual or legal requirements, usually set by an outside party such as the state, the federal government or a grantor. The TABOR reserve is defined by the State Constitution and is to be maintained and the amount adjusted annually in accordance with the Constitution.
- The TABOR reserve may be borrowed as long as there is a high assurance of repayment. Any borrowing should take into account the potential impact on the City’s bond rating. The borrowing should be for one-time uses.
- Any spending of the TABOR reserve must be restored by the end of the following fiscal year. When the TABOR Reserve Fund is used, specific budgetary plans should be formally made for quickly restoring them. To help protect the City’s financial future and to maintain a high level of financial creditability, every effort should be made to follow the plan.
- Assets may replace cash as the TABOR Reserve on an ongoing basis. This replacement should take into account the potential impact on the City’s bond rating. In addition, once the cash is replaced with an asset, its liquidity will be lessened, which affects its use as a “rainy-day” fund.

### **Policy Reserve**

- The 10% Policy Reserve was created by City Council in XXXX and can only be used by vote of City Council. It is intended to be used only in extremely rare circumstances resulting from major emergencies for one-time uses. Examples of a major emergency may include a natural disaster such as a tornado requiring extensive additional city operational or capital costs, a protracted health, civilian, or military crisis requiring extensive operational or capital costs. The funds are not intended to be used to adjust for revenue variances due to the normal variances in the economy.

- Funds Available for the Policy Reserve is considered “Committed”. Committed fund balances are those that have been set aside for a specific purpose by ordinance or resolution of Council and that purpose can only be changed by ordinance or resolution.
- The 10% Policy Reserve is to be maintained and adjusted annually to an amount equal to no less than 10% of the adjusted budgetary operating expenditures of the General Fund. Adjusted budgetary operating expenditures are all expenditures, less expenditures related to pass-through revenue, including 2/1,000-related revenue, the transfer to the Capital Projects fund, and incentive-related expenditures.
- When the Policy Reserve Fund is used, specific budgetary plans should be formally made for quickly restoring them. At the time the funds are used, a restoration schedule should be agreed upon, optimally within two fiscal years. To help protect the City’s financial future and to maintain a high level of financial creditability, every effort should be made to follow the plan. In addition, any use of the Policy Reserve Fund and repayment plan should take into account the potential impact on the City’s bond rating.

### **Operating Reserve**

- The Operating Reserve was created by City management and is the least restrictive in its use.
- Funds Available for the Operating Reserve is considered “Assigned”. Assigned fund balances are those that have been designated for a purpose by informal action of Council (no ordinance or resolution) or by City Manager or Finance Director as long as Council has been advised of any assignment through either the budget process or some other process. The assignment may be changed through the same mechanism.
- Operating reserves have a minimum target of 1% to 3% of annual budgetary revenues. These are intended to be usable in limited circumstances.
- The purpose of the General Fund Operating Reserve is to provide a source of additional funds in cases where Council determines such use is appropriate and necessary. Use of these funds should be for one-time uses (as defined by that policy) and may include paying for unexpected revenue shortfalls in a year, unexpected expenses, including emergencies, and offsetting potential budget cuts as deemed appropriate and necessary by Council. These reserves are also to assist with meeting financial bond rating agency total reserve requirements.
- When feasible, these reserves should be maintained at a minimum level of approximately 3% of General Fund budgeted revenues.
- In some cases, important one-time expenditure needs or revenue variations during a year may make it prudent to draw down the Operating Reserves to a level below 3%; this is not a violation of this policy which provides for a 1% to 3% range.
- When the operating reserve is less than 3%, future budgetary actions should be taken as soon as feasible to restore the operating reserves to the minimum of 3%. Unless Council has determined



otherwise through the budget, a supplemental or other action, the operating reserve should normally be automatically restored to up to the 3% level to the extent any undesignated fund available is available at year end.

- Maintenance of an Operating Reserve of less than 1% is not considered financially prudent and should be avoided.
- When Operating Reserves are used, they should be restored as quickly as feasible, usually from any one-time monies that become available in any budget year. Any use of the Operating Reserves and repayment plan should consider the potential impact on the City's bond rating.

CM Gruber stated so the most important point you made is when we have to repay. So, since we're looking at a \$30 million deficit along with a \$25 million deficit and if we took out money this year to deal with the \$25 million then based on projections, we will not have the money to pay it back next year. So, we wouldn't be able to execute our policy.

G Hays said I would say you have to make a plan within the next two fiscal years to put the money back. Maybe you save cuts for short term and you make them in the future.

T. Velasquez added Greg was part of our recent rating discussion with Fitch and he talked about this policy and about how we would utilize reserved funds. Greg also talked about the 2020 Budget cuts and our financial plan as a whole. Which I want to thank Greg being able to walk through all that with all of you to get your support as well as our city management leadership that has made a difference and Fitch reaffirmed our credit rating. Fitch has rated some of our COPs and kept our rating the same which speaks volume in this climate and this environment that we're able to retain that rating. So, thanks to Greg and thanks to you all.

CM Gruber said Terri thanks to you all. The fact that the Fitch and Moody's the ratings that we have are so important for the overall financial well-being of the city. So good job to all.

G. Hays stated I have one clarification regarding this item. In the Commentary for questions only, I did put this item as informational only, however after talking with Nancy Wishmeyer she stated that I should bring this forward to Council for approval as a resolution and ordinance.

CM Gruber responded that would be good. Matter of fact having it as an ordinance will make that against more importantly when it comes to the rating agencies. Then it requires another ordinance to change it.

#### Outcome

The Committee recommended this item be forward for full Council approval.

#### Follow-up Action

Staff will forward to General Session.

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## **INTERNAL AUDIT 2ND QUARTER PROGRESS REPORT**

### Summary of Issue and Discussion

Wayne Sommer reviewed the 2nd Quarter update. Through June 30, Internal Audit has completed 28% of scheduled engagements; 39% are currently active. One added new engagement in the recent quarter. In total, 67% of all our engagements are either active or were completed in the first half of the year.

### Outcome

The Committee thanked staff.

### Follow-up Action

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

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## **MISCELLANEOUS MATTERS FOR CONSIDERATION**

### Summary of Issue and Discussion

- The next meeting is on Tuesday, August 25, 2020 at 1:00 PM (WebEx).

THESE MINUTES WERE APPROVED AS SUBMITTED

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

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Date

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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> Sales Tax Chart;
<b>Item Initiator:</b> Greg Hays
<b>Staff Source:</b> Greg Hays, Budget Officer
<b>Deputy City Manager Signature:</b> Roberto Venegas
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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 M&F 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 2020 was 10.9 percent higher than July of 2019.

### **QUESTIONS FOR Committee**

Information only

### **EXHIBITS ATTACHED:**

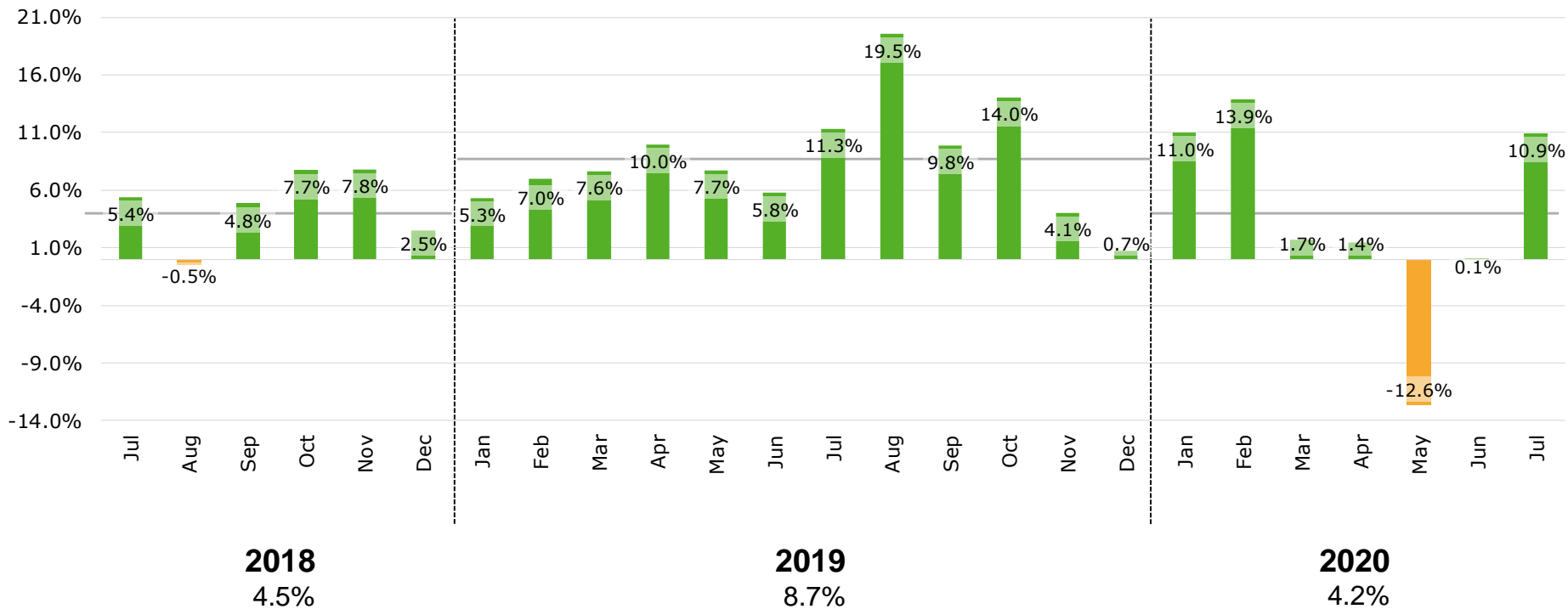
Sales Tax Chart\_July (FINAL).pdf

# July 2020 Sales Tax Performance



## Percent Change from Prior Year By Month

July YTD Variance to  
Budget: +\$615,600 (0.5%)  
2019: \$5.0M (4.2%)



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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> Proposed 2021 Changes to Service Fees
<b>Item Initiator:</b> Greg Hays
<b>Staff Source:</b> Greg Hays, Budget Manager
<b>Deputy City Manager Signature:</b> Roberto Venegas
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

As part of the annual budget process, departments review the City's service fees (previously referred to as administrative fees) to determine which fees may require adjustments or elimination. These fees are submitted to the City Manager for approval and inclusion in the annual budget.

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

This memo transmits a list of proposed changes to the 2021 Service Fees for your information. The proposed service fee changes are incorporated in the 2021 budget proposal and are consistent with department revenue expectations.

### **QUESTIONS FOR Committee**

Are there any questions or comments concerning the 2021 service fees?

### **EXHIBITS ATTACHED:**

2021 Service Fees Complete Packet.pdf

To: Members of the Management and Finance Committee  
Through: Terri Velasquez, Finance Director  
From: Greg Hays, Budget Officer  
Date: August 07, 2020  
Subject: **PROPOSED 2021 CHANGES TO THE SERVICE FEES**

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As part of the 2021 budget process, departments reviewed the City's service fees (previously referred to as administrative fees) to determine which fees may require adjustments or elimination for 2021. These fees were submitted to the City Manager for approval and inclusion in the 2021 Proposed Budget.

This memo transmits a list of proposed changes to the 2021 Service Fees for your information. The proposed service fee changes are incorporated in the 2021 budget proposal and are consistent with department revenue expectations.

#### **Key Points**

- Service fee revenues;
- Fee changes above or below the index;
- New and eliminated service fees;
- Park Development Fee Increases;
- Traffic Fines and Court Fees; and
- Capital Impact Fees.

#### **Summary**

The 2021 service fee review process continues the use of fee indexing, as was directed by Council and implemented during the 2007 service fee review process. The 2021 fees are indexed using a 2.8 percent inflation factor, derived from the Employment Cost Index for State and Local Government Compensation. Indexed fees are rounded as follows: fees under one dollar are rounded to the nearest penny, fees between one and ten dollars are rounded to the nearest nickel, fees between ten and one hundred dollars are rounded to the nearest quarter, and fees over one hundred dollars are rounded to the nearest dollar. Departments reviewed and evaluated fees, recommended additional changes, requested new fees if necessary, and identified fees that need to be eliminated.

Attachment 1 provides the detail for individual admin fees by department. The format is similar to that used in previous years and includes revenue information, proposed 2021 fee rates, the change in the fee from 2020 to 2021, and a comments section. New and eliminated fees are presented in red. Eliminated fees are crossed out.



## **Fee Changes Below the Index**

Fees are normally indexed; however, if departments wish to not have specific fees indexed, they are asked to identify the fees and provide an explanation. The most notable requests for fees to not be increased or to be increased at a rate below the index include:

- In many departments, certain fees are left unchanged due to state laws, ordinance requirements, or other agreements. In addition, photocopies and returned check fees in departments were kept constant;
- Several Aurora Water fees that are based on actual cost of service (found throughout Aurora Water, lines 1-92);
- Certain Finance fees are at their legal maximum. Some marijuana establishment fees were adjusted as the fees currently cover the necessary costs. Other fees were rounded down for ease of use (found throughout Finance, lines 171-273);
- Several fees in Library and Cultural Services fees were kept static with 2020 due to previous adjustments or market tolerance (found throughout Library and Cultural Services, lines 426-552);
- All Municipal Court fees are not changing in order to preserve comparability to like jurisdictions (lines 553-579);
- Certain Parks, Recreation, and Open Space golf, reservoir and recreation fees were kept stable because of market conditions or ease of use. All fees are set using a strategy of cost recovery, informal customer input, and revenue maximization (found throughout Parks, Recreation, and Open Space, lines 656-856);
- Certain fees in Police remain stable as they are restricted by State law or for ease of use (found throughout Police, lines 954-1004);
- Several Public Works fees were kept at 2020 level or decreased for rounding (found throughout Public Works, (lines 1009-1235).

## **Fee Changes Above the Index**

Departments are also given the opportunity to submit requests for additional adjustments to service fee amounts. Notable additional adjustment requests include:

- Departments with impact fees (Fire, General Management, Library, PROS, Police, Public Works have different higher indexes. In addition, General Management, Library, and PROS have fee increases related to these being in the second year of a three-year ramp-up.
- Several Aurora Water fees were increased due to increases in actual costs (found throughout Aurora Water, lines 1-92);
- Various finance business license fees were adjusted up for rounding (found throughout Finance, lines 171-273);
- In General Management, Annexation Base Rate fees were increased to account for publication in the Aurora Sentinel (line 369);
- In Housing and Community Services (AKA Neighborhood Services), several fees were increased for ease of payment and to account for fees that have not increased over time (found throughout Housing and Community Services lines 580-655);

- In Parks, Recreation and Open Space, several recreation fee ranges were increased to provide flexibility to either increase or decrease specific fees during the year to provide cost competitive services, improve cost recovery, or in response to informal customer input. (found throughout Parks, Recreation and Open Space, lines 656-856);
- In Planning, Aurora Small Business Development Center (SBDC) fees were increased to align fees with other SBDCs (lines 940-945); and
- In Public Works, crosspan, curb ramp, mid-block ramp, and curb cut fees were increased to reflect time associated with these types of inspections. (Public Works lines 1051-1054).

### **New, Eliminated, and Moved Fees**

As noted earlier, the service fee process also identifies proposed additions to and deletions from existing service fees. Notable changes include:

- In Finance, seasonal business license fee lines were eliminated as being duplicitous (lines 180-182);
- In Fire, CAPSTC fees were moved to IT (lines 294-333);
- In IT, a new fee was crated for IT support of electronically requested public safety reports. In addition, CAPSTC fee were moved here from Fire and several new fees were added and deleted (lines 380-425)
- In Parks, Recreation, and Open Space (PROS), a no-show fee was added for golf. In addition, Show Wagon fees were eliminated as it is no longer offered. (lines 666, 731-735);
- In Planning, a small business-related program was cancelled (lines 946-953);
- In Public Works, a streetlight installation fee, a structural report fee, and several flat fees were added (lines 1064, 1118, 1158-1161).

### **Capital Impact Fees**

In 2009, Council approved implementing Capital Impact Fees to recover a portion of the City's net capital cost due to development. These fees generate revenue for each of the five program areas: Transportation, Parks, General Government, Police, and Fire. In 2019, Council increased the fees significantly starting 1/1/2020, as well as creating two new fees, Recreation and Libraries. Parks, General Government, Recreation, and Library fees were to ramp up the fees over three years. 2021 is the second year of that ramp-up. The fees are indexed January 1 of every year as sec. 146-412 of City Code details. Revenue from these fees is recorded in the Capital Projects Fund. These fees are indexed in City Code, and are included in the service fee list as this publication provides an appropriate means of disseminating the impact of the indexes on these fees each year. A summary of the Capital Impact Fees can be found in Attachment 1.

### **Park Development Fees**

These fees are indexed using the Engineering News Record Construction Cost Index, the same index as the Parks Capital Impact Fee, and are included in the service fee list as a suitable method of providing information on these fees each year.

#### **Attachments**

Attachment 1: 2021 Service Fee Changes

Attachment 2: Capital Impact Fee Summary

cc: Jim Twombly, City Manager



# BMS: Service Fees

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
<b>Aurora Water</b>												
1	Aur Water	High Zone Fee (per acre)	\$92.00	\$94.58	3	\$94.50	(\$2.50)	\$92.00	\$0.00	True	By Contract fee should not change	
<b>2</b>	<b>Aur Water</b>	<b>Service Connection and Suspension</b>										
3	Aur Water	Service Turn-On/Off	\$28.30	\$29.09	3	\$29.00	(\$0.70)	\$28.30	\$0.00	True	Actual Cost Analysis	
4	Aur Water	Damaged meter and/or related equipment	\$100.00	\$102.80	4	\$103.00	(\$3.00)	\$100.00	\$0.00	True	Actual costs no increase necessary	
<b>5</b>	<b>Aur Water</b>	<b>Cut Yoke</b>										
6	Aur Water	Cut Yoke 5/8	\$278.00	\$285.78	4	\$286.00		\$286.00	\$8.00		Actual costs match index	
7	Aur Water	Cut Yoke 3/4	\$288.00	\$296.06	4	\$296.00	\$3.00	\$299.00	\$11.00	True	Actual Cost Analysis	
8	Aur Water	Cut Yoke 1	\$391.00	\$401.95	4	\$402.00	(\$11.00)	\$391.00	\$0.00	True	Actual costs no increase necessary	
<b>9</b>	<b>Aur Water</b>	<b>Trip charge for other services by customer request</b>										
<b>10</b>	<b>Aur Water</b>	<b>Meter Pit/Vault Inspection</b>										
<b>11</b>	<b>Aur Water</b>	<b>5/8" through 1" meters</b>										
<b>12</b>	<b>Aur Water</b>	<b>Initial - No Charge</b>										
13	Aur Water	Re-inspection (all inspections after initial inspection) Small Meter 5/8-1 meters	\$48.75	\$50.12	3	\$50.00	\$1.00	\$51.00	\$2.25	True	Actual Cost Analysis	
<b>14</b>	<b>Aur Water</b>	<b>1 1/2" and larger</b>										
<b>15</b>	<b>Aur Water</b>	<b>Initial - No Charge</b>										
16	Aur Water	Re-inspection (all inspections after initial inspection) Large Meters 1 1/2 and Larger	\$127.00	\$130.56	4	\$131.00	(\$3.00)	\$128.00	\$1.00	True	Actual Cost Analysis	
<b>17</b>	<b>Aur Water</b>	<b>Meter testing (by meter size)</b>										
18	Aur Water	5/8 through 1 meters (witnessed by customer)	\$111.00	\$114.11	4	\$114.00	\$7.00	\$121.00	\$10.00	True	Actual Cost Analysis	
19	Aur Water	5/8 through 1 meters (not witnessed by customer)	\$101.00	\$103.83	4	\$104.00	\$6.00	\$110.00	\$9.00	True	Actual Cost Analysis	
Num Rows: 1245 20	Aur Water	1 1/2 meter (shop - includes cost of removing meter to bring to shop and reinstallation)	\$233.00	\$239.52	4	\$240.00	(\$1.00)	\$239.00	\$6.00	True	Actual Cost Analysis	
21	Aur Water	1 1/2 meter (field)	\$125.00	\$128.50	4	\$128.00	\$1.00	\$129.00	\$4.00	True	Actual Cost Analysis	
22	Aur Water	2 meter (shop - includes cost of removing meter to bring to shop and reinstallation)	\$242.00	\$248.78	4	\$249.00	(\$7.00)	\$242.00	\$0.00	True	Actual Cost Analysis	
23	Aur Water	2 meter (field)	\$141.00	\$144.95	4	\$145.00		\$145.00	\$4.00		Actual Cost Analysis	
24	Aur Water	3 through 4 meters (shop - includes cost of removing meter to bring to shop and reinstallation)	\$523.00	\$537.64	4	\$538.00	(\$15.00)	\$523.00	\$0.00	True	Actual Cost Analysis	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
25	Aur Water	3 through 4 meters (field)	\$328.00	\$337.18	4	\$337.00	(\$8.00)	\$329.00	\$1.00	True	Actual Cost Analysis	
26	Aur Water	6 through 8 meters (shop - includes cost of removing meter to bring to shop and reinstallation)	\$3,238.00	\$3,328.66	4	\$3,329.00	\$17.00	\$3,346.00	\$108.00	True	Actual Cost Analysis	
27	Aur Water	6 through 8 meters (field)	\$374.00	\$384.47	4	\$384.00	(\$9.00)	\$375.00	\$1.00	True	Actual Cost Analysis	
28	Aur Water	Hydrant meter deposit (for construction water dust control)	\$1,140.00	\$1,171.92	4	\$1,172.00	(\$32.00)	\$1,140.00	\$0.00	True	This fee should remain at existign levels unless a significant increase because of administrative burden of changing it	
29	Aur Water	Insufficient fund returned payment (per payment) -(old Returned check fee (per check))	\$20.00	\$20.56	3	\$20.50	(\$0.50)	\$20.00	\$0.00	True	by law should not be more than \$20	
<b>30</b>	<b>Aur Water</b>	<b>Irrigation Plans Review</b>										
31	Aur Water	Irrigation Plan Sheet (per sheet) up to 3 reviews	\$260.00	\$267.28	4	\$267.00	(\$7.00)	\$260.00	\$0.00	True	Actual cost no increase necessary	
32	Aur Water	Additional Review and Resubmittals (per Sheet)	\$100.00	\$102.80	4	\$103.00	(\$3.00)	\$100.00	\$0.00	True	Actual cost no increase necessary	
33	Aur Water	Water Transmission Pipeline Application	\$6,755.00 (plus any cost for outside services)	\$6,944.00 (plus any cost for outside services)				\$6,944.00 (plus any cost for outside services)				
34	Aur Water	Pipeline Inspection Fee	contract amount	contract amount				contract amount				
35	Aur Water	Replacement of hydrant sign	\$56.25	\$57.83	3	\$57.75	(\$1.50)	\$56.25	\$0.00	True	Actual Cost Analysis	
36	Aur Water	Re-Issuance of hydrant meter fee	\$36.75	\$37.78	3	\$37.75	\$5.00	\$42.75	\$6.00	True	Actual Cost Analysis	
37	Aur Water	Hydrant meter confiscation fee for delinquency, non renewal of permit or non compliance of hydrant usage requirements	\$63.00	\$64.76	3	\$64.75	\$5.75	\$70.50	\$7.50	True	Actual Cost Analysis	
38	Aur Water	Damaged hydrant meter and related equipment fees	\$22.25 trip charge plus cost for material and labor	\$22.75 trip charge plus cost for material and labor				\$22.75 trip charge plus cost for material and labor				
<b>39</b>	<b>Aur Water</b>	<b>Sod/Seed/Irrigation Permit Fee</b>										
40	Aur Water	Sod/seed/Irrigation permit (Residential) (per permit)	\$34.50	\$35.47	3	\$35.50	(\$1.00)	\$34.50	\$0.00	True	Actual cost no increase necessary	
41	Aur Water	Sod/seed permit (Commercial) (1-Year permit)	\$150.00	\$154.20	4	\$154.00	(\$4.00)	\$150.00	\$0.00	True	Actual cost no increase necessary	
42	Aur Water	Reinspection fee - (sod/seed/irrigation) - Residential	\$34.50	\$35.47	3	\$35.50	(\$1.00)	\$34.50	\$0.00	True	Actual cost no increase necessary	
43	Aur Water	Reinspection fee - (sod/seed/irrigation) - Commercial	\$150.00	\$154.20	4	\$154.00	(\$4.00)	\$150.00	\$0.00	True	Actual cost no increase necessary	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
44	Aur Water	Construction Water Fee	\$47.00	\$48.32	3	\$48.25	(\$1.25)	\$47.00	\$0.00	True	Based on Commercial rate no increases in 2021	
45	Aur Water	Temporary irrigation meter deposit	\$21,412.00	\$22,011.54	4	\$22,012.00	(\$600.00)	\$21,412.00	\$0.00	True	Actual costs no increase necessary	
46	Aur Water	Temporary irrigation meter Administrative fee	\$281.00	\$288.87	4	\$289.00	(\$8.00)	\$281.00	\$0.00	True	Actual cost no increase necessary	
47	Aur Water	Water Smart Reader Deposit	\$32.25	\$33.15	3	\$33.25	(\$1.00)	\$32.25	\$0.00	True	Actual cost no increase necessary	
<b>48</b>	<b>Aur Water</b>	<b>Wet Tap Fees- Main Extensions and Pipelines</b>										
49	Aur Water	Wet Tap Fees- 4 tap on 6 thru 12	\$1,981.00	\$2,036.47	4	\$2,036.00	\$298.00	\$2,334.00	\$353.00	True	Part cost increased Based on Actual costs	
50	Aur Water	Wet Tap Fees 4 tap on 16 thru 24	\$2,018.00	\$2,074.50	4	\$2,075.00	\$403.00	\$2,478.00	\$460.00	True		49
51	Aur Water	Wet Tap Fees 4 tap on 30 thru 36	\$2,154.00	\$2,214.31	4	\$2,214.00	\$264.00	\$2,478.00	\$324.00	True		49
52	Aur Water	Wet Tap Fees 6 tap on 6 thru 12	\$2,161.00	\$2,221.51	4	\$2,222.00	\$388.00	\$2,610.00	\$449.00	True		49
53	Aur Water	Wet Tap Fees 6 tap on 16 thru 24	\$2,212.00	\$2,273.94	4	\$2,274.00	\$515.00	\$2,789.00	\$577.00	True		49
54	Aur Water	Wet Tap Fees 6 tap on 30 thru 36	\$2,367.00	\$2,433.28	4	\$2,433.00	\$356.00	\$2,789.00	\$422.00	True		49
55	Aur Water	Wet Tap Fees 8 tap on 8 thru 12	\$2,587.00	\$2,659.44	4	\$2,659.00	\$483.00	\$3,142.00	\$555.00	True		49
56	Aur Water	Wet Tap Fees 8 tap on 16 thru 24	\$2,699.00	\$2,774.57	4	\$2,775.00	\$619.00	\$3,394.00	\$695.00	True		49
57	Aur Water	Wet Tap Fees 8 tap on 30 thru 36	\$2,863.00	\$2,943.16	4	\$2,943.00	\$451.00	\$3,394.00	\$531.00	True		49
58	Aur Water	Wet Tap Fees 12 x 12	\$3,761.00	\$3,866.31	4	\$3,866.00	\$1,149.00	\$5,015.00	\$1,254.00	True		49
59	Aur Water	Wet Tap Fees 12 x 16	\$3,761.00	\$3,866.31	4	\$3,866.00	\$1,262.00	\$5,128.00	\$1,367.00	True		49
60	Aur Water	Wet Tap Fees 12 tap on 24 thru 36	\$3,873.00	\$3,981.44	4	\$3,981.00	\$1,328.00	\$5,309.00	\$1,436.00	True		49
61	Aur Water	Wet Tap Fees 16 x 16	\$9,753.00	\$10,026.08	4	\$10,026.00	(\$52.00)	\$9,974.00	\$221.00	True		49
62	Aur Water	Wet Tap Fees 16 x 24	\$10,009.00	\$10,289.25	4	\$10,289.00	\$21.00	\$10,310.00	\$301.00	True		49
63	Aur Water	Wet Tap Fees 16 x 30	\$10,009.00	\$10,289.25	4	\$10,289.00	\$21.00	\$10,310.00	\$301.00	True		49
64	Aur Water	Wet Tap Fees 16 x 36	\$10,009.00	\$10,289.25	4	\$10,289.00	\$21.00	\$10,310.00	\$301.00	True		49
65	Aur Water	Wet Tap Fees 24 x 16 Weld-on	\$10,282.00	\$10,569.90	4	\$10,570.00	\$255.00	\$10,825.00	\$543.00	True		49
66	Aur Water	Wet Tap Fees 30 x 16 Weld-on	\$10,864.00	\$11,168.19	4	\$11,168.00	(\$190.00)	\$10,978.00	\$114.00	True		49
67	Aur Water	Wet Tap Fees 36 x 16 Weld-on	\$10,864.00	\$11,168.19	4	\$11,168.00	(\$125.00)	\$11,043.00	\$179.00	True		49
<b>68</b>	<b>Aur Water</b>	<b>Stormwater Quality Construction Permits</b>										
69	Aur Water	SW Quality Permit Fee- Less than 1 Acre (3-year permit)	\$450.00	\$462.60	4	\$463.00		\$463.00	\$13.00			
70	Aur Water	Renewal Stormwater Quality Permit Fee - < 1 Acre (1 Year Permit)	\$150.00	\$154.20	4	\$154.00		\$154.00	\$4.00			
71	Aur Water	SW Quality Permit Fee- 1 to 5 Acres (3-year permit)	\$1,200.00	\$1,233.60	4	\$1,234.00		\$1,234.00	\$34.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
72	Aur Water	Renewal Stormwater Quality Permit Fee - 1 to 5 Acres (1 Year Permit)	\$400.00	\$411.20	4	\$411.00		\$411.00	\$11.00			
73	Aur Water	SW Quality Permit Fee Greater than 5 Acres (3-year permit)	\$2,250.00	\$2,313.00	4	\$2,313.00		\$2,313.00	\$63.00			
74	Aur Water	Renewal Stormwater Quality Permit Fee Greater than 5 Acres (1-year Permit)	\$750.00	\$771.00	4	\$771.00		\$771.00	\$21.00			
75	Aur Water	Re-Inspection Fee (after second failure)	\$120.00	\$123.36	4	\$123.00		\$123.00	\$3.00			
76	Aur Water	Certified mailing fee	\$12.25	\$12.59	3	\$12.50		\$12.50	\$0.25			
77	Aur Water	Late Fee	5%	5%				5%				
78	Aur Water	Sewer Mitigation (damage resulted from a public sewer backup)	Maximum of \$19,866 per property	Maximum of \$20,422 per property				Maximum of \$20,422 per property				
<b>79</b>	<b>Aur Water</b>	<b>Non-Potable Irrigation Water (Internal City of Aurora accounts only)</b>										
80	Aur Water	Reuse (Tertiary) Water (per 1,000 gallons)	\$1.40	\$1.44	2	\$1.45	(\$0.05)	\$1.40	\$0.00	True	No 2021 increases in water rates	
81	Aur Water	Raw Water (per 1,000 gallons)	\$2.19	\$2.25	2	\$2.25	(\$0.06)	\$2.19	\$0.00	True	No 2021 increases in water rates	
82	Aur Water	Diverted Stream Flow Water (DSF) (per 1,000 gallons)	\$0.70	\$0.72	1	\$0.72	(\$0.02)	\$0.70	\$0.00	True	No 2021 increases in water rates	
<b>83</b>	<b>Aur Water</b>	<b>Water Sewer Line Inspection</b>										
84	Aur Water	Water Service-Meter Pit to Unit (Flat Fee)	\$138.00	\$141.86	4	\$142.00		\$142.00	\$4.00			
85	Aur Water	Sanitary Service-ROW to Unit (Flat Fee)	\$138.00	\$141.86	4	\$142.00		\$142.00	\$4.00			
<b>86</b>	<b>Aur Water</b>	<b>Water, Sewer, and Stormwater Public Improvement Inspections</b>										
87	Aur Water	Inspection Normal Business Hours (up to 4 hours)	\$324.00	\$333.07	4	\$333.00	(\$9.00)	\$324.00	\$0.00	True	No increase necessary - changes in group led to lower average wages so fee did not increase	
88	Aur Water	Additional Hour of Inspection (Normal Business Hours)	\$47.00	\$48.32	3	\$48.25	(\$1.25)	\$47.00	\$0.00	True		87
89	Aur Water	Inspection After hours and Weekends (up to 4 hours)	\$398.00	\$409.14	4	\$409.00	(\$11.00)	\$398.00	\$0.00	True		87
90	Aur Water	Additional Hour of Inspection (after hours and weekend)	\$65.00	\$66.82	3	\$66.75	(\$1.75)	\$65.00	\$0.00	True		87
<b>91</b>	<b>Aur Water</b>	<b>Fee in-Lieu of Annexation Groundwater Rights</b>										
92	Aur Water	Fee in-Lieu of Groundwater Rights	\$2,000.00	\$2,056.00	4	\$2,056.00		\$2,056.00	\$56.00		Let increase by index	
<b>City Attorney</b>												
93	City Att	Photocopying (per page)	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Keep at \$0.25.	
<b>Civil Service Commission</b>												
94	Civ Svc	Applicant Testing Fee (per applicant)	\$15.00	\$15.42	3	\$15.50		\$15.50	\$0.50			
<b>Communications</b>												

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
<b>95</b>	<b>Communic</b>	<b>TELEVISION SERVICES</b>										
96	Communic	Film Permit Processing Fee	\$65.25	\$67.08	3	\$67.00		\$67.00	\$1.75			
<b>97</b>	<b>Communic</b>	<b>Commercial Cable Time</b>										
98	Communic	Per 24, 30 Second Spots	\$941.00	\$967.35	4	\$967.00		\$967.00	\$26.00			
<b>99</b>	<b>Communic</b>	<b>Studio Video Recording - Single Camera</b>										
100	Communic	Per Hour	\$392.00	\$402.98	4	\$403.00		\$403.00	\$11.00			
101	Communic	Per Half Day	\$1,373.00	\$1,411.44	4	\$1,411.00		\$1,411.00	\$38.00			
102	Communic	Per Day	\$2,549.00	\$2,620.37	4	\$2,620.00		\$2,620.00	\$71.00			
<b>103</b>	<b>Communic</b>	<b>Studio Video Recording</b>										
<b>104</b>	<b>Communic</b>	<b>Each Additional Camera:</b>										
105	Communic	Per Hour	\$78.50	\$80.70	3	\$80.75		\$80.75	\$2.25			
106	Communic	Per Half Day	\$294.00	\$302.23	4	\$302.00		\$302.00	\$8.00			
107	Communic	Per Day	\$523.00	\$537.64	4	\$538.00		\$538.00	\$15.00			
<b>108</b>	<b>Communic</b>	<b>Location Production (Remote)</b>										
<b>109</b>	<b>Communic</b>	<b>Single Camera (with operator)</b>										
110	Communic	Per Hour	\$165.00	\$169.62	4	\$170.00		\$170.00	\$5.00			
111	Communic	Per Half Day	\$588.00	\$604.46	4	\$604.00		\$604.00	\$16.00			
112	Communic	Per Day	\$1,111.00	\$1,142.11	4	\$1,142.00		\$1,142.00	\$31.00			
<b>113</b>	<b>Communic</b>	<b>Three Cameras/Seven Member Crew</b>										
114	Communic	Per Half Day	\$2,878.00	\$2,958.58	4	\$2,959.00		\$2,959.00	\$81.00			
115	Communic	Per Day	\$4,837.00	\$4,972.44	4	\$4,972.00		\$4,972.00	\$135.00			
<b>116</b>	<b>Communic</b>	<b>Teleprompter System With Operator</b>										
117	Communic	Per Half Day	\$195.00	\$200.46	4	\$200.00		\$200.00	\$5.00			
118	Communic	Per Day	\$327.00	\$336.16	4	\$336.00		\$336.00	\$9.00			
119	Communic	Van Mileage Over 15 Miles (per mile)	\$1.35	\$1.39	2	\$1.40		\$1.40	\$0.05			
<b>120</b>	<b>Communic</b>	<b>Post Production Non-Linear Editing</b>										
<b>121</b>	<b>Communic</b>	<b>With Operator</b>										
122	Communic	Per Hour	\$131.00	\$134.67	4	\$135.00		\$135.00	\$4.00			
123	Communic	Per Half Day	\$459.00	\$471.85	4	\$472.00		\$472.00	\$13.00			
124	Communic	Per Day	\$852.00	\$875.86	4	\$876.00		\$876.00	\$24.00			
<b>125</b>	<b>Communic</b>	<b>Without Operator</b>										
126	Communic	Per Hour	\$78.50	\$80.70	3	\$80.75		\$80.75	\$2.25			
127	Communic	Per Half Day	\$294.00	\$302.23	4	\$302.00		\$302.00	\$8.00			
128	Communic	Per Day	\$523.00	\$537.64	4	\$538.00		\$538.00	\$15.00			
<b>129</b>	<b>Communic</b>	<b>Audio Recording Service</b>										
130	Communic	Hourly	\$78.50	\$80.70	3	\$80.75		\$80.75	\$2.25			
131	Communic	Half Day	\$294.00	\$302.23	4	\$302.00		\$302.00	\$8.00			
132	Communic	Full Day	\$523.00	\$537.64	4	\$538.00		\$538.00	\$15.00			
133	Communic	Miscellaneous Storage Media (USB Drive/ 16GB)	\$5.00	\$5.14	2	\$5.15		\$5.15	\$0.15			



Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
134	Communic	Script Typing -Teleprompter (per hour)	\$39.50	\$40.61	3	\$40.50		\$40.50	\$1.00			
135	Communic	Character Generator Pre-Build (per hour)	\$39.50	\$40.61	3	\$40.50		\$40.50	\$1.00			
136	Communic	Set-Up & Pre-Light (2 Crew) (per hour)	\$91.50	\$94.06	3	\$94.00		\$94.00	\$2.50			
137	Communic	Pre-Production Planning-Production Services (per hour)	\$52.25	\$53.71	3	\$53.75		\$53.75	\$1.50			
<b>138</b>	<b>Communic</b>	<b>Director Services</b>										
139	Communic	Per Hour	\$98.00	\$100.74	4	\$101.00		\$101.00	\$3.00			
140	Communic	Per Half Day	\$361.00	\$371.11	4	\$371.00		\$371.00	\$10.00			
141	Communic	Per Day	\$654.00	\$672.31	4	\$672.00		\$672.00	\$18.00			
<b>142</b>	<b>Communic</b>	<b>Graphic Design Services</b>										
143	Communic	Per Hour	\$65.25	\$67.08	3	\$67.00		\$67.00	\$1.75			
144	Communic	Per Half Day	\$235.00	\$241.58	4	\$242.00		\$242.00	\$7.00			
145	Communic	Per Day	\$444.00	\$456.43	4	\$456.00		\$456.00	\$12.00			
<b>146</b>	<b>Communic</b>	<b>Producer Services</b>										
147	Communic	Per Hour	\$98.00	\$100.74	4	\$101.00		\$101.00	\$3.00			
148	Communic	Per Half Day	\$361.00	\$371.11	4	\$371.00		\$371.00	\$10.00			
149	Communic	Per Day	\$654.00	\$672.31	4	\$672.00		\$672.00	\$18.00			
<b>150</b>	<b>Communic</b>	<b>Technical Director Services</b>										
151	Communic	Per Hour	\$78.50	\$80.70	3	\$80.75		\$80.75	\$2.25			
152	Communic	Per Half Day	\$294.00	\$302.23	4	\$302.00		\$302.00	\$8.00			
153	Communic	Per Day	\$523.00	\$537.64	4	\$538.00		\$538.00	\$15.00			
<b>154</b>	<b>Communic</b>	<b>Lighting Director Services (with lighting kit)</b>										
155	Communic	Per Hour	\$78.50	\$80.70	3	\$80.75		\$80.75	\$2.25			
156	Communic	Per Half Day	\$294.00	\$302.23	4	\$302.00		\$302.00	\$8.00			
157	Communic	Per Day	\$523.00	\$537.64	4	\$538.00		\$538.00	\$15.00			
<b>158</b>	<b>Communic</b>	<b>Digital Server Playback (studio)</b>										
159	Communic	Per Hour	\$65.25	\$67.08	3	\$67.00		\$67.00	\$1.75			
160	Communic	Per Half Day	\$229.00	\$235.41	4	\$235.00		\$235.00	\$6.00			
161	Communic	Per Day	\$392.00	\$402.98	4	\$403.00		\$403.00	\$11.00			
<b>162</b>	<b>Communic</b>	<b>Web video formatting Services (per hour staff time)</b>										
<b>163</b>	<b>Communic</b>	<b>AV Technician Services</b>										
164	Communic	Per hour	\$65.25	\$67.08	3	\$67.00		\$67.00	\$1.75			
165	Communic	Per Half Day	\$235.00	\$241.58	4	\$242.00		\$242.00	\$7.00			
166	Communic	Per Day	\$444.00	\$456.43	4	\$456.00		\$456.00	\$12.00			
<b>167</b>	<b>Communic</b>	<b>Council Chambers/Aurora Rm. Recording Svcs.</b>										
168	Communic	Per hour	\$216.00	\$222.05	4	\$222.00		\$222.00	\$6.00			
169	Communic	Per Half Day	\$755.00	\$776.14	4	\$776.00		\$776.00	\$21.00			
170	Communic	Per Day	\$1,294.00	\$1,330.23	4	\$1,330.00		\$1,330.00	\$36.00			
<b>Finance</b>												

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
171	Finance	Returned Check Fee	\$20.00	\$20.56	3	\$20.50	(\$0.50)	\$20.00	\$0.00	True	Already at Statutory Maximum	
172	Finance	Paper tax return processing fee	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00	True	Fee not implemented yet	
173	Finance	Non prescribed paper tax return fee.	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00	True	Fee not implemented yet	
<b>174</b>	<b>Finance</b>	<b>Business License</b>										
175	Finance	Application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Increase application fee to whole dollar amount.	
176	Finance	Biennial license fee	\$26.00	\$26.73	3	\$26.75	(\$0.75)	\$26.00	\$0.00	True	Increase application fee instead	
177	Finance	Paper License Processing Fee	\$20.00	\$20.56	3	\$20.50	(\$0.50)	\$20.00	\$0.00	True	Not often charged, increase every few years	
178	Finance	Location Change application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
<b>179</b>	<b>Finance</b>	<b>Seasonal Business License</b>										
<del>180</del>	<del>Finance</del>	<del>License application fee</del>	<del>\$16.00</del>	<del>\$16.45</del>	<del>3</del>	<del>\$16.50</del>		<del>\$16.50</del>	<del>\$0.50</del>		<del>Delete as same as business license.</del>	
<del>181</del>	<del>Finance</del>	<del>License fee</del>	<del>\$26.00</del>	<del>\$26.73</del>	<del>3</del>	<del>\$26.75</del>		<del>\$26.75</del>	<del>\$0.75</del>			<del>180</del>
<del>182</del>	<del>Finance</del>	<del>License sales tax deposit</del>	<del>\$300.00</del>	<del>\$308.40</del>	<del>4</del>	<del>\$308.00</del>		<del>\$308.00</del>	<del>\$8.00</del>			<del>180</del>
<b>183</b>	<b>Finance</b>	<b>Amusement Device Distributors</b>										
184	Finance	Application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
185	Finance	License fee	\$139.00	\$142.89	4	\$143.00		\$143.00	\$4.00			
<b>186</b>	<b>Finance</b>	<b>Amusement Enterprise License - Carnival / Circus</b>										
187	Finance	Application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
188	Finance	License fee 1st day	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
189	Finance	License fee additional day	\$71.00	\$72.99	3	\$73.00		\$73.00	\$2.00			
<b>190</b>	<b>Finance</b>	<b>Other Amusement Enterprise License</b>										
191	Finance	License fee 1st day	\$71.00	\$72.99	3	\$73.00		\$73.00	\$2.00			
192	Finance	License fee additional day	\$35.00	\$35.98	3	\$36.00		\$36.00	\$1.00			
<b>193</b>	<b>Finance</b>	<b>Door to Door seller's</b>										
194	Finance	Application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
195	Finance	License fee	\$17.00	\$17.48	3	\$17.50	(\$0.50)	\$17.00	\$0.00	True	Whole dollar	
196	Finance	Sales tax deposit (every 90 days)	\$139.00	\$142.89	4	\$143.00		\$143.00	\$4.00			
197	Finance	Identification card fee (every 90 days)	\$36.00	\$37.01	3	\$37.00		\$37.00	\$1.00			
<b>198</b>	<b>Finance</b>	<b>Stable License</b>										
199	Finance	Application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
200	Finance	License fee	\$139.00	\$142.89	4	\$143.00		\$143.00	\$4.00			
<b>201</b>	<b>Finance</b>	<b>After Hours Club &amp; Teen Club</b>										
202	Finance	Application fee	\$361.00	\$371.11	4	\$371.00		\$371.00	\$10.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
203	Finance	License fee	\$515.00	\$529.42	4	\$529.00		\$529.00	\$14.00			
204	Finance	Managers license fee	\$74.00	\$76.07	3	\$76.00		\$76.00	\$2.00			
<b>205</b>	<b>Finance</b>	<b>Escort Bureau application fee</b>										
206	Finance	Application fee	\$1,000.00	\$1,028.00	4	\$1,028.00	(\$28.00)	\$1,000.00	\$0.00	True	Already at Statutory Maximum	
207	Finance	New license fee	\$4,000.00	\$4,112.00	4	\$4,112.00	(\$112.00)	\$4,000.00	\$0.00	True	Already at Statutory Maximum	
208	Finance	License renewal fee	\$5,000.00	\$5,140.00	4	\$5,140.00	(\$140.00)	\$5,000.00	\$0.00	True	Already at Statutory Maximum	
209	Finance	Escort/Runner application fee	\$200.00	\$205.60	4	\$206.00	(\$6.00)	\$200.00	\$0.00	True	Already at Statutory Maximum	
210	Finance	Escort/Runner new license fee	\$300.00	\$308.40	4	\$308.00	(\$8.00)	\$300.00	\$0.00	True	Already at Statutory Maximum	
211	Finance	Escort/Runner license renewal fee	\$500.00	\$514.00	4	\$514.00	(\$14.00)	\$500.00	\$0.00	True	Already at Statutory Maximum	
<b>212</b>	<b>Finance</b>	<b>Amusement Device Vendors</b>										
213	Finance	Application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
214	Finance	License fee	\$34.00	\$34.95	3	\$35.00		\$35.00	\$1.00			
<b>215</b>	<b>Finance</b>	<b>Christmas Trees</b>										
216	Finance	Temporary application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00			
217	Finance	Temporary license fee	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
218	Finance	Temporary sales tax deposit	\$500.00	\$514.00	4	\$514.00	(\$14.00)	\$500.00	\$0.00	True	Deposit. Not a fee.	
219	Finance	Temporary clean up deposit	\$250.00	\$257.00	4	\$257.00	(\$7.00)	\$250.00	\$0.00	True		218
220	Finance	Adjunct application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00			
221	Finance	Adjunct license fee	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
<b>222</b>	<b>Finance</b>	<b>Fireworks</b>										
223	Finance	Stand license fee	\$940.00	\$966.32	4	\$966.00	(\$26.00)	\$940.00	\$0.00	True	Increase every two years	
224	Finance	Sales tax deposit	\$500.00	\$514.00	4	\$514.00	(\$14.00)	\$500.00	\$0.00	True		223
225	Finance	Clean-up deposit	\$300.00	\$308.40	4	\$308.00	(\$8.00)	\$300.00	\$0.00	True		223
<b>226</b>	<b>Finance</b>	<b>Massage Facility</b>										
227	Finance	Application Fee	\$206.00	\$211.77	4	\$212.00		\$212.00	\$6.00			
228	Finance	Annual License Fee	\$50.00	\$51.40	3	\$51.50	\$0.50	\$52.00	\$2.00	True	Whole dollar	
229	Finance	Manager License Fee	\$50.00	\$51.40	3	\$51.50	\$0.50	\$52.00	\$2.00	True	Whole dollar	
<b>230</b>	<b>Finance</b>	<b>Pawnbroker</b>										
231	Finance	Application fee	\$2,864.00	\$2,944.19	4	\$2,944.00		\$2,944.00	\$80.00			
232	Finance	License fee	\$717.00	\$737.08	4	\$737.00		\$737.00	\$20.00			
233	Finance	Manager fee	\$71.00	\$72.99	3	\$73.00		\$73.00	\$2.00			
234	Finance	License transfer fee	\$3,580.00	\$3,680.24	4	\$3,680.00		\$3,680.00	\$100.00			
<b>235</b>	<b>Finance</b>	<b>Secondhand Dealer</b>										

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
236	Finance	Application fee	\$572.00	\$588.02	4	\$588.00		\$588.00	\$16.00			
237	Finance	License fee	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
<b>238</b>	<b>Finance</b>	<b>Sexually Oriented Business</b>										
239	Finance	Application fee	\$717.00	\$737.08	4	\$737.00		\$737.00	\$20.00			
240	Finance	License fee	\$287.00	\$295.04	4	\$295.00		\$295.00	\$8.00			
241	Finance	Manager fee	\$71.50	\$73.50	3	\$73.50		\$73.50	\$2.00			
242	Finance	License transfer fee	\$57.50	\$59.11	3	\$59.00		\$59.00	\$1.50			
<b>243</b>	<b>Finance</b>	<b>Trash Haulers</b>										
244	Finance	Application fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
245	Finance	License transfer fee	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Whole dollar	
246	Finance	Certificate fee	\$72.00	\$74.02	3	\$74.00		\$74.00	\$2.00			
<b>247</b>	<b>Finance</b>	<b>Liquor Licensing Fees</b>										
248	Finance	Tastings Permit Annual License	\$136.00	\$139.81	4	\$140.00	(\$4.00)	\$136.00	\$0.00	True	Already at Statutory Maximum	
249	Finance	New License Application Fee	\$1,000.00	\$1,028.00	4	\$1,028.00	(\$28.00)	\$1,000.00	\$0.00	True	Already at Statutory Maximum	
250	Finance	Transfer of Ownership or Location Change Application Fee	\$750.00	\$771.00	4	\$771.00	(\$21.00)	\$750.00	\$0.00	True	Already at Statutory Maximum	
251	Finance	Renewal Fee	\$100.00	\$102.80	4	\$103.00	(\$3.00)	\$100.00	\$0.00	True	Already at Statutory Maximum	
252	Finance	Expired License Renewal Fee	\$500.00	\$514.00	4	\$514.00	(\$14.00)	\$500.00	\$0.00	True	Already at Statutory Maximum	
253	Finance	Reissued License Fee / per day past 90 day expiration	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00	True	Already at Statutory Maximum	
254	Finance	Special Event Permit (per application fee)	\$100.00	\$102.80	4	\$103.00	(\$3.00)	\$100.00	\$0.00	True	Already at Statutory Maximum	
255	Finance	Common Consumption Area New Application Fee	\$526.00	\$540.73	4	\$541.00		\$541.00	\$15.00			
256	Finance	Common Consumption Area Annual Renewal Fee	\$210.00	\$215.88	4	\$216.00		\$216.00	\$6.00			
257	Finance	Common Consumption Area Attachment Fee	\$55.00	\$56.54	3	\$56.50	(\$1.50)	\$55.00	\$0.00	True	Rare fee. Increase less frequently.	
258	Finance	Annual Liquor License Fees	\$3.75 - \$100.00	\$3.86 - \$102.80	2-4	\$3.85 - \$103.00	(\$0.10) - (\$3.00)	\$3.75 - \$100.00	\$0.00 - \$0.00	True	Already at Statutory Maximum	
<b>259</b>	<b>Finance</b>	<b>Cabaret License Fees</b>										
260	Finance	Application Fee	\$210.00	\$215.88	4	\$216.00		\$216.00	\$6.00			
261	Finance	Cabaret License	\$526.00	\$540.73	4	\$541.00		\$541.00	\$15.00			
<b>262</b>	<b>Finance</b>	<b>Retail Marijuana Establishment Fees</b>										
<b>263</b>	<b>Finance</b>	<b>Application Fee (\$5,000) collected by state - City to get 1/2 of fee</b>										
264	Finance	Operating Fee (first time and annual renewal)	\$15,000.00	\$15,420.00	4	\$15,420.00	(\$5,420.00)	\$10,000.00	(\$5,000.00)	True	Fee covers costs	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
265	Finance	Late Renewal Fee	\$7,500.00	\$7,710.00	4	\$7,710.00	(\$2,710.00)	\$5,000.00	(\$2,500.00)	True	Fee covers costs	
266	Finance	Change of Location Fee	\$1,000.00	\$1,028.00	4	\$1,028.00	(\$28.00)	\$1,000.00	\$0.00	True	Fee covers costs	
<b>267</b>	<b>Finance</b>	<b>Change of Ownership</b>										
268	Finance	Sale of Business to New Owner	\$2,500.00	\$2,570.00	4	\$2,570.00	(\$70.00)	\$2,500.00	\$0.00	True	Fee covers costs	
269	Finance	Addition/Removal of Owner from Existing Ownership Group	\$1,500.00	\$1,542.00	4	\$1,542.00	(\$42.00)	\$1,500.00	\$0.00	True	Fee covers costs	
270	Finance	Change of Corporate Structure	\$800.00	\$822.40	4	\$822.00	(\$22.00)	\$800.00	\$0.00	True	Fee covers costs	
271	Finance	Change of Legal/Trade Name	\$100.00	\$102.80	4	\$103.00	(\$3.00)	\$100.00	\$0.00	True	Fee covers costs	
272	Finance	Modification of Premises Fee	\$100.00	\$102.80	4	\$103.00	(\$3.00)	\$100.00	\$0.00	True	Fee covers costs	
273	Finance	Application Fee (first time license)	\$2,500.00	\$2,570.00	4	\$2,570.00	(\$70.00)	\$2,500.00	\$0.00	True	Fee covers costs	
<b>Fire</b>												
<b>274</b>	<b>Fire</b>	<b>Fire Incident Reports</b>										
275	Fire	Maintain, Search, Retrieve and Print First 10 Pages	\$5.00	\$5.14	2	\$5.15		\$5.15	\$0.15			
276	Fire	Each page thereafter	\$0.25	\$0.26	1	\$0.26		\$0.26	\$0.01			
277	Fire	Redaction/every 50 pages	\$7.35	\$7.56	2	\$7.55		\$7.55	\$0.20			
278	Fire	Digital Photo (per picture)	\$1.65	\$1.70	2	\$1.70		\$1.70	\$0.05			
279	Fire	Flash Drive	Flash Drive Cost	Flash Drive Cost				Flash Drive Cost				
280	Fire	Research (per hour)	1st hour free, each additional hour \$30.00 per hour	1st hour free, each additional hour \$30.75 per hour				1st hour free, each additional hour \$30.75 per hour				
<b>281</b>	<b>Fire</b>	<b>Fire Code Inspection</b>										
282	Fire	First Inspection	no charge	no charge				no charge				
283	Fire	Reinspection- 2nd event	\$43.25	\$44.46	3	\$44.50		\$44.50	\$1.25			
284	Fire	Reinspection- 3rd and subsequent events	\$178.00	\$182.98	4	\$183.00		\$183.00	\$5.00			
<b>285</b>	<b>Fire</b>	<b>Meeting Room Fees (fee for maximum four hour use per rental)</b>										
<b>286</b>	<b>Fire</b>	<b>All users EXCEPT Aurora-based registered HOA's and neighborhood associations will be charged the flat meeting room use fee associated with the room they have reserved. Registered HOA's and neighborhood associations will not be charged a room use fee.</b>										
287	Fire	Stations 1, 2, 3, 5, 11, 13, 14, 15, and 16 (fee per rental)	\$17.50	\$17.99	3	\$18.00		\$18.00	\$0.50			
<b>288</b>	<b>Fire</b>	<b>Food and Beverage Impact Fees (per event)</b>										
<b>289</b>	<b>Fire</b>	<b>All users INCLUDING Aurora-based registered HOA's and neighborhood associations will be charged the flat impact fee when food and/or beverages are served in rooms.</b>										
290	Fire	Stations 1, 2, 3, 5, 11, 13, 14, 15, and 16 (fee per rental)	\$11.75	\$12.08	3	\$12.00		\$12.00	\$0.25			
<b>291</b>	<b>Fire</b>	<b>CITY OF AURORA PUBLIC SAFETY TRAINING CENTER (CAPSTC)</b>										
<b>292</b>	<b>Fire</b>	<b>Training</b>										
293	Fire	Aurora Fire Rescue Officer Development Program	\$536.00	\$551.01	4	\$551.00		\$551.00	\$15.00			
<del>294</del>	<del>Fire</del>	<del>Basic Police Recruit POST Academy</del>	<del>\$7,725.00</del>	<del>\$7,941.30</del>	<del>4</del>	<del>\$7,941.00</del>		<del>\$7,941.00</del>	<del>\$216.00</del>		<del>Fees moved to IT</del>	
<del>295</del>	<del>Fire</del>	<del>Fire Recruit Academy</del>	<del>\$6,180.00</del>	<del>\$6,353.04</del>	<del>4</del>	<del>\$6,353.00</del>		<del>\$6,353.00</del>	<del>\$173.00</del>			<del>294</del>
<del>296</del>	<del>Fire</del>	<del>1/2 Defensive Tactics (Includes mat) Full Day</del>	<del>\$206.00</del>	<del>\$211.77</del>	<del>4</del>	<del>\$212.00</del>		<del>\$212.00</del>	<del>\$6.00</del>			<del>294</del>

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
297	Fire	1/2 Defensive Tactics (Includes mats) - 1/2 Day	\$103.00	\$105.88	4	\$106.00		\$106.00	\$3.00			294
298	Fire	Defensive Tactics (Includes mat) - Full Day	\$412.00	\$423.54	4	\$424.00		\$424.00	\$12.00			294
299	Fire	Defensive Tactics (Includes mats) - 1/2 Day	\$206.00	\$211.77	4	\$212.00		\$212.00	\$6.00			294
300	Fire	<b>Prop and Facility Rentals, Equipment Rental, Material Use</b>										294
301	Fire	Car (Crown Vic, Caprice or PIT) - 1/2 Day (Includes fuel. Any damage responsibility of renting agency. Subject to availability)	\$258.00	\$265.22	4	\$265.00		\$265.00	\$7.00			294
302	Fire	Car (Crown Vic, Caprice or PIT) - Full Day (Includes fuel. Any damage responsibility of renting agency. Subject to availability)	\$515.00	\$529.42	4	\$529.00		\$529.00	\$14.00			294
303	Fire	Class A Burn House - 1/2 Day	\$309.00	\$317.65	4	\$318.00		\$318.00	\$9.00			294
304	Fire	Class A Burn House - Full Day	\$515.00	\$529.42	4	\$529.00		\$529.00	\$14.00			294
305	Fire	Combined Classroom - Full Day Only (96 chairs)	\$258.00	\$265.22	4	\$265.00		\$265.00	\$7.00			294
306	Fire	Combined Classroom - Week	\$1,159.00	\$1,191.45	4	\$1,191.00		\$1,191.00	\$32.00			294
307	Fire	Fire Brigade Consumables - per course (Based on actual consumables up to \$536 per course)	up to \$536.00	up to \$551.00				up to \$551.00				294
308	Fire	Fire Brigade Training - per person, per day	\$185.00	\$190.18	4	\$190.00		\$190.00	\$5.00			294
309	Fire	Force Simulator - 1/2 Day	\$103.00	\$105.88	4	\$106.00		\$106.00	\$3.00			294
310	Fire	Force Simulator - Full Day	\$206.00	\$211.77	4	\$212.00		\$212.00	\$6.00			294
311	Fire	Instructor/Safety - per hour (4 hr minimum)	\$61.75	\$63.48	3	\$63.50		\$63.50	\$1.75			294
312	Fire	Large Classroom - 1/2 Day (48 chairs)	\$103.00	\$105.88	4	\$106.00		\$106.00	\$3.00			294
313	Fire	Large Classroom - Full Day	\$154.00	\$158.31	4	\$158.00		\$158.00	\$4.00			294
314	Fire	Large Classroom - Week	\$695.00	\$714.46	4	\$714.00		\$714.00	\$19.00			294
315	Fire	Multi-use Bay - per 4 hours (4 hour minimum)	\$412.00	\$423.54	4	\$424.00		\$424.00	\$12.00			294
316	Fire	OSB / 4x8 Sheet (per sheet)	\$10.25	\$10.54	3	\$10.50		\$10.50	\$0.25			294
317	Fire	Practical Apps - per 4 hours (4 hour minimum)	\$515.00	\$529.42	4	\$529.00		\$529.00	\$14.00			294
318	Fire	Practical Apps - Rappelling - 1/2 day	\$103.00	\$105.88	4	\$106.00		\$106.00	\$3.00			294
319	Fire	Prop Operator - per hour (4 hour minimum)	\$61.75	\$63.48	3	\$63.50		\$63.50	\$1.75			294
320	Fire	Propane Use (propane will be billed at 100 gallons per 3 minute evolution until meter is installed)	\$1.55/gallon	\$1.60/gallon				\$1.60/gallon				294
321	Fire	Pumper - per hour	\$51.50	\$52.94	3	\$53.00		\$53.00	\$1.50			294
322	Fire	Roof Prop - 1/2 Day	\$51.50	\$52.94	3	\$53.00		\$53.00	\$1.50			294

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
323	Fire	Sheetrock / 4x8 Sheet (per sheet)	\$10.25	\$10.54	3	\$10.50		\$10.50	\$0.25			294
324	Fire	Skills Pad (Includes cones)- 1/2 Day	\$206.00	\$211.77	4	\$212.00		\$212.00	\$6.00			294
325	Fire	Skills Pad (Includes cones)- Full Day	\$412.00	\$423.54	4	\$424.00		\$424.00	\$12.00			294
326	Fire	Small Classroom 1/2 Day (24-32 chairs)	\$77.25	\$79.41	3	\$79.50		\$79.50	\$2.25			294
327	Fire	Small Classroom - Full Day	\$129.00	\$132.61	4	\$133.00		\$133.00	\$4.00			294
328	Fire	Small Classroom - Week	\$577.00	\$593.16	4	\$593.00		\$593.00	\$16.00			294
329	Fire	Tactical Village Buildings - per 4 hours (4 hour minimum)	\$412.00	\$423.54	4	\$424.00		\$424.00	\$12.00			294
330	Fire	Tower - 1/2 Day	\$309.00	\$317.65	4	\$318.00		\$318.00	\$9.00			294
331	Fire	Tower - Full Day	\$515.00	\$529.42	4	\$529.00		\$529.00	\$14.00			294
332	Fire	Truck - per hour	\$51.50	\$52.94	3	\$53.00		\$53.00	\$1.50			294
<b>333</b>	<b>Fire</b>	<b>"Fire Capital Impact Fees"</b>										
334	Fire	Per Single Family Detached Unit	\$928.81	\$954.82	4	\$955.00	\$12.73	\$967.73	\$38.92			
335	Fire	Per Single Family Attached Unit	\$679.91	\$698.95	4	\$699.00	\$9.40	\$708.40	\$28.49			
336	Fire	Per Multi-Family Dwelling Unit	\$670.81	\$689.59	4	\$690.00	\$8.92	\$698.92	\$28.11			
<b>General Management</b>												
<b>337</b>	<b>Gen Mgmt.</b>	<b>CITY CLERK</b>										
<b>338</b>	<b>Gen Mgmt.</b>	<b>Ward Map</b>										
339	Gen Mgmt.	8 1/2 x 11	\$3.55	\$3.65	2	\$3.65		\$3.65	\$0.10			
340	Gen Mgmt.	36 x 48	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			
<b>341</b>	<b>Gen Mgmt.</b>	<b>MUNICIPAL RECORDS</b>										
<b>342</b>	<b>Gen Mgmt.</b>	<b>Municipal Records Fees</b>										
343	Gen Mgmt.	Certified Copies (per page)	\$2.15	\$2.21	2	\$2.20		\$2.20	\$0.05			
344	Gen Mgmt.	Certified Letters (per copy)	\$3.55	\$3.65	2	\$3.65		\$3.65	\$0.10			
345	Gen Mgmt.	Photocopies (8 1/2 x 11 - per page)	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Keep at \$0.25.	
346	Gen Mgmt.	Flash Drive	Flash Drive Cost	Flash Drive Cost				Flash Drive Cost				
347	Gen Mgmt.	Research (per hr.)	1st hour free, each additional hour \$33.00 per hour	1st hour free, each additional hour \$34.00 per hour				1st hour free, each additional hour \$34.00 per hour				
<b>348</b>	<b>Gen Mgmt.</b>	<b>TEMPORARY USE PERMITS</b>										
349	Gen Mgmt.	Temporary Use Permit (per use)	\$68.50	\$70.42	3	\$70.50		\$70.50	\$2.00			
350	Gen Mgmt.	Temporary Use Permit - Food Vendor	\$68.50	\$70.42	3	\$70.50		\$70.50	\$2.00			
<b>351</b>	<b>Gen Mgmt.</b>	<b>Meeting Room Fees (fee for maximum four hour use per rental)</b>										
<b>352</b>	<b>Gen Mgmt.</b>	<b>All users EXCEPT Aurora-based registered HOA's and neighborhood associations will be charged the flat meeting room use fee associated with the room they have reserved. Registered HOA's and neighborhood associations will not be charged a room use fee.</b>										
353	Gen Mgmt.	Aurora Room	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
354	Gen Mgmt.	Fletcher Room	\$11.50	\$11.82	3	\$11.75		\$11.75	\$0.25			

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355	Gen Mgmt.	Aspen Room	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
356	Gen Mgmt.	Lowry Room	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
357	Gen Mgmt.	Eagle Room	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
358	Gen Mgmt.	Sand Creek Room	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
359	Gen Mgmt.	City Café	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
360	Gen Mgmt.	City Café Deck	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
<b>361</b>	<b>Gen Mgmt.</b>	<b>Food and Beverage Impact Fees (where allowed, per event)</b>										
<b>362</b>	<b>Gen Mgmt.</b>	<b>All users INCLUDING Aurora-based registered HOA's and neighborhood associations will be charged the flat impact fee when food and/or beverages are served in rooms (this is in addition to the room use fee).</b>										
363	Gen Mgmt.	Aurora Room	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
364	Gen Mgmt.	Aspen Room	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
365	Gen Mgmt.	City Café	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
366	Gen Mgmt.	City Café Deck	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
<b>367</b>	<b>Gen Mgmt.</b>	<b>OFFICE OF DEVELOPMENT ASSISTANCE</b>										
<b>368</b>	<b>Gen Mgmt.</b>	<b>Fees</b>										
369	Gen Mgmt.	Annexation Base Rate Application Fee	\$250.00	\$257.00	4	\$257.00	\$143.00	\$400.00	\$150.00	True	additional charge to account for publications in the A. Sentinel	369
370	Gen Mgmt.	Fee per Acre	\$7.15	\$7.35	2	\$7.35		\$7.35	\$0.20			
371	Gen Mgmt.	Metro District Service Plan Application Fee (non-refundable)	\$4,606.00	\$4,734.97	4	\$4,735.00		\$4,735.00	\$129.00			
372	Gen Mgmt.	Business Improvement District (BID) Application Fee	\$4,606.00	\$4,734.97	4	\$4,735.00		\$4,735.00	\$129.00			
373	Gen Mgmt.	Development Agreements	\$4,606.00	\$4,734.97	4	\$4,735.00		\$4,735.00	\$129.00			
<b>374</b>	<b>Gen Mgmt.</b>	<b>"Capital Impact Fees"</b>										
<b>375</b>	<b>Gen Mgmt.</b>	<b>General Government Capital Impact Fee</b>										
376	Gen Mgmt.	Per Single Family Detached Unit	\$531.89	\$546.78	4	\$547.00	\$329.84	\$876.84	\$344.95			
377	Gen Mgmt.	Per Single Family Attached Unit	\$409.34	\$410.37	4	\$410.00	\$242.44	\$652.44	\$243.10			
378	Gen Mgmt.	Per Multi-Family Dwelling Unit	\$380.33	\$390.98	4	\$391.00	\$240.26	\$631.26	\$250.93			
<b>Information Technology</b>												
<b>379</b>	<b>IT</b>	<b>Information Technology</b>										
380	IT	Reports Requested Electronically - Public Safety		\$5.00				\$5.00		True	New Fee for IT support for electronic requests of Police reports. The 3rd party vendor is being replaced and this fee will cover the support and maintenance of the case mgmt. tool and the document request form IT will create.	



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<b>381</b>	<b>IT</b>	<b>CITY OF AURORA PUBLIC SAFETY TRAINING CENTER (CAPSTC)</b>										
<b>382</b>	<b>IT</b>	<b>Training</b>										
<del>383</del>	<del>IT</del>	<del>Aurora Fire Rescue Officer Development Program</del>	<del>\$536.00</del>	<del>\$551.01</del>	<del>4</del>	<del>\$551.00</del>		<del>\$551.00</del>	<del>\$15.00</del>	<del>True</del>	<del>Program is no longer offered.</del>	
384	IT	Basic Police Recruit POST Academy	\$7,725.00	\$7,941.30	4	\$7,941.00		\$7,941.00	\$216.00			
385	IT	Fire Recruit Academy	\$6,180.00	\$6,353.04	4	\$6,353.00	\$1,147.00	\$7,500.00	\$1,320.00	True	Actual rate for the training in 2020 dollars.	
<del>386</del>	<del>IT</del>	<del>1/2 Defensive Tactics (Includes mat) Full Day</del>	<del>\$206.00</del>	<del>\$211.77</del>	<del>4</del>	<del>\$212.00</del>		<del>\$212.00</del>	<del>\$6.00</del>	<del>True</del>	<del>Item is replaced by Defensive Tactics (includes mat) Full Day</del>	
<del>387</del>	<del>IT</del>	<del>1/2 Defensive Tactics (Includes mats) 1/2 Day</del>	<del>\$103.00</del>	<del>\$105.88</del>	<del>4</del>	<del>\$106.00</del>		<del>\$106.00</del>	<del>\$3.00</del>	<del>True</del>	<del>Item is replaced by Defensive Tactics (includes mats) 1/2 Day</del>	
388	IT	Defensive Tactics (Includes mat)- Full Day	\$412.00	\$423.54	4	\$424.00	(\$24.00)	\$400.00	(\$12.00)	True	Aligns with metro area training facilities.	
389	IT	Defensive Tactics (Includes mats)- 1/2 Day	\$206.00	\$211.77	4	\$212.00	(\$12.00)	\$200.00	(\$6.00)	True	Aligns with metro area training facilities.	
<b>390</b>	<b>IT</b>	<b>Prop and Facility Rentals, Equipment Rental, Material Use</b>										
391	IT	Car (Crown Vic, Caprice or PIT)- 1/2 Day (Includes fuel. Any damage responsibility of renting agency. Subject to availability)	\$258.00	\$265.22	4	\$265.00		\$265.00	\$7.00			
392	IT	Car (Crown Vic, Caprice or PIT)- Full Day (Includes fuel. Any damage responsibility of renting agency. Subject to availability)	\$515.00	\$529.42	4	\$529.00		\$529.00	\$14.00			
393	IT	Class A Burn House- 1/2 Day	\$309.00	\$317.65	4	\$318.00	\$182.00	\$500.00	\$191.00	True	Aligns with metro area training facilities.	
394	IT	Class A Burn House- Full Day	\$515.00	\$529.42	4	\$529.00	\$271.00	\$800.00	\$285.00	True	Aligns with metro area training facilities.	
395	IT	Combined Classroom- Full Day Only (96 chairs)	\$258.00	\$265.22	4	\$265.00	\$535.00	\$800.00	\$542.00	True	Aligns with metro area training facilities.	
396	IT	Combined Classroom- Week	\$1,159.00	\$1,191.45	4	\$1,191.00	\$2,409.00	\$3,600.00	\$2,441.00	True	Maintains consistent discount from the daily rate.	
397	IT	Fire Brigade Consumables- per course (Based on actual consumables up to \$536 per course)	up to \$536.00	up to \$551.00				up to \$551.00				
398	IT	Fire Brigade Training- per person, per day	\$185.00	\$190.18	4	\$190.00		\$190.00	\$5.00			

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<del>399</del>	<del>IF</del>	<del>Force-Simulator-1/2 Day</del>	<del>\$103.00</del>	<del>\$105.88</del>	4	<del>\$106.00</del>		<del>\$106.00</del>	<del>\$3.00</del>	True	<del>This program is no longer offered.</del>	
<del>400</del>	<del>IF</del>	<del>Force-Simulator-Full Day</del>	<del>\$206.00</del>	<del>\$211.77</del>	4	<del>\$212.00</del>		<del>\$212.00</del>	<del>\$6.00</del>	True	<del>This program is no longer offered.</del>	
401	IT	Instructor/Safety- per hour (4 hr minimum)	\$61.75	\$63.48	3	\$63.50		\$63.50	\$1.75			
402	IT	Large Classroom- 1/2 Day (48 chairs)	\$103.00	\$105.88	4	\$106.00	\$144.00	\$250.00	\$147.00	True	Aligns with metro area training facilities.	
403	IT	Large Classroom- Full Day	\$154.00	\$158.31	4	\$158.00	\$192.00	\$350.00	\$196.00	True	Aligns with metro area training facilities.	
404	IT	Large Classroom- Week	\$695.00	\$714.46	4	\$714.00	\$861.00	\$1,575.00	\$880.00	True	Maintains consistent discount from daily rate.	
405	IT	Multi-use Bay- per 4 hours (4 hour minimum)	\$412.00	\$423.54	4	\$424.00		\$424.00	\$12.00			
406	IT	OSB / 4x8 Sheet (per sheet)	\$10.25	\$10.54	3	\$10.50		\$10.50	\$0.25			
407	IT	Practical Apps- per 4 hours (4 hour minimum)	\$515.00	\$529.42	4	\$529.00	(\$129.00)	\$400.00	(\$115.00)	True	Aligns with metro area training facilities.	
408	IT	Practical Apps- Rappelling- 1/2 day	\$103.00	\$105.88	4	\$106.00	\$244.00	\$350.00	\$247.00	True	Aligns with metro area training facilities.	
<del>409</del>	<del>IF</del>	<del>Prop Operator- per hour (4 hour minimum)</del>	<del>\$61.75</del>	<del>\$63.48</del>	3	<del>\$63.50</del>		<del>\$63.50</del>	<del>\$1.75</del>	True	<del>This item is covered by Instructor-Safety and EVOC Track Instructor</del>	
410	IT	Propane Use (propane will be billed at 100 gallons per 3 minute evolution until meter is installed)	\$1.55/gallon	\$1.60/gallon				\$1.60/gallon				
411	IT	Pumper- per hour	\$51.50	\$52.94	3	\$53.00	\$80.00	\$133.00	\$81.50	True	Aligns with the state rate.	
412	IT	Roof Prop- 1/2 Day	\$51.50	\$52.94	3	\$53.00	\$147.00	\$200.00	\$148.50	True		
413	IT	Sheetrock / 4x8 Sheet (per sheet)	\$10.25	\$10.54	3	\$10.50		\$10.50	\$0.25			
414	IT	Skills Pad (Includes cones)- 1/2 Day	\$206.00	\$211.77	4	\$212.00	\$38.00	\$250.00	\$44.00	True	Aligns with metro area training facilities.	
415	IT	Skills Pad (Includes cones)- Full Day	\$412.00	\$423.54	4	\$424.00	\$76.00	\$500.00	\$88.00	True	Aligns with metro area training facilities.	
416	IT	Small Classroom 1/2 Day (24-32 chairs)	\$77.25	\$79.41	3	\$79.50	\$170.50	\$250.00	\$172.75	True	Aligns with metro area training facilities.	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
417	IT	Small Classroom- Full Day	\$129.00	\$132.61	4	\$133.00	\$217.00	\$350.00	\$221.00	True	Aligns with metro area training facilities.	
418	IT	Small Classroom- Week	\$577.00	\$593.16	4	\$593.00	\$982.00	\$1,575.00	\$998.00	True	Maintains consistent discount from daily rate.	
419	IT	Tactical Village Buildings- per 4 hours (4 hour minimum)	\$412.00	\$423.54	4	\$424.00		\$424.00	\$12.00			
420	IT	Tower (Class B Building)- 1/2 Day	\$309.00	\$317.65	4	\$318.00	\$32.00	\$350.00	\$41.00	True	Aligns with metro area training facilities.	
421	IT	Tower (Class B Building)- Full Day	\$515.00	\$529.42	4	\$529.00	\$171.00	\$700.00	\$185.00	True	Aligns with metro training facilities.	
422	IT	Truck- per hour	\$51.50	\$52.94	3	\$53.00		\$53.00	\$1.50			
423	IT	Car Fire						\$400.00		True	New fee to align with metro area training facilities.	
424	IT	Extrication						\$400.00		True	New fee to align with metro area training facilities.	
425	IT	EVOC Track Rental (Full Day, Vehicles not Provided)						\$500.00		True	New fee to align with metro training facilities.	
<b>Library &amp; Cultural Services</b>												
<b>426</b>	<b>Lib &amp; Cul</b>	<b>PRINTING (from any device type)</b>										
427	Lib & Cul	Printout (per page)	\$0.10	\$0.10	1	\$0.10		\$0.10	\$0.00			
428	Lib & Cul	Color Printout (per page)	\$0.25 - \$0.25	\$0.26 - \$0.26	1-1	\$0.26 - \$0.26	(\$0.01) - (\$0.01)	\$0.25 - \$0.25	\$0.00 - \$0.00	True	The copiers do not accept pennies and \$0.25 is the competitive rate for copies and prints.	
429	Lib & Cul	Program Fee (per program)	\$0.00 - \$27.25	\$0.00 - \$28.01	1-3	\$0.00 - \$28.00		\$0.00 - \$28.00	\$0.00 - \$0.75			
<b>430</b>	<b>Lib &amp; Cul</b>	<b>Overdue Charges</b>										
431	Lib & Cul	Per Day/Per Item	\$0.20	\$0.21	1	\$0.21	(\$0.01)	\$0.20	\$0.00		\$0.20 is in line with fees charged by districts who continue to charge them.	
432	Lib & Cul	Maximum Per Item	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00	True	\$10.00 is in line with other districts which continue to charge late fees	
433	Lib & Cul	Collection Agency Fee (any item)	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00	True	This fee is established via contract.	
<b>434</b>	<b>Lib &amp; Cul</b>	<b>Damaged, Lost, and Replacement</b>										

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
435	Lib & Cul	Damaged Material Per Item Component (repairable)	\$2.20 - \$12.00	\$2.26 - \$12.34	2-3	\$2.25 - \$12.25		\$2.25 - \$12.25	\$0.05 - \$0.25			
436	Lib & Cul	Replacement = Retail + Service Charge	Retail + \$12.50	Retail + \$12.75				Retail + \$12.75				
437	Lib & Cul	Lost Library Card	\$2.00	\$2.06	2	\$2.05	(\$0.05)	\$2.00	\$0.00	True	\$2.00 is the standard charge across front range library districts.	
<b>438</b>	<b>Lib &amp; Cul</b>	<b>Resale Items</b>										
439	Lib & Cul	Library Resale of FAPL Books	\$0.50 - \$1.00	\$0.51 - \$1.03	1-2	\$0.51 - \$1.05	(\$0.01) - (\$0.05)	\$0.50 - \$1.00	\$0.00 - \$0.00	True	The price per book is established by the FAPL.	
440	Lib & Cul	Miscellaneous Resale Supply Merchandise	\$0.52 - \$23.25	\$0.53 - \$23.90	1-3	\$0.53 - \$24.00		\$0.53 - \$24.00	\$0.01 - \$0.75			
<b>441</b>	<b>Lib &amp; Cul</b>	<b>Meeting Room Fees (fee for maximum four hour use per rental)</b>										
<b>442</b>	<b>Lib &amp; Cul</b>	<b>All users EXCEPT Aurora-based registered HOA's and neighborhood associations will be charged the flat meeting room use fee associated with the room they have reserved. Registered HOA's and neighborhood associations will not be charged a room use fee.</b>										
443	Lib & Cul	Large Community Room	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
444	Lib & Cul	Small Community Room	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
<b>445</b>	<b>Lib &amp; Cul</b>	<b>Tallyn's Reach Library Meeting Rooms</b>										
446	Lib & Cul	Community Room	\$29.25	\$30.07	3	\$30.00		\$30.00	\$0.75			
<b>447</b>	<b>Lib &amp; Cul</b>	<b>MLK Library Meeting Rooms</b>										
448	Lib & Cul	Akron Room	\$11.50	\$11.82	3	\$11.75		\$11.75	\$0.25			
449	Lib & Cul	Boston Room	\$11.50	\$11.82	3	\$11.75		\$11.75	\$0.25			
450	Lib & Cul	Clinton Room	\$11.50	\$11.82	3	\$11.75		\$11.75	\$0.25			
451	Lib & Cul	Dayton Room	\$11.50	\$11.82	3	\$11.75		\$11.75	\$0.25			
452	Lib & Cul	Akron and Boston Rooms	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
453	Lib & Cul	Akron and Clinton Rooms	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
454	Lib & Cul	Boston and Dayton Rooms	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
455	Lib & Cul	Clinton and Dayton Rooms	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
456	Lib & Cul	Akron, Boston, Clinton and Dayton Rooms (combined)	\$28.50	\$29.30	3	\$29.25		\$29.25	\$0.75			
<b>457</b>	<b>Lib &amp; Cul</b>	<b>Mission Viejo Library Meeting Rooms</b>										
458	Lib & Cul	Community Room	\$17.00	\$17.48	3	\$17.50		\$17.50	\$0.50			
<b>459</b>	<b>Lib &amp; Cul</b>	<b>CULTURAL SERVICES</b>										
<b>460</b>	<b>Lib &amp; Cul</b>	<b>Aurora Dance Arts</b>										
461	Lib & Cul	Childrens classes	\$9.05	\$9.30	2	\$9.30	(\$0.25)	\$9.05	\$0.00	True	Fee increases will inhibit our ability to regain our customers post Covid	
462	Lib & Cul	Social Dance classes	\$9.50	\$9.77	2	\$9.75	(\$0.25)	\$9.50	\$0.00	True		461
463	Lib & Cul	Dance Recital tickets	\$7.20 - \$8.25	\$7.40 - \$8.48	2-2	\$7.40 - \$8.50	(\$0.20) - (\$0.25)	\$7.20 - \$8.25	\$0.00 - \$0.00	True		461
464	Lib & Cul	Tickets for additional recitals, after 1 recital purchased at full price	\$4.10	\$4.21	2	\$4.20	(\$0.10)	\$4.10	\$0.00	True		461

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465	Lib & Cul	Fall production tickets	\$4.10 - \$16.50	\$4.21 - \$16.96	2-3	\$4.20 - \$17.00	(\$0.10) - (\$0.50)	\$4.10 - \$16.50	\$0.00 - \$0.00	True		461
466	Lib & Cul	Fall Performance Preschool Group Sales, per attendee	\$4.10	\$4.21	2	\$4.20	(\$0.10)	\$4.10	\$0.00	True		461
467	Lib & Cul	Fall Performance Elementary or Middle School Group Sales, per attendee	\$6.20	\$6.37	2	\$6.35	(\$0.15)	\$6.20	\$0.00	True		461
468	Lib & Cul	Private Dance Lessons	\$42.25	\$43.43	3	\$43.50	(\$1.25)	\$42.25	\$0.00	True		461
<b>469</b>	<b>Lib &amp; Cul</b>	<b>Aurora Fox Arts Center</b>										
470	Lib & Cul	Main Stage Center Section, Adult	\$37.00	\$38.04	3	\$38.00	(\$1.00)	\$37.00	\$0.00	True		461
471	Lib & Cul	Main Stage Ticket, Front	\$33.00	\$33.92	3	\$34.00	(\$1.00)	\$33.00	\$0.00	True		461
472	Lib & Cul	Main Stage Ticket, under 12 years old	\$16.00	\$16.45	3	\$16.50	(\$0.50)	\$16.00	\$0.00	True		461
473	Lib & Cul	Main Stage, Rear Balcony Center	\$28.00	\$28.78	3	\$28.75	(\$0.75)	\$28.00	\$0.00	True		461
474	Lib & Cul	Main Stage, Balcony Sides	\$20.00	\$20.56	3	\$20.50	(\$0.50)	\$20.00	\$0.00	True		461
475	Lib & Cul	Childrens Theatre Ticket	\$7.00	\$7.20	2	\$7.20	(\$0.20)	\$7.00	\$0.00	True		461
476	Lib & Cul	Childrens Theatre Ticket, Groups of 10 or more	\$5.00	\$5.14	2	\$5.15	(\$0.15)	\$5.00	\$0.00	True		461
<b>477</b>	<b>Lib &amp; Cul</b>	<b>Aurora Fox Recognized Discount Programs:</b>										
478	Lib & Cul	- Students, Seniors and Military	\$26.00	\$26.73	3	\$26.75	(\$0.75)	\$26.00	\$0.00	True		461
479	Lib & Cul	- Season Subscribers +1/Friend ticket	\$20.00	\$20.56	3	\$20.50	(\$0.50)	\$20.00	\$0.00	True		461
480	Lib & Cul	- Half Price (based on Orchestra Side, Balcony, or Studio) at the discretion of the market	\$17.00	\$17.48	3	\$17.50	(\$0.50)	\$17.00	\$0.00	True		461
481	Lib & Cul	Groups of 10 or More (Discount on \$33 tickets)	\$24.00	\$24.67	3	\$24.75	(\$0.75)	\$24.00	\$0.00	True		461
482	Lib & Cul	Season Subscriptions	\$45.00 - \$90.00	\$46.26 - \$92.52	3-3	\$46.25 - \$92.50	(\$1.25) - (\$2.50)	\$45.00 - \$90.00	\$0.00 - \$0.00	True		461
483	Lib & Cul	Fundraising and Special Events	\$51.50 - \$107.00	\$52.94 - \$110.00	3-4	\$53.00 - \$110.00	(\$1.50) - (\$3.00)	\$51.50 - \$107.00	\$0.00 - \$0.00	True		461
484	Lib & Cul	Childrens Theatre classes	\$0.00 - \$357.00	\$0.00 - \$367.00	1-4	\$0.00 - \$367.00	\$0.00 - (\$10.00)	\$0.00 - \$357.00	\$0.00 - \$0.00	True		461
485	Lib & Cul	Production Services	\$1,000.00 - \$58,000.00	\$1,028.00 - \$59,624.00	4-4	\$1,028.00 - \$59,624.00	(\$28.00) - (\$1,624.00)	\$1,000.00 - \$58,000.00	\$0.00 - \$0.00	True		461
486	Lib & Cul	Cost Recovery Fee per ticket	\$3.00	\$3.08	2	\$3.10	(\$0.10)	\$3.00	\$0.00	True	This fee is best kept at whole dollars with 3.00 being the industry standard	
487	Lib & Cul	Rehearsal Main Stage- For Profit, 4 hours	\$824.00	\$847.07	4	\$847.00	(\$23.00)	\$824.00	\$0.00	True		461
488	Lib & Cul	Rehearsal Main Stage Rental - Non-Profit, 4 hours	\$721.00	\$741.19	4	\$741.00	(\$20.00)	\$721.00	\$0.00	True		461
489	Lib & Cul	Rehearsal Main Stage Rental - City Department, 4 hours	\$618.00 - \$618.00	\$635.30 - \$635.30	4-4	\$635.00 - \$635.00	(\$17.00) - (\$17.00)	\$618.00 - \$618.00	\$0.00 - \$0.00	True		461
490	Lib & Cul	Rehearsal Studio Theatre - For Profit, 4 hours	\$412.00	\$423.54	4	\$424.00	(\$12.00)	\$412.00	\$0.00	True		461

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491	Lib & Cul	Rehearsal Studio Theatre - Non Profit, 4 hours	\$309.00	\$317.65	4	\$318.00	(\$9.00)	\$309.00	\$0.00	True		461
492	Lib & Cul	Rehearsal Studio Theatre - City Department, 4 hours	\$206.00	\$211.77	4	\$212.00	(\$6.00)	\$206.00	\$0.00	True		461
493	Lib & Cul	Performance Main Stage Rental - Non Profit, Weekly	\$1,133.00 - \$1,854.00	\$1,164.72 - \$1,905.91	4-4	\$1,165.00 - \$1,906.00	(\$32.00) - (\$52.00)	\$1,133.00 - \$1,854.00	\$0.00 - \$0.00	True		461
494	Lib & Cul	Performance Main Stage Rental - For Profit, Weekly	\$1,545.00 - \$2,266.00	\$1,588.26 - \$2,329.45	4-4	\$1,588.00 - \$2,329.00	(\$43.00) - (\$63.00)	\$1,545.00 - \$2,266.00	\$0.00 - \$0.00	True		461
495	Lib & Cul	Performance Main Stage Rental - City Department, Weekly	\$927.00 - \$1,236.00	\$952.96 - \$1,270.61	4-4	\$953.00 - \$1,271.00	(\$26.00) - (\$35.00)	\$927.00 - \$1,236.00	\$0.00 - \$0.00	True		461
496	Lib & Cul	Performance Studio Theatre - For Profit, Weekly	\$618.00 - \$1,030.00	\$635.30 - \$1,058.84	4-4	\$635.00 - \$1,059.00	(\$17.00) - (\$29.00)	\$618.00 - \$1,030.00	\$0.00 - \$0.00	True		461
497	Lib & Cul	Performance Studio Theatre - Non Profit, Weekly	\$515.00 - \$824.00	\$529.42 - \$847.07	4-4	\$529.00 - \$847.00	(\$14.00) - (\$23.00)	\$515.00 - \$824.00	\$0.00 - \$0.00	True		461
498	Lib & Cul	Performance Studio Theatre - City Department, Weekly	\$309.00 - \$618.00	\$317.65 - \$635.30	4-4	\$318.00 - \$635.00	(\$9.00) - (\$17.00)	\$309.00 - \$618.00	\$0.00 - \$0.00	True		461
499	Lib & Cul	Lobby Rental - For Profit, Lobby + Exterior, 4 hours	\$412.00	\$423.54	4	\$424.00	(\$12.00)	\$412.00	\$0.00	True		461
500	Lib & Cul	Lobby Rental - Non Profit, Lobby + Exterior, 4 hours	\$361.00	\$371.11	4	\$371.00	(\$10.00)	\$361.00	\$0.00	True		461
501	Lib & Cul	Lobby Rental - City Department, Lobby + Exterior, 4 hours	\$258.00	\$265.22	4	\$265.00	(\$7.00)	\$258.00	\$0.00	True		461
502	Lib & Cul	Rental House Technician per hour, 4 hour minimum	\$30.00 - \$40.00	\$30.84 - \$41.12	3-3	\$30.75 - \$41.00	(\$0.75) - (\$1.00)	\$30.00 - \$40.00	\$0.00 - \$0.00	True		461
503	Lib & Cul	Rental House Staff (when box office used) - Per Hour, 4 hour minimum	\$15.00 - \$40.00	\$15.42 - \$41.12	3-3	\$15.50 - \$41.00	(\$0.50) - (\$1.00)	\$15.00 - \$40.00	\$0.00 - \$0.00	True		461
504	Lib & Cul	Rental House Manager per Hour - 4 Hour Minimum	\$30.00 - \$50.00	\$30.84 - \$51.40	3-3	\$30.75 - \$51.50	(\$0.75) - (\$1.50)	\$30.00 - \$50.00	\$0.00 - \$0.00	True		461
505	Lib & Cul	Piano Moving and/or Tuning	\$200.00	\$205.60	4	\$206.00	(\$6.00)	\$200.00	\$0.00	True	This fee is based on our actual cost from the vendor which has not changed	
506	Lib & Cul	Concession Sales	\$1.00 - \$25.00	\$1.03 - \$25.70	2-3	\$1.05 - \$25.75		\$1.05 - \$25.75	\$0.05 - \$0.75			
507	Lib & Cul	Painting of Stage Floor Back to Black	\$206.00	\$211.77	4	\$212.00	(\$6.00)	\$206.00	\$0.00	True		461
508	Lib & Cul	Studio Riser Removal	\$206.00	\$211.77	4	\$212.00	(\$6.00)	\$206.00	\$0.00	True		461
509	Lib & Cul	Prop, Costume or Equipment Rental	\$10.00 - \$515.00	\$10.28 - \$529.42	3-4	\$10.25 - \$529.00	(\$0.25) - (\$14.00)	\$10.00 - \$515.00	\$0.00 - \$0.00	True		461
510	Lib & Cul	Staff Time - Less than 5 days notice, per hour	\$52.50	\$53.97	3	\$54.00	(\$1.50)	\$52.50	\$0.00	True		461
<b>511</b>	<b>Lib &amp; Cul</b>	<b>Aurora History Museum</b>										
512	Lib & Cul	Tours	\$0.00 - \$314.00	\$0.00 - \$322.79	1-4	\$0.00 - \$323.00	\$0.00 - (\$9.00)	\$0.00 - \$314.00	\$0.00 - \$0.00	True		461
513	Lib & Cul	Workshops	\$0.00 - \$52.00	\$0.00 - \$53.46	1-3	\$0.00 - \$53.50	\$0.00 - (\$1.50)	\$0.00 - \$52.00	\$0.00 - \$0.00	True		461
514	Lib & Cul	Lectures & Programs	\$1.05 - \$95.25	\$1.08 - \$97.92	2-3	\$1.10 - \$98.00	(\$0.05) - (\$2.75)	\$1.05 - \$95.25	\$0.00 - \$0.00	True		461
515	Lib & Cul	Camps	\$26.75 - \$492.00	\$27.50 - \$505.78	3-4	\$27.50 - \$506.00	\$0.75 - (\$14.00)	\$28.25 - \$492.00	\$1.50 - \$0.00	True		461

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516	Lib & Cul	Community Gallery Rental	Free to \$39.00/hr.	Free to \$40.00/hr.				Free to \$40.00/hr.				
<b>517</b>	<b>Lib &amp; Cul</b>	<b>Museum Archive Copy Requests</b>										
518	Lib & Cul	Archival Reproductions, Personal Use, Size Dependent	\$10.00 - \$37.00	\$10.28 - \$38.04	3-3	\$10.25 - \$38.00	(\$0.25) - (\$1.00)	\$10.00 - \$37.00	\$0.00 - \$0.00	True		461
519	Lib & Cul	Archival Reproduction, Commercial Use, Based on Number of Impressions and Medium Used	\$12.00 - \$208.00	\$12.34 - \$213.82	3-4	\$12.25 - \$214.00	(\$0.25) - (\$6.00)	\$12.00 - \$208.00	\$0.00 - \$0.00	True		461
520	Lib & Cul	Staff Research Time, per 15 minute increment	\$7.00	\$7.20	2	\$7.20		\$7.20	\$0.20			
<b>521</b>	<b>Lib &amp; Cul</b>	<b>Pottery</b>										
522	Lib & Cul	Beginning Pottery	\$74.00 - \$93.00	\$76.07 - \$95.60	3-3	\$76.00 - \$95.50	(\$2.00) - (\$2.50)	\$74.00 - \$93.00	\$0.00 - \$0.00	True		461
523	Lib & Cul	Intermediate Pottery	\$74.00 - \$93.00	\$76.07 - \$95.60	3-3	\$76.00 - \$95.50	(\$2.00) - (\$2.50)	\$74.00 - \$93.00	\$0.00 - \$0.00	True		461
524	Lib & Cul	Advanced Pottery	\$74.00 - \$93.00	\$76.07 - \$95.60	3-3	\$76.00 - \$95.50	(\$2.00) - (\$2.50)	\$74.00 - \$93.00	\$0.00 - \$0.00	True		461
525	Lib & Cul	All Levels Pottery	\$62.50 - \$93.00	\$64.25 - \$95.60	3-3	\$64.25 - \$95.50	(\$1.75) - (\$2.50)	\$62.50 - \$93.00	\$0.00 - \$0.00	True		461
526	Lib & Cul	Specialty Pottery Classes	\$40.00 - \$115.00	\$41.12 - \$118.22	3-4	\$41.00 - \$118.00	(\$1.00) - (\$3.00)	\$40.00 - \$115.00	\$0.00 - \$0.00	True		461
527	Lib & Cul	Polymer Clay	\$47.00 - \$87.00	\$48.32 - \$89.44	3-3	\$48.25 - \$89.50	(\$1.25) - (\$2.50)	\$47.00 - \$87.00	\$0.00 - \$0.00	True		461
528	Lib & Cul	Supply Fees	\$11.00 - \$50.00	\$11.31 - \$51.40	3-3	\$11.25 - \$51.50	(\$0.25) - (\$1.50)	\$11.00 - \$50.00	\$0.00 - \$0.00	True		461
529	Lib & Cul	Firing Fee, Dependent on Size of Piece	\$0.40 - \$149.00	\$0.41 - \$153.17	1-4	\$0.41 - \$153.00	(\$0.01) - (\$4.00)	\$0.40 - \$149.00	\$0.00 - \$0.00	True		461
530	Lib & Cul	Independent Practice	\$38.00 - \$49.50	\$39.06 - \$50.89	3-3	\$39.00 - \$51.00	(\$1.00) - (\$1.50)	\$38.00 - \$49.50	\$0.00 - \$0.00	True		461
531	Lib & Cul	Resale Materials and Tools	\$2.50 - \$22.00	\$2.57 - \$22.62	2-3	\$2.55 - \$22.50	(\$0.05) - (\$0.50)	\$2.50 - \$22.00	\$0.00 - \$0.00	True		461
<b>532</b>	<b>Lib &amp; Cul</b>	<b>Visual Arts/Music</b>										
533	Lib & Cul	Watercolor Adult	\$62.00 - \$83.00	\$63.74 - \$85.32	3-3	\$63.75 - \$85.25	(\$1.75) - (\$2.25)	\$62.00 - \$83.00	\$0.00 - \$0.00	True		461
534	Lib & Cul	Watercolor Kids	\$55.00 - \$71.00	\$56.54 - \$72.99	3-3	\$56.50 - \$73.00	(\$1.50) - (\$2.00)	\$55.00 - \$71.00	\$0.00 - \$0.00	True		461
535	Lib & Cul	Learn Your Camera	\$53.00 - \$68.00	\$54.48 - \$69.90	3-3	\$54.50 - \$70.00	(\$1.50) - (\$2.00)	\$53.00 - \$68.00	\$0.00 - \$0.00	True		461
536	Lib & Cul	Drawing Adult	\$62.00 - \$83.00	\$63.74 - \$85.32	3-3	\$63.75 - \$85.25	(\$1.75) - (\$2.25)	\$62.00 - \$83.00	\$0.00 - \$0.00	True		461
537	Lib & Cul	Drawing 14 and under	\$55.00 - \$71.00	\$56.54 - \$72.99	3-3	\$56.50 - \$73.00	(\$1.50) - (\$2.00)	\$55.00 - \$71.00	\$0.00 - \$0.00	True		461
538	Lib & Cul	Oil Painting	\$65.00 - \$83.00	\$66.82 - \$85.32	3-3	\$66.75 - \$85.25	(\$1.75) - (\$2.25)	\$65.00 - \$83.00	\$0.00 - \$0.00	True		461
539	Lib & Cul	Bob Ross Oil Painting	\$62.00 - \$88.00	\$63.74 - \$90.46	3-3	\$63.75 - \$90.50	(\$1.75) - (\$2.50)	\$62.00 - \$88.00	\$0.00 - \$0.00	True		461
540	Lib & Cul	Guitar For Kids under 13	\$75.00 - \$95.00	\$77.10 - \$97.66	3-3	\$77.00 - \$97.75	(\$2.00) - (\$2.75)	\$75.00 - \$95.00	\$0.00 - \$0.00	True		461
541	Lib & Cul	Beginning Guitar - 13 and Older	\$93.00 - \$113.00	\$95.60 - \$116.16	3-4	\$95.50 - \$116.00	(\$2.50) - (\$3.00)	\$93.00 - \$113.00	\$0.00 - \$0.00	True		461
542	Lib & Cul	Piano and Keyboard Over 13	\$77.00 - \$100.00	\$79.16 - \$102.80	3-4	\$79.25 - \$103.00	(\$2.25) - (\$3.00)	\$77.00 - \$100.00	\$0.00 - \$0.00	True		461

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
543	Lib & Cul	Piano and Keyboard 13 & under	\$73.00 - \$97.00	\$75.04 - \$99.72	3-3	\$75.00 - \$99.75	(\$2.00) - (\$2.75)	\$73.00 - \$97.00	\$0.00 - \$0.00	True		461
544	Lib & Cul	Voice	\$76.00 - \$97.00	\$78.13 - \$99.72	3-3	\$78.25 - \$99.75	(\$2.25) - (\$2.75)	\$76.00 - \$97.00	\$0.00 - \$0.00	True		461
545	Lib & Cul	Specialty Classes	\$0.00 - \$206.00	\$0.00 - \$211.77	1-4	\$0.00 - \$212.00	\$0.00 - (\$6.00)	\$0.00 - \$206.00	\$0.00 - \$0.00	True		461
546	Lib & Cul	Camps - Various Ages and Time Periods	\$86.00 - \$108.00	\$88.41 - \$111.02	3-4	\$88.50 - \$111.00	(\$2.50) - (\$3.00)	\$86.00 - \$108.00	\$0.00 - \$0.00	True		461
<b>547</b>	<b>Lib &amp; Cul</b>	<b>Art in Public Places</b>										
548	Lib & Cul	Public Art Plans Review Fee	5.0 percent of Public Art Budget	5.0 percent of Public Art Budget				5.0 percent of Public Art Budget				
<b>549</b>	<b>Lib &amp; Cul</b>	<b>Library Capital Impact Fees</b>										
550	Lib & Cul	Per Single Family Detached Unit	\$89.73	\$92.24	3	\$92.25	\$97.61	\$189.86	\$100.13			
551	Lib & Cul	Per Single Family Attached Unit	\$65.68	\$67.52	3	\$67.50	\$71.48	\$138.98	\$73.30			
552	Lib & Cul	Per Multifamily Unit	\$64.80	\$66.61	3	\$66.50	\$70.63	\$137.13	\$72.33			
<b>Judicial</b>												
553	Mun Ct	Warrant Fee	\$75.00	\$77.10	3	\$77.00	(\$2.00)	\$75.00	\$0.00		Recommend holding 2021 fees at 2020 rate	
554	Mun Ct	Court Costs	\$35.00	\$35.98	3	\$36.00	(\$1.00)	\$35.00	\$0.00			553
555	Mun Ct	Bond Fee	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00			553
556	Mun Ct	Records Search Fee	\$15.00	\$15.42	3	\$15.50	(\$0.50)	\$15.00	\$0.00			553
557	Mun Ct	Certified Copy of Summons	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00			553
558	Mun Ct	Extension to Pay Fine	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00			553
559	Mun Ct	No Proof of Insurance Fee	\$30.00	\$30.84	3	\$30.75	(\$0.75)	\$30.00	\$0.00			553
560	Mun Ct	Outstanding Judgment Warrant Fee	\$30.00	\$30.84	3	\$30.75	(\$0.75)	\$30.00	\$0.00			553
561	Mun Ct	Administrative Fee	75.00 and up	77.00 and up			(2.00)	75.00 and up				553
562	Mun Ct	Detention of Prisoners for Outside Agencies (Per Day)	\$50.00	\$51.40	3	\$51.50	(\$1.50)	\$50.00	\$0.00			553
563	Mun Ct	Interpreter Fee	\$35.00	\$35.98	3	\$36.00	(\$1.00)	\$35.00	\$0.00			553
564	Mun Ct	Officer Witness	\$35.00	\$35.98	3	\$36.00	(\$1.00)	\$35.00	\$0.00			553
565	Mun Ct	FTA fee	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00			553
566	Mun Ct	Jury Trial (refundable)	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00			553
<b>567</b>	<b>Mun Ct</b>	<b>Probation Fees</b>										
568	Mun Ct	Adult Supervised Probation (monthly)	\$45.00	\$46.26	3	\$46.25	(\$1.25)	\$45.00	\$0.00			553
569	Mun Ct	Juvenile Supervised Probation (monthly)	\$35.00	\$35.98	3	\$36.00	(\$1.00)	\$35.00	\$0.00			553
570	Mun Ct	Supervised Deferred Judgment (monthly)	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00			553
571	Mun Ct	Unsupervised Deferred Judgment or Probation Fee (One Time)	\$50.00	\$51.40	3	\$51.50	(\$1.50)	\$50.00	\$0.00			553
572	Mun Ct	Community Service Fee	\$25.00 + \$3.90 insurance fee	\$25.75 + \$4.00 insurance fee			(0.75) and (0.10)	\$25.75 + \$4.00 insurance fee				553



Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
573	Mun Ct	Court Record Sealing Fee	\$65.00	\$66.82	3	\$66.75	(\$1.75)	\$65.00	\$0.00			553
<b>574</b>	<b>Mun Ct</b>	<b>Court Surcharges</b>										
575	Mun Ct	Problem Solving Courts	\$9.50	\$9.77	2	\$9.75	(\$0.25)	\$9.50	\$0.00			553
576	Mun Ct	Aurora for Youth Education	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00			553
577	Mun Ct	V.A.L.E.T.	\$15.00	\$15.42	3	\$15.50	(\$0.50)	\$15.00	\$0.00			553
578	Mun Ct	Nexus	\$14.50	\$14.91	3	\$15.00	(\$0.50)	\$14.50	\$0.00			553
579	Mun Ct	Court Technology Fee	\$1.00	\$1.03	2	\$1.05	(\$0.05)	\$1.00	\$0.00			553
<b>Housing &amp; Community Services</b>												
<b>580</b>	<b>Hous &amp; Comm</b>	<b>ANIMAL SERVICES:</b>										
<b>581</b>	<b>Hous &amp; Comm</b>	<b>Return to Owner Fee</b>										
582	Hous & Comm	Per Impoundment	\$62.00	\$63.74	3	\$63.75	\$0.25	\$64.00	\$2.00	True	Ease of payment	
583	Hous & Comm	2nd Impoundment	\$115.00	\$118.22	4	\$118.00		\$118.00	\$3.00			
584	Hous & Comm	Additional Non-Resident Impound Fee	\$17.00	\$17.48	3	\$17.50	\$0.50	\$18.00	\$1.00	True	Ease of payment	
585	Hous & Comm	Rabbits, Ferrets, Small Birds & Other Small Animals	\$17.00	\$17.48	3	\$17.50	\$0.50	\$18.00	\$1.00	True	Ease of payment	
<b>586</b>	<b>Hous &amp; Comm</b>	<b>Boarding Fees/per day</b>										
587	Hous & Comm	All Animals	\$17.00	\$17.48	3	\$17.50	\$0.50	\$18.00	\$1.00	True	Ease of payment	
<b>588</b>	<b>Hous &amp; Comm</b>	<b>Adoption Fees (50% Discount for Seniors 65 and up)</b>										
589	Hous & Comm	Dogs (Under 6 months of age)	\$175.00	\$179.90	4	\$180.00	(\$5.00)	\$175.00	\$0.00	True	Keep \$175 to stay consistent with surroundings shelters	
590	Hous & Comm	(Between 6 months & 6 years of age)	\$150.00	\$154.20	4	\$154.00	(\$4.00)	\$150.00	\$0.00	True	Keep \$150 to stay consistent with surroundings shelters	
591	Hous & Comm	(6 years and older -geriatric)	\$135.00	\$138.78	4	\$139.00	(\$4.00)	\$135.00	\$0.00	True	Keep \$135 to stay consistent with surroundings shelters	
592	Hous & Comm	Cats (Under 6 months of age)	\$145.00	\$149.06	4	\$149.00	(\$24.00)	\$125.00	(\$20.00)	True	Charge \$125 to be competitive with surroundings shelters	
593	Hous & Comm	(Between 6 months & 6 years of age)	\$125.00	\$128.50	4	\$128.00	(\$28.00)	\$100.00	(\$25.00)	True	Charge \$100 to be competitive with surroundings shelters	
594	Hous & Comm	(6 years and older -geriatric)	\$110.00	\$113.08	4	\$113.00	(\$48.00)	\$65.00	(\$45.00)	True	Charge \$65 to be competitive with surroundings shelters	
595	Hous & Comm	Rabbits, Small Birds & Other Small Animals	\$16.00	\$16.45	3	\$16.50	\$0.50	\$17.00	\$1.00	True	Ease of payment	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
596	Hous & Comm	Adoption Hold Fee	\$11.00	\$11.31	3	\$11.25	(\$0.25)	\$11.00	\$0.00		Ease of payment	
597	Hous & Comm	Live Animal Surrender (Resident)	\$40.00	\$41.12	3	\$41.00		\$41.00	\$1.00			
598	Hous & Comm	Live Animal Surrender (Non-resident)	\$50.00	\$51.40	3	\$51.50	\$0.50	\$52.00	\$2.00	True	Ease of payment	
<b>599</b>	<b>Hous &amp; Comm</b>	<b>Crematory Services</b>										
600	Hous & Comm	Small (under 20 lbs.)	\$85.00	\$87.38	3	\$87.50	(\$2.50)	\$85.00	\$0.00	True	Keep \$85 to stay consistent with surroundings shelters	
601	Hous & Comm	Medium (20 to 60 lbs.)	\$125.00	\$128.50	4	\$128.00	(\$43.00)	\$85.00	(\$40.00)	True	Charge \$85 to be competitive with surroundings shelters	
602	Hous & Comm	Large (61 to 99 lbs.)	\$150.00	\$154.20	4	\$154.00	(\$69.00)	\$85.00	(\$65.00)	True	Charge \$85 to be competitive with surroundings shelters	
603	Hous & Comm	Giant (100 lbs. plus)	\$200.00	\$205.60	4	\$206.00	(\$121.00)	\$85.00	(\$115.00)	True	Charge \$85 to be competitive with surroundings shelters	
<b>604</b>	<b>Hous &amp; Comm</b>	<b>License/Permit Fees</b>										
605	Hous & Comm	Fancier's Permit (lifetime)	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
606	Hous & Comm	Spayed/Neutered Dog or Cat License- 1 year	\$15.00	\$15.42	3	\$15.50	(\$0.50)	\$15.00	\$0.00	True	Keep \$15 to stay consistent with surroundings shelters	
607	Hous & Comm	Spayed/Neutered Dog or Cat License- 1 year for seniors 65 & up and certified canine good citizens. No charge for service dogs.	50% off	50% off				50% off				
608	Hous & Comm	Spayed/Neutered Dog or Cat License- 3 years	\$45.00	\$46.26	3	\$46.25	(\$1.25)	\$45.00	\$0.00	True	Keep \$45 to stay consistent with surroundings shelters	
609	Hous & Comm	Spayed/Neutered Dog or Cat License- 3 years for seniors 65 & up and certified canine good citizens. No charge for service dogs.	50% off	50% off				50% off				
610	Hous & Comm	Guard Dogs	\$83.00	\$85.32	3	\$85.25	(\$0.25)	\$85.00	\$2.00	True	Ease of payment	
611	Hous & Comm	Intact Dog or Cat License- 1 year (not spayed or neutered)	\$50.00	\$51.40	3	\$51.50	(\$1.50)	\$50.00	\$0.00	True	Keep \$50 to stay consistent with surroundings shelters	
612	Hous & Comm	Intact Dog or Cat License- 3 year (not spayed or neutered)	\$150.00	\$154.20	4	\$154.00	(\$4.00)	\$150.00	\$0.00	True	Keep \$150 to stay consistent with surroundings shelters	
613	Hous & Comm	Litter Permit and Registration Number	\$125.00	\$128.50	4	\$128.00		\$128.00	\$3.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
614	Hous & Comm	License Replacement Fee	\$2.00	\$2.06	2	\$2.05	(\$0.05)	\$2.00	\$0.00	True	Ease of payment	
<b>615</b>	<b>Hous &amp; Comm</b>	<b>Trap Fees</b>										
616	Hous & Comm	Deposit	\$100.00	\$102.80	4	\$103.00		\$103.00	\$3.00			
617	Hous & Comm	Processing Fee	\$25.00	\$25.70	3	\$25.75	\$0.25	\$26.00	\$1.00	True	Ease of payment	
618	Hous & Comm	Late Fee (per day)	\$12.00	\$12.34	3	\$12.25	(\$0.25)	\$12.00	\$0.00	True	Ease of payment	
619	Hous & Comm	Trap Permit (annual)	\$42.00	\$43.18	3	\$43.25	(\$0.25)	\$43.00	\$1.00	True	Ease of payment	
620	Hous & Comm	Rabies Testing, Processing and Handling	\$25.00 plus cost	\$25.70 plus cost			0.30	\$26.00 plus cost		True	Ease of payment	
621	Hous & Comm	Microchip Implantation & Registration (available only for animals adopted or released from shelter and at the shelters vaccination clinics)	\$44.00	\$45.23	3	\$45.25	(\$0.25)	\$45.00	\$1.00	True	Ease of payment	
<b>622</b>	<b>Hous &amp; Comm</b>	<b>Fees for Pit Bulls and Restricted Breeds</b>										
<b>623</b>	<b>Hous &amp; Comm</b>	<b>Impoundment Fees</b>										
624	Hous & Comm	First impound, pit bulls and restricted breeds	\$113.00	\$116.16	4	\$116.00		\$116.00	\$3.00			
625	Hous & Comm	Second impoundment	\$210.00	\$215.88	4	\$216.00		\$216.00	\$6.00			
626	Hous & Comm	Boarding Fees (per day)	\$21.00	\$21.59	3	\$21.50	\$0.50	\$22.00	\$1.00	True	Ease of payment	
627	Hous & Comm	License/Permit Fees	\$150.00	\$154.20	4	\$154.00		\$154.00	\$4.00			
628	Hous & Comm	DNA Test, Processing and Handling	\$21.00 plus cost	\$21.50 plus cost			0.50	\$22.00 plus cost		True	Ease of payment	
<b>629</b>	<b>Hous &amp; Comm</b>	<b>NEIGHBORHOOD SUPPORT:</b>										
<b>630</b>	<b>Hous &amp; Comm</b>	<b>Weed Abatement</b>										
631	Hous & Comm	1st Abatement	Contractor Cost plus \$208.00	Contractor Cost plus \$214.00				Contractor Cost plus \$214.00				
632	Hous & Comm	2nd Abatement within 12 months	Contractor Cost plus \$414.00	Contractor Cost plus \$426.00				Contractor Cost plus \$426.00				
633	Hous & Comm	3rd Abatement within 12 months	Contractor Cost plus \$770.00	Contractor Cost plus \$792.00				Contractor Cost plus \$792.00				
<b>634</b>	<b>Hous &amp; Comm</b>	<b>Trash &amp; Debris Removal</b>										
635	Hous & Comm	1st Abatement	Contractor Cost plus \$208.00	Contractor Cost plus \$214.00				Contractor Cost plus \$214.00				
636	Hous & Comm	2nd Abatement within 12 months	Contractor Cost plus \$414.00	Contractor Cost plus \$426.00				Contractor Cost plus \$426.00				
637	Hous & Comm	3rd Abatement within 12 months	Contractor Cost plus \$770.00	Contractor Cost plus \$792.00				Contractor Cost plus \$792.00				
638	Hous & Comm	Board-up Abatement	Contractor Cost plus \$121.00	Contractor Cost plus \$124.00				Contractor Cost plus \$124.00				
<b>639</b>	<b>Hous &amp; Comm</b>	<b>Abandoned Property</b>										
640	Hous & Comm	Registration of Vacant Residential Property	\$55.00	\$56.54	3	\$56.50	\$3.50	\$60.00	\$5.00	True	Fee was \$55 for three years. Increase to \$60 and keep for a few years.	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
641	Hous & Comm	Failure to Register Vacant Residential Property	\$276.00	\$283.73	4	\$284.00		\$284.00	\$8.00			
<b>642</b>	<b>Hous &amp; Comm</b>	<b>Off-Site Development Directional Sign</b>										
643	Hous & Comm	Each Sign Structure	\$247.00	\$253.92	4	\$254.00		\$254.00	\$7.00			
644	Hous & Comm	Late Fee for Off-Site Development Directional Sign	\$247.00	\$253.92	4	\$254.00		\$254.00	\$7.00			
<b>645</b>	<b>Hous &amp; Comm</b>	<b>Temporary Sign Permit Fee</b>										
646	Hous & Comm	Per Year	\$127.00	\$130.56	4	\$131.00		\$131.00	\$4.00			
647	Hous & Comm	Late Fee for Temporary Sign Permit Fee (subsection of Line 948)	\$127.00	\$130.56	4	\$131.00		\$131.00	\$4.00			
<b>648</b>	<b>Hous &amp; Comm</b>	<b>Multi-Unit Housing Re-inspection</b>										
649	Hous & Comm	1st re-inspection per unit	\$33.25	\$34.18	3	\$34.25		\$34.25	\$1.00			
650	Hous & Comm	2nd re-inspection per unit	\$66.50	\$68.36	3	\$68.25		\$68.25	\$1.75			
651	Hous & Comm	3rd re-inspection per unit	\$133.00	\$136.72	4	\$137.00		\$137.00	\$4.00			
652	Hous & Comm	4th re-inspection per unit	\$331.00	\$340.27	4	\$340.00		\$340.00	\$9.00			
<b>653</b>	<b>Hous &amp; Comm</b>	<b>Snow Administrative Fees</b>										
654	Hous & Comm	Snow Administrative Fee - Residential	\$27.25	\$28.01	3	\$28.00		\$28.00	\$0.75			
655	Hous & Comm	Snow Administrative Fee - Multifamily or Commercial	\$55.25	\$56.80	3	\$56.75		\$56.75	\$1.50			
<b>Parks, Recreation &amp; Open Space</b>												
<b>656</b>	<b>Park &amp; Rec</b>	<b>GOLF</b>										
657	Park & Rec	Golf Course Range Balls (per bucket)	\$3.00 - \$14.00	\$3.08 - \$14.39	2-3	\$3.10 - \$14.50	(\$0.10) - (\$0.50)	\$3.00 - \$14.00	\$0.00 - \$0.00	True	No change from 2020 Fee	
658	Park & Rec	Junior Golf Annual Pass (Player/Year)	\$350.00	\$359.80	4	\$360.00	(\$10.00)	\$350.00	\$0.00	True		657
659	Park & Rec	Golf Club Rentals (Range includes both regular and premium clubs and 9 or 18 holes)	\$7.00 - \$50.00	\$7.20 - \$51.40	2-3	\$7.20 - \$51.50	\$2.80 - (\$1.50)	\$10.00 - \$50.00	\$3.00 - \$0.00	True	Golf courses have lower-end priced golf club rentals as well a higher quality & higher priced golf club rentals. Rate increase is for the lower-end golf club rentals. These have not been increased in 15 years.	
660	Park & Rec	Push Cart Rentals	\$4.50 - \$9.00	\$4.63 - \$9.25	2-2	\$4.65 - \$9.25	(\$0.15) - (\$0.25)	\$4.50 - \$9.00	\$0.00 - \$0.00	True		657
661	Park & Rec	Golf Carts - range includes 9 & 18 hole fees	\$8.00 - \$20.00	\$8.22 - \$20.56	2-3	\$8.20 - \$20.50	(\$0.20) - \$1.50	\$8.00 - \$22.00	\$0.00 - \$2.00	True	Allows for up charge if people want to ride alone.	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
662	Park & Rec	Golf Course Trail Fee	\$3.00 - \$8.00	\$3.08 - \$8.22	2-2	\$3.10 - \$8.20	\$1.90 - (\$0.20)	\$5.00 - \$8.00	\$2.00 - \$0.00	True	More people bringing alternative vehicles which impacts cart rentals.	
663	Park & Rec	Tournament Fees (per person)	\$55.00 - \$93.00	\$56.54 - \$95.60	3-3	\$56.50 - \$95.50	(\$0.50) - \$4.50	\$56.00 - \$100.00	\$1.00 - \$7.00	True	Allows for more dynamic pricing for higher demand times.	
664	Park & Rec	Shotgun Tournament Fees (Per Tournament)	\$4,700.00 - \$11,000.00	\$4,831.60 - \$11,308.00	4-4	\$4,832.00 - \$11,308.00	\$168.00 - \$692.00	\$5,000.00 - \$12,000.00	\$300.00 - \$1,000.00	True	Per player fees (green fees) increased to help cover increasing operational costs. Shotgun tournaments pay a lump sum to cover all participants.	
665	Park & Rec	League Fees	\$4.00 - \$6.00	\$4.11 - \$6.17	2-2	\$4.10 - \$6.15	(\$0.10) - (\$0.15)	\$4.00 - \$6.00	\$0.00 - \$0.00	True		657
666	Park & Rec	No-Show Fee						\$10 - \$50 Per Player		True	New Fee: No-shows result in over \$25,000 in lost revenue throughout the golf season	
<b>667</b>	<b>Park &amp; Rec</b>	<b>Green Fees (range) -Dynamic pricing software will dictate green fee rates based on player type and real-time demand</b>										
668	Park & Rec	Saddle Rock	\$14.00 - \$66.00	\$14.39 - \$67.85	3-3	\$14.50 - \$67.75	\$2.00 - \$1.25	\$16.50 - \$69.00	\$2.50 - \$3.00	True	Fee increases help offset operational cost increases and fund capital. These fees allow 9 hole rates to be slightly more than half of 18 hole rates, which is common place in the industry. Dynamic pricing ceiling goes from \$9 to \$10 above normal published rates to drive more revenue.	
669	Park & Rec	Murphy Creek	\$13.00 - \$63.00	\$13.36 - \$64.76	3-3	\$13.25 - \$64.75	\$2.25 - \$1.25	\$15.50 - \$66.00	\$2.50 - \$3.00	True		668
670	Park & Rec	Meadow Hills	\$11.50 - \$54.00	\$11.82 - \$55.51	3-3	\$11.75 - \$55.50	\$2.25 - \$1.50	\$14.00 - \$57.00	\$2.50 - \$3.00	True		668
671	Park & Rec	Aurora Hills	\$10.50 - \$47.00	\$10.79 - \$48.32	3-3	\$10.75 - \$48.25	\$0.75 - \$1.75	\$11.50 - \$50.00	\$1.00 - \$3.00	True		668
672	Park & Rec	Springhill	\$10.00 - \$43.00	\$10.28 - \$44.20	3-3	\$10.25 - \$44.25	\$0.25 - \$0.75	\$10.50 - \$45.00	\$0.50 - \$2.00	True		668
<b>673</b>	<b>Park &amp; Rec</b>	<b>Additional Notes:</b>										
<b>674</b>	<b>Park &amp; Rec</b>	<b>Golf Division Management may reduce fees temporarily to increase play at certain times of the day, season, or day of the week, depending on demand for tee times and/or temporary maintenance practices.</b>										
<b>675</b>	<b>Park &amp; Rec</b>	<b>All 2021 fees take effect January 1.</b>										
<b>676</b>	<b>Park &amp; Rec</b>	<b>PARKS/OPEN SPACE/RESERVOIRS</b>										

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
677	Park & Rec	Park Shelter Reservations	\$27.50 - \$4,145.00	\$28.27 - \$4,261.06	3-4	\$28.25 - \$4,261.00		\$28.25 - \$4,261.00	\$0.75 - \$116.00			
678	Park & Rec	Park Use Permit (Per Day/Per Event)	\$0.00 - \$10,527.00	\$0.00 - \$10,821.76	1-4	\$0.00 - \$10,822.00		\$0.00 - \$10,822.00	\$0.00 - \$295.00			
679	Park & Rec	Boat Inspection Fee	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00	True		657
<b>680</b>	<b>Park &amp; Rec</b>	<b>RESERVOIRS</b>										
<b>681</b>	<b>Park &amp; Rec</b>	<b>Park Entry</b>										
682	Park & Rec	Daily Vehicle Entry-Resident and Non-Resident (per vehicle)	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00	True		657
683	Park & Rec	Annual Vehicle Passes (Good for both reservoirs)	\$56.75 - \$67.00	\$58.34 - \$68.88	3-3	\$58.25 - \$69.00		\$58.25 - \$69.00	\$1.50 - \$2.00			
684	Park & Rec	Additional Decal-unlimited with proof of ownership of Annual Pass	\$31.00	\$31.87	3	\$31.75	(\$0.75)	\$31.00	\$0.00	True		657
685	Park & Rec	Discount (Employee, Resident or other) per season pass	-\$10	-\$10				-\$10				
<b>686</b>	<b>Park &amp; Rec</b>	<b>Boat Rental</b>										
687	Park & Rec	Boat/Equipment Rental/Hour	\$5.15 - \$31.00	\$5.29 - \$31.87	2-3	\$5.30 - \$31.75	(\$0.15) - (\$0.75)	\$5.15 - \$31.00	\$0.00 - \$0.00	True		657
<b>688</b>	<b>Park &amp; Rec</b>	<b>Scuba Access</b>										
689	Park & Rec	Scuba Access Permit (per Season)	\$258.00	\$265.22	4	\$265.00	(\$7.00)	\$258.00	\$0.00	True		657
690	Park & Rec	Scuba Access (Daily)	\$7.80 - \$27.75	\$8.02 - \$28.53	2-3	\$8.00 - \$28.50		\$8.00 - \$28.50	\$0.20 - \$0.75			
<b>691</b>	<b>Park &amp; Rec</b>	<b>Reservations/Rentals</b>										
692	Park & Rec	Shelters (Per Day Per Event)	\$27.50 - \$4,145.00	\$28.27 - \$4,261.06	3-4	\$28.25 - \$4,261.00		\$28.25 - \$4,261.00	\$0.75 - \$116.00			
693	Park & Rec	Event Fees (fee for site and concession sales and additional Administrative and/or Site Closure Fee may apply)	\$138.00 - \$30,832.00	\$141.86 - \$31,695.30	4-4	\$142.00 - \$31,695.00		\$142.00 - \$31,695.00	\$4.00 - \$863.00			
<b>694</b>	<b>Park &amp; Rec</b>	<b>Dry Storage</b>										
695	Park & Rec	Per Day	\$15.50	\$15.93	3	\$16.00	(\$0.50)	\$15.50	\$0.00	True		657
696	Park & Rec	Per Month	\$44.75 - \$122.00	\$46.00 - \$125.42	3-4	\$46.00 - \$125.00		\$46.00 - \$125.00	\$1.25 - \$3.00			
<b>697</b>	<b>Park &amp; Rec</b>	<b>Large Vehicle Rates*</b>										
698	Park & Rec	Vehicle with 9 or more occupants (Per Occupant Fee)	\$0.00 - \$5.00	\$0.00 - \$5.14	1-2	\$0.00 - \$5.15		\$0.00 - \$5.15	\$0.00 - \$0.15			
<b>699</b>	<b>Park &amp; Rec</b>	<b>*Rates determined by capacity rating marked on vehicle or seat potential, not by number of people in vehicle.</b>										
700	Park & Rec	Guiding Permits (Fishing, Sailing instruction & other commercial use of facility)	\$258.00	\$265.22	4	\$265.00	(\$7.00)	\$258.00	\$0.00	True		657
<b>701</b>	<b>Park &amp; Rec</b>	<b>OPEN SPACE</b>										
<b>702</b>	<b>Park &amp; Rec</b>	<b>Coal Creek Arena (Plus Damage Deposit)</b>										
703	Park & Rec	Arena Access	\$0.00 - \$6,058.00	\$0.00 - \$6,227.62	1-4	\$0.00 - \$6,228.00		\$0.00 - \$6,228.00	\$0.00 - \$170.00			
<b>704</b>	<b>Park &amp; Rec</b>	<b>Conservation and Nature Centers</b>										

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
705	Park & Rec	Plains Conservation Center Facility/Building Rentals (per day and an additional Administrative and/or Site Closure Fee may apply)	\$82.25 - \$5,762.00	\$84.55 - \$5,923.34	3-4	\$84.50 - \$5,923.00		\$84.50 - \$5,923.00	\$2.25 - \$161.00			
706	Park & Rec	Morrison Nature Center Facility Rental (per day and an additional Administrative and/or Site Closure Fee may apply)	\$82.25 - \$2,632.00	\$84.55 - \$2,705.70	3-4	\$84.50 - \$2,706.00		\$84.50 - \$2,706.00	\$2.25 - \$74.00			
<b>707</b>	<b>Park &amp; Rec</b>	<b>FORESTRY</b>										
<b>708</b>	<b>Park &amp; Rec</b>	<b>Planting Fee</b>										
709	Park & Rec	For all single-family detached residentially zoned premises abutting, fronting, backing or siding upon a publicly dedicated street, per lineal foot of frontage so abutting upon such public street	\$7.15	\$7.35	2	\$7.35	(\$0.20)	\$7.15	\$0.00	True		657
710	Park & Rec	Planting Fee: For all other premises abutting, fronting, backing or siding upon a publicly dedicated street not a principal arterial, per lineal foot of frontage abutting such street	\$3.55	\$3.65	2	\$3.65	(\$0.10)	\$3.55	\$0.00	True		657
711	Park & Rec	Tree Trimmers License Fee	\$39.75	\$40.86	3	\$40.75	(\$1.00)	\$39.75	\$0.00	True		657
712	Park & Rec	Tree Trimmers License Fee: Late Fee	\$39.75	\$40.86	3	\$40.75	(\$1.00)	\$39.75	\$0.00	True		657
713	Park & Rec	Forestry Tree Sale	\$33.25 - \$165.00	\$34.18 - \$169.62	3-4	\$34.25 - \$170.00		\$34.25 - \$170.00	\$1.00 - \$5.00			
<b>714</b>	<b>Park &amp; Rec</b>	<b>Fees For Printed Planning, Design and Construction Documents</b>										
715	Park & Rec	POS Dedication and Development Criteria Manual - hard copy	\$60.50	\$62.19	3	\$62.25	(\$1.75)	\$60.50	\$0.00	True		657
716	Park & Rec	POS Dedication and Development Criteria Manual - disk	\$17.75	\$18.25	3	\$18.25	(\$0.50)	\$17.75	\$0.00	True		657
<b>717</b>	<b>Park &amp; Rec</b>	<b>MISCELLANEOUS - APPLICABLE TO ALL SITES/FACILITIES</b>										
718	Park & Rec	Commercial Photography/Filmmaking (per day and an additional Site Closure and/or Administrative Fee may apply)	up to \$29,520	up to \$30,347				up to \$30,347				
719	Park & Rec	Facility/Site Staff (all staff including Maintenance, Rangers or Naturalists per hour)	\$10.00 - \$68.50	\$10.28 - \$70.42	3-3	\$10.25 - \$70.50		\$10.25 - \$70.50	\$0.25 - \$2.00			
720	Park & Rec	San-o-lets (per unit/per event)	\$41.50 - \$284.00	\$42.66 - \$291.95	3-4	\$42.75 - \$292.00		\$42.75 - \$292.00	\$1.25 - \$8.00			
721	Park & Rec	Dumpsters (per unit/per event)	\$47.50 - \$145.00	\$48.83 - \$149.06	3-4	\$48.75 - \$149.00		\$48.75 - \$149.00	\$1.25 - \$4.00			
722	Park & Rec	Vendor Fee (per event)	\$65.25 - \$1,078.00	\$67.08 - \$1,108.18	3-4	\$67.00 - \$1,108.00		\$67.00 - \$1,108.00	\$1.75 - \$30.00			
723	Park & Rec	Concession	\$0.27 - \$405.00	\$0.28 - \$416.34	1-4	\$0.28 - \$416.00		\$0.28 - \$416.00	\$0.01 - \$11.00			
724	Park & Rec	Site Closure (per day per event)	\$28.25 - \$31,580.00	\$29.04 - \$32,464.24	3-4	\$29.00 - \$32,464.00		\$29.00 - \$32,464.00	\$0.75 - \$884.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
725	Park & Rec	Administrative Fee (non-city event site management)	\$52.50 - \$10,527.00	\$53.97 - \$10,821.76	3-4	\$54.00 - \$10,822.00		\$54.00 - \$10,822.00	\$1.50 - \$295.00			
726	Park & Rec	Event participant fee	\$0.68 - \$68.50	\$0.70 - \$70.42	1-3	\$0.70 - \$70.50		\$0.70 - \$70.50	\$0.02 - \$2.00			
727	Park & Rec	Over limit participant fee	\$0.68 - \$68.50	\$0.70 - \$70.42	1-3	\$0.70 - \$70.50		\$0.70 - \$70.50	\$0.02 - \$2.00			
728	Park & Rec	Boat Launch Fee	\$11.00 - \$56.75	\$11.31 - \$58.34	3-3	\$11.25 - \$58.25		\$11.25 - \$58.25	\$0.25 - \$1.50			
729	Park & Rec	Interpretive Programs	\$5.15 - \$527.00	\$5.29 - \$541.76	2-4	\$5.30 - \$542.00		\$5.30 - \$542.00	\$0.15 - \$15.00			
730	Park & Rec	Miscellaneous Equipment Rental	\$3.15 - \$205.00	\$3.24 - \$210.74	2-4	\$3.25 - \$211.00		\$3.25 - \$211.00	\$0.10 - \$6.00			
<del>731</del>	<del>Park &amp; Rec</del>	<del>SHOW-WAGON</del>									<del>Show-Wagon no longer offered</del>	
<del>732</del>	<del>Park &amp; Rec</del>	<del>Rental per day to non-profits</del>	<del>\$1,545.00</del>	<del>\$1,588.26</del>	<del>4</del>	<del>\$1,588.00</del>	<del>(\$43.00)</del>	<del>\$1,545.00</del>	<del>\$0.00</del>	<del>True</del>		<del>731</del>
<del>733</del>	<del>Park &amp; Rec</del>	<del>Damage Deposit</del>	<del>\$1,545.00</del>	<del>\$1,588.26</del>	<del>4</del>	<del>\$1,588.00</del>	<del>(\$43.00)</del>	<del>\$1,545.00</del>	<del>\$0.00</del>	<del>True</del>		<del>731</del>
<del>734</del>	<del>Park &amp; Rec</del>	<del>Rental per day for commercial</del>	<del>\$2,575.00</del>	<del>\$2,647.10</del>	<del>4</del>	<del>\$2,647.00</del>	<del>(\$72.00)</del>	<del>\$2,575.00</del>	<del>\$0.00</del>	<del>True</del>		<del>731</del>
<del>735</del>	<del>Park &amp; Rec</del>	<del>Towing</del>	<del>\$463.00</del>	<del>\$475.96</del>	<del>4</del>	<del>\$476.00</del>	<del>(\$13.00)</del>	<del>\$463.00</del>	<del>\$0.00</del>	<del>True</del>		<del>731</del>
<b>736</b>	<b>Park &amp; Rec</b>	<b>RECREATION</b>										
<b>737</b>	<b>Park &amp; Rec</b>	<b>SPORTS</b>										
738	Park & Rec	IYSO Player fee	\$30.50	\$31.35	3	\$31.25	(\$0.75)	\$30.50	\$0.00	True		657
739	Park & Rec	IYSO Light Usage Fee (per hour, per field; 2 hour minimum)	\$61.75	\$63.48	3	\$63.50	(\$1.75)	\$61.75	\$0.00	True		657
740	Park & Rec	Concession Sales - Sports	\$0.15 - \$35.50	\$0.15 - \$36.49	1-3	\$0.15 - \$36.50		\$0.15 - \$36.50	\$0.00 - \$1.00			
<b>741</b>	<b>Park &amp; Rec</b>	<b>SPORTS CAMPS</b>										
742	Park & Rec	Sports Camps	\$11.75 - \$258.00	\$12.08 - \$265.22	3-4	\$12.00 - \$265.00		\$12.00 - \$265.00	\$0.25 - \$7.00			
<b>743</b>	<b>Park &amp; Rec</b>	<b>YOUTH TEAM SPORTS</b>										
744	Park & Rec	Youth Lacrosse	\$84.50 - \$130.00	\$86.87 - \$133.64	3-4	\$86.75 - \$134.00		\$86.75 - \$134.00	\$2.25 - \$4.00			
745	Park & Rec	Soccer	\$26.75 - \$124.00	\$27.50 - \$127.47	3-4	\$27.50 - \$127.00		\$27.50 - \$127.00	\$0.75 - \$3.00			
746	Park & Rec	Youth Baseball 7 - 14 yr. olds, Softball, T-ball	\$53.00 - \$166.00	\$54.48 - \$170.65	3-4	\$54.50 - \$171.00		\$54.50 - \$171.00	\$1.50 - \$5.00			
747	Park & Rec	Flag Football	\$26.75 - \$124.00	\$27.50 - \$127.47	3-4	\$27.50 - \$127.00		\$27.50 - \$127.00	\$0.75 - \$3.00			
748	Park & Rec	Track	\$79.00 - \$131.00	\$81.21 - \$134.67	3-4	\$81.25 - \$135.00		\$81.25 - \$135.00	\$2.25 - \$4.00			
749	Park & Rec	Volleyball	\$37.75 - \$124.00	\$38.81 - \$127.47	3-4	\$38.75 - \$127.00		\$38.75 - \$127.00	\$1.00 - \$3.00			
750	Park & Rec	Hot Shot / Lil Stars	\$28.25 - \$88.00	\$29.04 - \$90.46	3-3	\$29.00 - \$90.50		\$29.00 - \$90.50	\$0.75 - \$2.50			
751	Park & Rec	Tournament Parking (Aurora Sports Park)	\$0.00 - \$10.50	\$0.00 - \$10.79	1-3	\$0.00 - \$10.75		\$0.00 - \$10.75	\$0.00 - \$0.25			
752	Park & Rec	Youth Basketball	\$26.75 - \$133.00	\$27.50 - \$136.72	3-4	\$27.50 - \$137.00		\$27.50 - \$137.00	\$0.75 - \$4.00			
<b>753</b>	<b>Park &amp; Rec</b>	<b>Fees - Team Sports</b>										



Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
754	Park & Rec	Individual	\$35.00 - \$126.00	\$35.98 - \$129.53	3-4	\$36.00 - \$130.00		\$36.00 - \$130.00	\$1.00 - \$4.00			
<b>755</b>	<b>Park &amp; Rec</b>	<b>ADULT SPORTS</b>										
756	Park & Rec	Softball - Spring / Fall & Summer	\$264.00 - \$801.00	\$271.39 - \$823.43	4-4	\$271.00 - \$823.00		\$271.00 - \$823.00	\$7.00 - \$22.00			
757	Park & Rec	Volleyball - Spring, Fall & Winter	\$91.75 - \$325.00	\$94.32 - \$334.10	3-4	\$94.25 - \$334.00		\$94.25 - \$334.00	\$2.50 - \$9.00			
758	Park & Rec	Other Adult Sports	\$276.00 - \$637.00	\$283.73 - \$654.84	4-4	\$284.00 - \$655.00		\$284.00 - \$655.00	\$8.00 - \$18.00			
<b>759</b>	<b>Park &amp; Rec</b>	<b>TENNIS</b>										
<b>760</b>	<b>Park &amp; Rec</b>	<b>Lessons</b>										
761	Park & Rec	Group / Private	\$27.00 - \$89.25	\$27.76 - \$91.75	3-3	\$27.75 - \$91.75		\$27.75 - \$91.75	\$0.75 - \$2.50			
<b>762</b>	<b>Park &amp; Rec</b>	<b>Tennis Tournaments</b>										
763	Park & Rec	Junior / Adult	\$21.00 - \$44.25	\$21.59 - \$45.49	3-3	\$21.50 - \$45.50		\$21.50 - \$45.50	\$0.50 - \$1.25			
<b>764</b>	<b>Park &amp; Rec</b>	<b>Leagues</b>										
765	Park & Rec	Junior / Adult / Micro	\$19.00 - \$208.00	\$19.53 - \$213.82	3-4	\$19.50 - \$214.00		\$19.50 - \$214.00	\$0.50 - \$6.00			
766	Park & Rec	Tennis Courts per hour	\$3.25 - \$27.25	\$3.34 - \$28.01	2-3	\$3.35 - \$28.00		\$3.35 - \$28.00	\$0.10 - \$0.75			
767	Park & Rec	Pickleball	\$20.50 - \$61.75	\$21.07 - \$63.48	3-3	\$21.00 - \$63.50		\$21.00 - \$63.50	\$0.50 - \$1.75			
<b>768</b>	<b>Park &amp; Rec</b>	<b>Facility Usage Identification</b>										
769	Park & Rec	Per Individual	\$1.05 - \$60.50	\$1.08 - \$62.19	2-3	\$1.10 - \$62.25		\$1.10 - \$62.25	\$0.05 - \$1.75			
770	Park & Rec	Per Company	\$60.50 - \$242.00	\$62.19 - \$248.78	3-4	\$62.25 - \$249.00		\$62.25 - \$249.00	\$1.75 - \$7.00			
<b>771</b>	<b>Park &amp; Rec</b>	<b>GYMNASTICS</b>										
772	Park & Rec	Drop-In (all ages)	\$4.80 - \$6.55	\$4.93 - \$6.73	2-2	\$4.95 - \$6.75		\$4.95 - \$6.75	\$0.15 - \$0.20			
773	Park & Rec	Gymnastics Classes	\$46.50 - \$178.00	\$47.80 - \$182.98	3-4	\$47.75 - \$183.00		\$47.75 - \$183.00	\$1.25 - \$5.00			
<b>774</b>	<b>Park &amp; Rec</b>	<b>Field Rentals</b>										
775	Park & Rec	Softball / Baseball	\$185.00 - \$237.00	\$190.18 - \$243.64	4-4	\$190.00 - \$244.00		\$190.00 - \$244.00	\$5.00 - \$7.00			
776	Park & Rec	Soccer / Football	\$283.00 - \$416.00	\$290.92 - \$427.65	4-4	\$291.00 - \$428.00		\$291.00 - \$428.00	\$8.00 - \$12.00			
777	Park & Rec	Outdoor Field Lights	\$31.50 - \$62.25	\$32.38 - \$63.99	3-3	\$32.50 - \$64.00		\$32.50 - \$64.00	\$1.00 - \$1.75			
778	Park & Rec	Non-City Adult League (2 hr. period)	\$35.00 - \$824.00	\$35.98 - \$847.07	3-4	\$36.00 - \$847.00		\$36.00 - \$847.00	\$1.00 - \$23.00			
779	Park & Rec	Ball field Setup per hour per employee	\$28.50 - \$40.50	\$29.30 - \$41.63	3-3	\$29.25 - \$41.75		\$29.25 - \$41.75	\$0.75 - \$1.25			
<b>780</b>	<b>Park &amp; Rec</b>	<b>Other Rental (per hour)</b>										
781	Park & Rec	Hockey Rink & Hoops Park (per hour)	\$56.75 - \$178.00	\$58.34 - \$182.98	3-4	\$58.25 - \$183.00		\$58.25 - \$183.00	\$1.50 - \$5.00			
782	Park & Rec	Skate Park (per hour)	\$56.75	\$58.34	3	\$58.25	(\$1.50)	\$56.75	\$0.00	True		657
783	Park & Rec	BMX (per hour)	\$56.75	\$58.34	3	\$58.25	(\$1.50)	\$56.75	\$0.00	True		657
784	Park & Rec	Aurora Sports Park Synthetics	\$56.75 - \$206.00	\$58.34 - \$211.77	3-4	\$58.25 - \$212.00		\$58.25 - \$212.00	\$1.50 - \$6.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
<b>785</b>	<b>Park &amp; Rec</b>	<b>RECREATION CENTERS</b>										
786	Park & Rec	drop -in Recreation Center Passes - Beck, Expo, Fitness, ACAA, Village Green, Meadowood & Moorhead	\$0.00 - \$8.45	\$0.00 - \$8.69	1-2	\$0.00 - \$8.70		\$0.00 - \$8.70	\$0.00 - \$0.25			
787	Park & Rec	Beck Center add-on Golf Membership (Springhill)	\$50.50 - \$525.00	\$51.91 - \$539.70	3-4	\$52.00 - \$540.00		\$52.00 - \$540.00	\$1.50 - \$15.00			
<b>788</b>	<b>Park &amp; Rec</b>	<b>Payment Cards</b>										
789	Park & Rec	Punch Card/Passes/Class Punch Cards/Gift Cards - range includes children, teens and adults	\$4.35 - \$1,188.00	\$4.47 - \$1,221.26	2-4	\$4.45 - \$1,221.00		\$4.45 - \$1,221.00	\$0.10 - \$33.00			
<b>790</b>	<b>Park &amp; Rec</b>	<b>Center Rentals - All Centers</b>										
791	Park & Rec	Individual Room rental, entire facility, supervision, custodial set up/hour; equipment/item; deposit	\$0.00 - \$2,575.00	\$0.00 - \$2,647.10	1-4	\$0.00 - \$2,647.00		\$0.00 - \$2,647.00	\$0.00 - \$72.00			
792	Park & Rec	Birthday Parties (includes Aquatics and Gymnastics)	\$11.25 - \$5,519.00	\$11.56 - \$5,673.53	3-4	\$11.50 - \$5,674.00		\$11.50 - \$5,674.00	\$0.25 - \$155.00			
<b>793</b>	<b>Park &amp; Rec</b>	<b>Fitness &amp; Wellness - All Centers</b>										
794	Park & Rec	Class fees per hour	\$0.00 - \$289.00	\$0.00 - \$297.09	1-4	\$0.00 - \$297.00		\$0.00 - \$297.00	\$0.00 - \$8.00			
<b>795</b>	<b>Park &amp; Rec</b>	<b>Massage Therapy - All Centers</b>										
796	Park & Rec	Various types of massage; 1/2 hr. - 1 1/2 hr. sessions	\$15.25 - \$86.00	\$15.68 - \$88.41	3-3	\$15.75 - \$88.50		\$15.75 - \$88.50	\$0.50 - \$2.50			
<b>797</b>	<b>Park &amp; Rec</b>	<b>General Recreation</b>										
798	Park & Rec	Cooking, computer classes & dog obedience/training	\$5.55 - \$2,254.00	\$5.71 - \$2,317.11	2-4	\$5.70 - \$2,317.00		\$5.70 - \$2,317.00	\$0.15 - \$63.00			
<b>799</b>	<b>Park &amp; Rec</b>	<b>Youth fee-based Camp</b>										
800	Park & Rec	Day Camps & Youth Day Trips	\$14.50 - \$316.00	\$14.91 - \$324.85	3-4	\$15.00 - \$325.00		\$15.00 - \$325.00	\$0.50 - \$9.00			
<b>801</b>	<b>Park &amp; Rec</b>	<b>AQUATICS</b>										
<b>802</b>	<b>Park &amp; Rec</b>	<b>Pool Admissions (unless otherwise noted)</b>										
803	Park & Rec	Recreation Swimming - all ages	\$0.00 - \$7.90	\$0.00 - \$8.12	1-2	\$0.00 - \$8.10		\$0.00 - \$8.10	\$0.00 - \$0.20			
<b>804</b>	<b>Park &amp; Rec</b>	<b>Swim Lessons and Classes</b>										
805	Park & Rec	Swimming Lessons - range includes child, teen, adults, senior	\$10.25 - \$117.00	\$10.54 - \$120.28	3-4	\$10.50 - \$120.00		\$10.50 - \$120.00	\$0.25 - \$3.00			
806	Park & Rec	Aqua Fitness classes Drop in	Free - \$7.20	Free - \$7.40				Free - \$7.40				
<b>807</b>	<b>Park &amp; Rec</b>	<b>Other Fees - Aquatics</b>										
808	Park & Rec	Pool Rental per hour	\$2.30 - \$636.00	\$2.36 - \$653.81	2-4	\$2.35 - \$654.00		\$2.35 - \$654.00	\$0.05 - \$18.00			
809	Park & Rec	Swim Team per session cost per person	\$18.75 - \$128.00	\$19.27 - \$131.58	3-4	\$19.25 - \$132.00		\$19.25 - \$132.00	\$0.50 - \$4.00			
810	Park & Rec	Concession Sales - Aquatics	\$0.15 - \$31.25	\$0.15 - \$32.13	1-3	\$0.15 - \$32.25		\$0.15 - \$32.25	\$0.00 - \$1.00			
811	Park & Rec	Water Safety Instruction - Lifeguard Classes	\$0.00 - \$270.00	\$0.00 - \$277.56	1-4	\$0.00 - \$278.00		\$0.00 - \$278.00	\$0.00 - \$8.00			
812	Park & Rec	Pool Punch Cards	\$20.50 - \$62.75	\$21.07 - \$64.51	3-3	\$21.00 - \$64.50		\$21.00 - \$64.50	\$0.50 - \$1.75			
<b>813</b>	<b>Park &amp; Rec</b>	<b>OTHER RECREATION FEES</b>										

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
<b>814</b>	<b>Park &amp; Rec</b>	<b>Preschool Classes &amp; Activities</b>										
815	Park & Rec	Class fees per month	\$32.25 - \$518.00	\$33.15 - \$532.50	3-4	\$33.25 - \$533.00		\$33.25 - \$533.00	\$1.00 - \$15.00			
<b>816</b>	<b>Park &amp; Rec</b>	<b>Adults 50+ (Seniors)</b>										
817	Park & Rec	Bridge, art, language, hobby classes	\$3.10 - \$94.75	\$3.19 - \$97.40	2-3	\$3.20 - \$97.50		\$3.20 - \$97.50	\$0.10 - \$2.75			
818	Park & Rec	Computer Classes	\$3.10 - \$65.25	\$3.19 - \$67.08	2-3	\$3.20 - \$67.00		\$3.20 - \$67.00	\$0.10 - \$1.75			
819	Park & Rec	Hiking	\$23.75 - \$36.00	\$24.41 - \$37.01	3-3	\$24.50 - \$37.00		\$24.50 - \$37.00	\$0.75 - \$1.00			
820	Park & Rec	Excursions	Cost + 15 to 45%	Cost + 15 to 45%				Cost + 15 to 45%				
821	Park & Rec	Yoga, Pilates & Specialty Exercise Classes	\$16.00 - \$65.50	\$16.45 - \$67.33	3-3	\$16.50 - \$67.25		\$16.50 - \$67.25	\$0.50 - \$1.75			
<b>822</b>	<b>Park &amp; Rec</b>	<b>Therapeutic Recreation</b>										
823	Park & Rec	Program fees	\$10.75 - \$219.00	\$11.05 - \$225.13	3-4	\$11.00 - \$225.00		\$11.00 - \$225.00	\$0.25 - \$6.00			
824	Park & Rec	Community Dance Attendance Fee (without transportation)	\$5.15 - \$11.75	\$5.29 - \$12.08	2-3	\$5.30 - \$12.00		\$5.30 - \$12.00	\$0.15 - \$0.25			
<b>825</b>	<b>Park &amp; Rec</b>	<b>Morning Star</b>										
826	Park & Rec	Private Full Day	\$60.50 - \$85.00	\$62.19 - \$87.38	3-3	\$62.25 - \$87.50		\$62.25 - \$87.50	\$1.75 - \$2.50			
827	Park & Rec	Private Half Day	\$36.00 - \$60.50	\$37.01 - \$62.19	3-3	\$37.00 - \$62.25		\$37.00 - \$62.25	\$1.00 - \$1.75			
<b>828</b>	<b>Park &amp; Rec</b>	<b>Miscellaneous Fees</b>										
829	Park & Rec	Late Cancellation Fee, Refund Fee, NSF Fee	\$5.15 - \$22.25	\$5.29 - \$22.87	2-3	\$5.30 - \$22.75		\$5.30 - \$22.75	\$0.15 - \$0.50			
830	Park & Rec	Late payment- Individual	\$11.00	\$11.31	3	\$11.25	(\$0.25)	\$11.00	\$0.00	True		657
831	Park & Rec	Late Payment- Teams	\$54.00	\$55.51	3	\$55.50	(\$1.50)	\$54.00	\$0.00	True		657
832	Park & Rec	Advertising and Sponsorships	\$41.75 - \$356,328.00	\$42.92 - \$366,305.18	3-4	\$43.00 - \$366,305.00		\$43.00 - \$366,305.00	\$1.25 - \$9,977.00			
833	Park & Rec	Concession Sales - Centers	\$0.15 - \$34.75	\$0.15 - \$35.72	1-3	\$0.15 - \$35.75		\$0.15 - \$35.75	\$0.00 - \$1.00			
<b>834</b>	<b>Park &amp; Rec</b>	<b>Park Development Fees</b>										
835	Park & Rec	Park and Median Development Review (per sheet)	\$259.00	\$266.25	4	\$266.00		\$266.00	\$7.00	True		
<b>836</b>	<b>Park &amp; Rec</b>	<b>Neighborhood Park</b>										
837	Park & Rec	Single Family Dwelling Unit	\$1,405.51	\$1,444.86	4	\$1,445.00	(\$29.65)	\$1,415.35	\$9.84	True	PROS indexing formula is the % change in the past two 12-month CCI averages (0.7% for 2021)	
838	Park & Rec	Multi-Family Dwelling Unit	\$1,325.96	\$1,363.09	4	\$1,363.00	(\$27.76)	\$1,335.24	\$9.28	True		837
839	Park & Rec	Active Adult Dwelling Unit	\$838.00	\$861.46	4	\$861.00	(\$17.13)	\$843.87	\$5.87	True		837
840	Park & Rec	Transit Station Area Dwelling Unit	\$1,071.37	\$1,101.37	4	\$1,101.00	(\$22.13)	\$1,078.87	\$7.50	True		837
<b>841</b>	<b>Park &amp; Rec</b>	<b>Community Park</b>										
842	Park & Rec	Single Family Dwelling Unit	\$517.93	\$532.43	4	\$532.00	(\$10.44)	\$521.56	\$3.63	True		837

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
843	Park & Rec	Multi-Family Dwelling Unit	\$488.62	\$502.30	4	\$502.00	(\$9.96)	\$492.04	\$3.42	True		837
844	Park & Rec	Active Adult Dwelling Unit	\$308.81	\$317.46	4	\$317.00	(\$6.03)	\$310.97	\$2.16	True		837
845	Park & Rec	Transit Station Area Dwelling Unit	\$394.80	\$405.85	4	\$406.00	(\$8.43)	\$397.57	\$2.77	True		837
<b>846</b>	<b>Park &amp; Rec</b>	<b>Cash-in-lieu of Land Dedication Per-acre Value for Infill and Transit Station Area Development</b>										
847	Park & Rec	Average Land Value (per acre)	\$50,900.00	\$52,325.20	4	\$52,325.00	\$7,875.00	\$60,200.00	\$9,300.00	True	The per-acre value increased due to higher acquisition costs incurred in recent years	
<b>848</b>	<b>Park &amp; Rec</b>	<b>"Capital Impact Fees"</b>										
<b>849</b>	<b>Park &amp; Rec</b>	<b>Large Urban, Special Use and Regional Parks Capital Impact Fee</b>										
850	Park & Rec	Per Single Family Detached Unit	\$629.51	\$647.14	4	\$647.00	\$310.67	\$957.67	\$328.16			
851	Park & Rec	Per Single Family Attached Unit	\$483.84	\$497.39	4	\$497.00	\$215.63	\$712.63	\$228.79			
852	Park & Rec	Per Multi-Family Dwelling Unit	\$451.01	\$463.64	4	\$464.00	\$225.83	\$689.83	\$238.82			
<b>853</b>	<b>Park &amp; Rec</b>	<b>Recreation Capital Impact Fee</b>										
854	Park & Rec	Per Single Family Detached Unit	\$371.66	\$382.07	4	\$382.00	\$404.43	\$786.43	\$414.77			
855	Park & Rec	Per Single Family Attached Unit	\$272.06	\$279.68	4	\$280.00	\$295.69	\$575.69	\$303.63			
856	Park & Rec	Per Multi-Family Dwelling Unit	\$268.42	\$275.94	4	\$276.00	\$291.98	\$567.98	\$299.56			
<b>Planning &amp; Development Services</b>												
<b>857</b>	<b>Planning</b>	<b>Services</b>										
858	Planning	Photocopy (24"x36") per sheet	\$10.25	\$10.54	3	\$10.50		\$10.50	\$0.25			
859	Planning	Photocopy on Mylar (24" x 36") per sheet	\$105.00	\$107.94	4	\$108.00		\$108.00	\$3.00			
860	Planning	Custom Database report	\$1,043.00	\$1,072.20	4	\$1,072.00		\$1,072.00	\$29.00			
861	Planning	Major update of existing database report	\$260.00	\$267.28	4	\$267.00		\$267.00	\$7.00			
862	Planning	Zoning Letter Verification Fee	\$95.00	\$97.66	3	\$97.75		\$97.75	\$2.75			
863	Planning	Address, assign single, new, for any type of structure	\$34.00	\$34.95	3	\$35.00		\$35.00	\$1.00			
864	Planning	Second address, and each address thereafter consecutively assigned in the project area for any type of structure.	\$13.00	\$13.36	3	\$13.25		\$13.25	\$0.25			
865	Planning	Address Change to existing, established address	\$545.00	\$560.26	4	\$560.00		\$560.00	\$15.00			
866	Planning	Custom Street Names	\$2,719.00	\$2,795.13	4	\$2,795.00		\$2,795.00	\$76.00			
867	Planning	GIS/research project - to be approved by director (per hour)	\$434.00	\$446.15	4	\$446.00		\$446.00	\$12.00			
<b>868</b>	<b>Planning</b>	<b>Documents</b>										
869	Planning	Map, any GIS map produced on plotter	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			
870	Planning	Initial Set-Up and Referral Charge	\$5,086.00	\$5,228.41	4	\$5,228.00		\$5,228.00	\$142.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
871	Planning	Initial Set-Up & Referral Charge for Simple Cases	\$574.00	\$590.07	4	\$590.00		\$590.00	\$16.00			
<b>872</b>	<b>Planning</b>	<b>GDP Initial Zoning Rezoning</b>										
873	Planning	Up to 5 acres	\$6,357.00	\$6,535.00	4	\$6,535.00		\$6,535.00	\$178.00			
874	Planning	More than 5 and up to 10 acres.....	\$6,357.00	\$6,535.00	4	\$6,535.00		\$6,535.00	\$178.00			
875	Planning	Plus fee per acre over 5 acres	\$138.00	\$141.86	4	\$142.00		\$142.00	\$4.00			
876	Planning	More than 10 and up to 640 acres.....	\$7,049.00	\$7,246.37	4	\$7,246.00		\$7,246.00	\$197.00			
877	Planning	Plus fee per acre over 10 acres	\$56.25	\$57.83	3	\$57.75		\$57.75	\$1.50			
878	Planning	More than 640 acres.....	\$42,299.00	\$43,483.37	4	\$43,483.00		\$43,483.00	\$1,184.00			
879	Planning	Plus fee per acre over 640 acres	\$27.75	\$28.53	3	\$28.50		\$28.50	\$0.75			
<b>880</b>	<b>Planning</b>	<b>Area C Master Plan</b>										
881	Planning	Up to 5 acres	\$8,898.00	\$9,147.14	4	\$9,147.00		\$9,147.00	\$249.00			
882	Planning	More than 5 and less than 10 acres.....	\$8,898.00	\$9,147.14	4	\$9,147.00		\$9,147.00	\$249.00			
883	Planning	Plus fee per acre over 5 acres	\$224.00	\$230.27	4	\$230.00		\$230.00	\$6.00			
884	Planning	More than 10 and up to 640 acres.....	\$10,014.00	\$10,294.39	4	\$10,294.00		\$10,294.00	\$280.00			
885	Planning	Plus fee per acre over 10 acres	\$128.00	\$131.58	4	\$132.00		\$132.00	\$4.00			
886	Planning	More than 640 acres.....	\$90,121.00	\$92,644.39	4	\$92,644.00		\$92,644.00	\$2,523.00			
887	Planning	Plus fee per acre over 640 acres	\$63.50	\$65.28	3	\$65.25		\$65.25	\$1.75			
<b>888</b>	<b>Planning</b>	<b>Area A &amp; B Infill Master Plan</b>										
889	Planning	Up to 5 acres	\$3,180.00	\$3,269.04	4	\$3,269.00		\$3,269.00	\$89.00			
890	Planning	More than 5 and less than 10 acres.....	\$3,180.00	\$3,269.04	4	\$3,269.00		\$3,269.00	\$89.00			
891	Planning	Plus fee per acre over 5 acres	\$224.00	\$230.27	4	\$230.00		\$230.00	\$6.00			
892	Planning	10 acres or more.....	\$4,293.00	\$4,413.20	4	\$4,413.00		\$4,413.00	\$120.00			
893	Planning	Plus fee per acre over 10 acres	\$128.00	\$131.58	4	\$132.00		\$132.00	\$4.00			
894	Planning	Amendments to GDP, FDP or a Master Plan	\$3,815.00	\$3,921.82	4	\$3,922.00		\$3,922.00	\$107.00			
<b>895</b>	<b>Planning</b>	<b>Site Plan/CSP</b>										
896	Planning	Up to 5 acres	\$1,907.00	\$1,960.40	4	\$1,960.00		\$1,960.00	\$53.00			
897	Planning	More than 5 and less than 10 acres.....	\$1,907.00	\$1,960.40	4	\$1,960.00		\$1,960.00	\$53.00			
898	Planning	Plus fee per acre over 5 acres	\$224.00	\$230.27	4	\$230.00		\$230.00	\$6.00			
899	Planning	More than 10 acres and less than 640 acres...	\$3,020.00	\$3,104.56	4	\$3,105.00		\$3,105.00	\$85.00			
900	Planning	Plus fee per acre over 10 acres	\$128.00	\$131.58	4	\$132.00		\$132.00	\$4.00			
901	Planning	More than 640 acres	\$80,308.00	\$82,556.62	4	\$82,557.00		\$82,557.00	\$2,249.00			
902	Planning	Plus fee per acre over 640 acres	\$63.50	\$65.28	3	\$65.25		\$65.25	\$1.75			
<b>903</b>	<b>Planning</b>	<b>Subdivision Plat or Replat</b>										
904	Planning	Minor Adjustment to Plat	\$469.00	\$482.13	4	\$482.00		\$482.00	\$13.00			

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905	Planning	Subdivision Plat or Replat....	\$3,180.00	\$3,269.04	4	\$3,269.00		\$3,269.00	\$89.00			
906	Planning	Plus fee per plat sheet	\$191.00	\$196.35	4	\$196.00		\$196.00	\$5.00			
907	Planning	Subdivision Plat Amendment....	\$953.00	\$979.68	4	\$980.00		\$980.00	\$27.00			
908	Planning	Plus fee per plat sheet	\$191.00	\$196.35	4	\$196.00		\$196.00	\$5.00			
909	Planning	Public Hearing	\$3,180.00	\$3,269.04	4	\$3,269.00		\$3,269.00	\$89.00			
910	Planning	Public Hearing for Simple Cases	\$574.00	\$590.07	4	\$590.00		\$590.00	\$16.00			
911	Planning	Final Mylar Processing and Recording per sheet (including plat sheets)	\$254.00	\$261.11	4	\$261.00		\$261.00	\$7.00			
912	Planning	Street or Plat Vacation						\$5,450.00			Not new fee, inadvertently left out of previous fee listing.	
<b>913</b>	<b>Planning</b>	<b>Other Application Types</b>										
914	Planning	Application Re-Activation Fee	25% of original application fee	25% of original application fee				25% of original application fee				
915	Planning	Conditional use - Tenant Fee	\$352.00 - \$362.00	\$362.00 - \$372.00			\$0.00 - (\$372.00)	\$362.00			Fees changed from range to set amount of \$362.	
916	Planning	Conditional use - User Approval	\$784.00 - \$806.00	\$806.00 - \$829.00			\$0.00 - (\$829.00)	\$806.00			Fee changed from range to set amount of \$806.	
917	Planning	Signs - Creative Sign Permit Application						\$362.00				912
918	Planning	Sign Variance						\$403.00				912
<b>919</b>	<b>Planning</b>	<b>Board of Adjustment &amp; Appeals Application</b>										
920	Planning	Regular session	\$619.00	\$636.33	4	\$636.00		\$636.00	\$17.00			
921	Planning	Special session	\$1,238.00	\$1,272.66	4	\$1,273.00		\$1,273.00	\$35.00			
922	Planning	Deferral of Public Improvements (DPI) (per application)	\$5,302.00	\$5,450.46	4	\$5,450.00		\$5,450.00	\$148.00			
<b>923</b>	<b>Planning</b>	<b>Minor Administrative Amendment/Redevelop Plan</b>										
924	Planning	Minor Amendment, less than 3 sheets	\$636.00	\$653.81	4	\$654.00		\$654.00	\$18.00			
925	Planning	Filed prior to construction, 3 - 5 sheets per application	\$959.00	\$985.85	4	\$986.00		\$986.00	\$27.00			
926	Planning	Filed after construction, 3 - 5 sheets per application	\$1,653.00	\$1,699.28	4	\$1,699.00		\$1,699.00	\$46.00			
927	Planning	Minor Mylar Change, up to 5 sheets per application	\$205.00	\$210.74	4	\$211.00		\$211.00	\$6.00			
928	Planning	Color Palette	\$23.25	\$23.90	3	\$24.00		\$24.00	\$0.75			
<b>929</b>	<b>Planning</b>	<b>Oil and Gas Well Drilling or Production Permit</b>										
930	Planning	1 through 3 well(s) on one pad site	\$1,868.00	\$1,920.30	4	\$1,920.00		\$1,920.00	\$52.00			
931	Planning	4 or more wells on one pad site	\$2,958.00	\$3,040.82	4	\$3,041.00		\$3,041.00	\$83.00			
<b>932</b>	<b>Planning</b>	<b>Note: On Solar Accessory (rooftop or ground) on existing home or business, if application does not contain a planning-related item that is subject to a fee, then there is not a charge for the application. (Building Division collects a permit fee.)</b>										

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<b>933</b>	<b>Planning</b>	<b>Referrals</b>										
934	Planning	Art	\$191.00	\$196.35	4	\$196.00		\$196.00	\$5.00			
935	Planning	Civil Engineering	\$191.00	\$196.35	4	\$196.00		\$196.00	\$5.00			
936	Planning	Parks & Open Space Referral	\$191.00	\$196.35	4	\$196.00		\$196.00	\$5.00			
937	Planning	Real Property	\$191.00	\$196.35	4	\$196.00		\$196.00	\$5.00			
<b>938</b>	<b>Planning</b>	<b>BUSINESS DEVELOPMENT CENTER</b>										
<b>939</b>	<b>Planning</b>	<b>AURORA SBDC</b>										
940	Planning	Single 2-hour session (Various Topics)	\$15.00	\$15.42	3	\$15.50	\$25.00	\$40.50	\$25.50	True	Fees adjusted as compared to other area SBDCs.	
941	Planning	Single 3-hour session (various topics)	\$25.00	\$25.70	3	\$25.75	\$35.00	\$60.75	\$35.75	True		940
942	Planning	Two 3-hour sessions (Various topics)	\$120.00	\$123.36	4	\$123.00	\$60.00	\$183.00	\$63.00	True		940
943	Planning	8-hour day Session (Leading Edge)	\$150.00	\$154.20	4	\$154.00	\$150.00	\$304.00	\$154.00	True		940
944	Planning	Twelve 3-hour sessions (Leading Edge) full fee	\$375.00	\$385.50	4	\$386.00	\$375.00	\$761.00	\$386.00	True		940
945	Planning	Additional registration from same company (Leading Edge)	\$275.00	\$282.70	4	\$283.00	\$275.00	\$558.00	\$283.00	True		940
<del>946</del>	<del>Planning</del>	<del>SBDC-Advanced-Silver</del>	<del>\$250.00</del>	<del>\$257.00</del>	<del>4</del>	<del>\$257.00</del>		<del>\$257.00</del>	<del>\$7.00</del>		<del>Program cancelled</del>	
<del>947</del>	<del>Planning</del>	<del>Three 3-hour sessions (Tracks)</del>						<del>\$120.00</del>				
<del>948</del>	<del>Planning</del>	<del>Single 3-hour sessions (Level 2 topics)</del>						<del>\$45.00</del>				
<b>949</b>	<b>Planning</b>	<b>AURORA SOUTH METRO DENVER SBDC</b>										
<del>950</del>	<del>Planning</del>	<del>Single 2-hour session (Small Business Fundamentals)</del>	<del>\$15.00</del>	<del>\$15.42</del>	<del>3</del>	<del>\$15.50</del>		<del>\$15.50</del>	<del>\$0.50</del>		<del>Program cancelled</del>	
<del>951</del>	<del>Planning</del>	<del>Single 3-hour session (various business topics)</del>	<del>\$25.00</del>	<del>\$25.70</del>	<del>3</del>	<del>\$25.75</del>		<del>\$25.75</del>	<del>\$0.75</del>		<del>Program cancelled</del>	
<del>952</del>	<del>Planning</del>	<del>Five 8-hour day session (Leading Edge)</del>	<del>\$375.00</del>	<del>\$385.50</del>	<del>4</del>	<del>\$386.00</del>		<del>\$386.00</del>	<del>\$11.00</del>		<del>Program cancelled</del>	
<del>953</del>	<del>Planning</del>	<del>Additional registration from same company (Leading Edge)</del>	<del>\$275.00</del>	<del>\$282.70</del>	<del>4</del>	<del>\$283.00</del>		<del>\$283.00</del>	<del>\$8.00</del>		<del>Program cancelled</del>	
<b>Police</b>												
954	Police	Audio Tape Copying (per tape)	\$42.25	\$43.43	3	\$43.50		\$43.50	\$1.25			
<b>955</b>	<b>Police</b>	<b>Crime Lab Photos</b>										
956	Police	8x10 Color	\$8.75	\$8.99	2	\$9.00		\$9.00	\$0.25			
957	Police	3x5 Color	\$2.80	\$2.88	2	\$2.90		\$2.90	\$0.10			
958	Police	8x10 B&W	\$2.80	\$2.88	2	\$2.90		\$2.90	\$0.10			
959	Police	8x10 Proof Sheet	\$8.75	\$8.99	2	\$9.00		\$9.00	\$0.25			
<b>960</b>	<b>Police</b>	<b>Crime Lab Video Tape Copies</b>										
961	Police	Blank Tape Provided	\$35.25	\$36.24	3	\$36.25		\$36.25	\$1.00			
962	Police	Department Provides Tape	\$49.25	\$50.63	3	\$50.75		\$50.75	\$1.50			
963	Police	Crime Lab Digital Photos (per picture)	\$1.65	\$1.70	2	\$1.70		\$1.70	\$0.05			
<b>964</b>	<b>Police</b>	<b>Police Offense Reports (electronic)</b>										

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
965	Police	Maintain, Search, Retrieve and Print First 10 pages	\$7.35	\$7.56	2	\$7.55		\$7.55	\$0.20			
966	Police	Each page thereafter	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Statutory restriction	
967	Police	Redaction/every 50 pages	\$7.35	\$7.56	2	\$7.55		\$7.55	\$0.20			
<b>968</b>	<b>Police</b>	<b>Police Offense Report (Microfilm)</b>										
969	Police	Maintain, Search, Retrieve and Print First 10 pages	\$7.35	\$7.56	2	\$7.55		\$7.55	\$0.20			
970	Police	Each page thereafter	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Statutory restriction	
971	Police	Redaction/every 50 pages	\$7.35	\$7.56	2	\$7.55		\$7.55	\$0.20			
<b>972</b>	<b>Police</b>	<b>Final Disposition (electronic)</b>										
973	Police	Maintain, Search, Retrieve and Print First 10 pages	\$7.35	\$7.56	2	\$7.55		\$7.55	\$0.20			
974	Police	Each page thereafter	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Statutory restriction	
<b>975</b>	<b>Police</b>	<b>Final Disposition (Microfilm)</b>										
976	Police	Maintain, Search, Retrieve and Print First 10 pages	\$7.35	\$7.56	2	\$7.55		\$7.55	\$0.20			
977	Police	Each page thereafter	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Statutory restriction	
<b>978</b>	<b>Police</b>	<b>Records Check Fee (Per Report)</b>										
979	Police	Manually compiled original report	\$12.00	\$12.34	3	\$12.25		\$12.25	\$0.25			
980	Police	Notarized	\$5.00	\$5.14	2	\$5.15	(\$0.15)	\$5.00	\$0.00	True	Statutory restriction	
981	Police	Mug Shots - maintain, search and retrieve	\$2.10	\$2.16	2	\$2.15		\$2.15	\$0.05			
982	Police	B&W Printout	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Statutory restriction	
983	Police	Sex Offender List	\$6.10	\$6.27	2	\$6.25		\$6.25	\$0.15			
984	Police	Report Certification	\$12.00	\$12.34	3	\$12.25		\$12.25	\$0.25			
<b>985</b>	<b>Police</b>	<b>Records CAD Address Search (per address)</b>										
986	Police	Maintain, Search, Retrieve and Print First 10 pages	\$6.25	\$6.42	2	\$6.40		\$6.40	\$0.15			
987	Police	Each page thereafter	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00	True	Statutory restriction	
<b>988</b>	<b>Police</b>	<b>Voluntary Weapons Storage After an Aurora Municipal Court Order</b>										
989	Police	Hand Guns (fee per weapon plus per day storage fee below)	\$90.50	\$93.03	3	\$93.00		\$93.00	\$2.50			
990	Police	Rifles (fee per weapon plus per day storage fee below)	\$99.25	\$102.03	4	\$102.00		\$102.00	\$2.75			
991	Police	Daily Storage Fee per Weapon	\$0.57	\$0.59	1	\$0.59		\$0.59	\$0.02			
992	Police	Vehicle Impound Service Fee	\$34.50	\$35.47	3	\$35.50		\$35.50	\$1.00			
<b>993</b>	<b>Police</b>	<b>Use of Firing Range by Law Enforcement, POST Approved Training or Military</b>										
994	Police	Per hour plus \$10/person (\$150.00 minimum)	\$75.00	\$77.10	3	\$77.00		\$77.00	\$2.00			
<b>995</b>	<b>Police</b>	<b>Sex Offender Registration Fee</b>										



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996	Police	New Registration	\$75.00	\$77.10	3	\$77.00	(\$2.00)	\$75.00	\$0.00	True	Statutory restriction	
997	Police	Renewal-registration	\$25.00	\$25.70	3	\$25.75	(\$0.75)	\$25.00	\$0.00	True	Statutory restriction	
<b>998</b>	<b>Police</b>	<b>Pawn/Second-Hand Transactions</b>										
999	Police	Second Hand Transaction Fee (Per Transaction)	\$0.26	\$0.27	1	\$0.27	(\$0.25)	\$0.02	(\$0.24)	True	No increase in our software system costs	
<b>1000</b>	<b>Police</b>	<b>"Capital Impact Fees"</b>										
<b>1001</b>	<b>Police</b>	<b>Police Capital Impact Fee</b>										
1002	Police	Per Single Family Detached Unit	\$972.42	\$999.65	4	\$1,000.00	\$28.82	\$1,028.82	\$56.40			
1003	Police	Per Single Family Attached Unit	\$711.84	\$731.77	4	\$732.00	\$21.13	\$753.13	\$41.29			
1004	Police	Per Multi-Family Dwelling Unit	\$702.30	\$721.96	4	\$722.00	\$21.03	\$743.03	\$40.73			
<b>Public Defender</b>												
1005	Pub Def	Public Defender Application Fee	\$25.00	\$25.70	3	\$25.75		\$25.75	\$0.75			
<b>Public Safety Communications</b>												
<b>1006</b>	<b>Pub Safety</b>	<b>Dispatch Recording Search Fee</b>										
1007	Pub Safety	911 Call (CD)	\$32.50	\$33.41	3	\$33.50	-1.00	\$32.50 for one hour of research time, \$16.25 for each additional 30 minutes	First hour same as 2020, \$16.25 for each additional 30 minutes	True		
1008	Pub Safety	Dispatch Recording CD	\$32.50	\$33.41	3	\$33.50	-1.00	\$32.50 for one hour of research time, \$16.25 for each additional 30 minutes	First hour same as 2020, \$16.25 for each additional 30 minutes	True		
<b>Public Works</b>												
<b>1009</b>	<b>Pub Wks</b>	<b>SALES - ENGINEERING SERVICES:</b>										
<b>1010</b>	<b>Pub Wks</b>	<b>Blueprints, Xerographic, Reader-Printer, Copies (Paper Copy per Sheet)</b>										
1011	Pub Wks	17x22	\$1.45	\$1.49	2	\$1.50		\$1.50	\$0.05			
1012	Pub Wks	22x34	\$1.45	\$1.49	2	\$1.50		\$1.50	\$0.05			
1013	Pub Wks	24x36	\$2.85	\$2.93	2	\$2.95		\$2.95	\$0.10			
1014	Pub Wks	32x36	\$3.55	\$3.65	2	\$3.65		\$3.65	\$0.10			
1015	Pub Wks	36x48	\$3.55	\$3.65	2	\$3.65		\$3.65	\$0.10			
1016	Pub Wks	Roll Stock/Linear Feet	\$0.71	\$0.73	1	\$0.73		\$0.73	\$0.02			
<b>1017</b>	<b>Pub Wks</b>	<b>City Maps</b>										
1018	Pub Wks	Annexation map (Color Plot)	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			
1019	Pub Wks	City Street Map (Color-2000' scale)	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			
1020	Pub Wks	City Street Map (Color-4000' scale)	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			
1021	Pub Wks	City Traffic Volume Map (Color Plot)	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			
1022	Pub Wks	Horizontal Control Map (Color Plot) (Sold by Survey)	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			
1023	Pub Wks	Horizontal Control Map (Black & White) (Sold by Survey)	\$14.50	\$14.91	3	\$15.00		\$15.00	\$0.50			

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1024	Pub Wks	Postage and Handling Fee (Plus Postage)	\$7.20	\$7.40	2	\$7.40		\$7.40	\$0.20			
<b>1025</b>	<b>Pub Wks</b>	<b>OVERWEIGHT/OVERSIZE PERMITS</b>										
1026	Pub Wks	Annual Transport Fee	\$100.00	\$102.80	4	\$103.00		\$103.00	\$3.00			
1027	Pub Wks	Single Trip Transport Fee	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
<b>1028</b>	<b>Pub Wks</b>	<b>REAL PROPERTY PERMITS AND CHARGES:</b>										
1029	Pub Wks	Easement Release (fee per type of easement; limit 5 easements per application)	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
1030	Pub Wks	License Agreement (one-time fee per agreement)	\$2,419.00	\$2,486.73	4	\$2,487.00		\$2,487.00	\$68.00			
1031	Pub Wks	Pre-license Agreement	\$1,209.00	\$1,242.85	4	\$1,243.00		\$1,243.00	\$34.00			
1032	Pub Wks	Revocable License	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
<b>1033</b>	<b>Pub Wks</b>	<b>Telecommunications Charges</b>										
1034	Pub Wks	Plat Exceptions (per exception)	\$717.00	\$737.08	4	\$737.00		\$737.00	\$20.00			
1035	Pub Wks	Fiber Optic Master License Agreements	\$2,311.00	\$2,375.71	4	\$2,376.00		\$2,376.00	\$65.00			
1036	Pub Wks	Master License Agreement Addendums and Assignments	\$549.00	\$564.37	4	\$564.00		\$564.00	\$15.00			
1037	Pub Wks	Supplemental Site License to Small Cell Master License Agreement	\$1,098.00	\$1,128.74	4	\$1,129.00		\$1,129.00	\$31.00			
1038	Pub Wks	Access Agreement / Right-of-Entry	\$549.00	\$564.37	4	\$564.00		\$564.00	\$15.00			
<b>1039</b>	<b>Pub Wks</b>	<b>PUBLIC IMPROVEMENT INSPECTIONS</b>										
1040	Pub Wks	Sidewalk Chase Drain	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
1041	Pub Wks	Street cuts, minimum base fee	\$218.00	\$224.10	4	\$224.00		\$224.00	\$6.00			
1042	Pub Wks	Street Cuts, per Square Foot	\$0.57	\$0.59	1	\$0.59		\$0.59	\$0.02			
1043	Pub Wks	Unclassified Deposit Fee (undetermined construction)	\$412.00	\$423.54	4	\$424.00		\$424.00	\$12.00			
1044	Pub Wks	Structures, minimum base fee	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
1045	Pub Wks	Structures, per square yard surface (Wingwalls, flatwork, etc.)	\$0.43	\$0.44	1	\$0.44		\$0.44	\$0.01			
1046	Pub Wks	Structures, per cubic foot (Box Culverts, etc)	\$0.06	\$0.06	1	\$0.06		\$0.06	\$0.00			
<b>1047</b>	<b>Pub Wks</b>	<b>PUBLIC IMPROVEMENT INSPECTIONS</b>										
1048	Pub Wks	Sidewalk (minimum fee \$71.75)	\$0.55/linear foot	\$0.57/linear foot				\$0.57/linear foot				
1049	Pub Wks	Vertical Curb and Gutter (minimum fee \$71.75)	\$0.55/linear foot	\$0.57/linear foot				\$0.57/linear foot				
1050	Pub Wks	Mountable Curb and Gutter (minimum fee \$71.75)	\$0.55/linear foot	\$0.57/linear foot				\$0.57/linear foot				
1051	Pub Wks	Crosspan	\$143.00	\$147.00	4	\$147.00	\$25.00	\$172.00	\$29.00	True	Fee adjustment to accurately reflect time associated with these types of inspections.	
1052	Pub Wks	Curb Ramp	\$143.00	\$147.00	4	\$147.00	\$25.00	\$172.00	\$29.00	True	See line	1051

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
1053	Pub Wks	Mid Block Ramp	\$143.00	\$147.00	4	\$147.00	\$25.00	\$172.00	\$29.00	True	See line	1051
1054	Pub Wks	Curb Cut	\$143.00	\$147.00	4	\$147.00	\$25.00	\$172.00	\$29.00	True	See line	1051
1055	Pub Wks	Median Cover- Concrete or Aggregate, minimum base charge	\$43.50	\$44.72	3	\$44.75		\$44.75	\$1.25			
1056	Pub Wks	Median Cover, per square foot	\$0.12	\$0.12	1	\$0.12		\$0.12	\$0.00			
1057	Pub Wks	Paving new roads, minimum base charge	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
1058	Pub Wks	Paving new roads, per square foot	\$0.13	\$0.13	1	\$0.13		\$0.13	\$0.00			
1059	Pub Wks	Mill and Overlay only, minimum base charge	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
1060	Pub Wks	Mill and Overlay only, per square foot	\$0.29	\$0.30	1	\$0.30		\$0.30	\$0.01			
1061	Pub Wks	Driveway	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
1062	Pub Wks	Retaining wall(s)	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
1063	Pub Wks	Monitoring Wells	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
1064	Pub Wks	Street Light Installation						\$73.75			New Fee added in 2020 as an addendum. Previously categorized under miscellaneous; however, listing it separately allows for better tracking	
1065	Pub Wks	Miscellaneous Public Improvement Items	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
1066	Pub Wks	Directional Boring, minimum base fee	\$143.00	\$147.00	4	\$147.00		\$147.00	\$4.00			
1067	Pub Wks	Directional Boring, per lineal foot	\$0.35	\$0.36	1	\$0.36		\$0.36	\$0.01			
1068	Pub Wks	Pothole Inspection, Minimum fee (up to 5)	\$71.75	\$73.76	3	\$73.75		\$73.75	\$2.00			
1069	Pub Wks	Each additional pothole (greater than 5)	\$16.50	\$16.96	3	\$17.00		\$17.00	\$0.50			
1070	Pub Wks	Public improvements / Materials Lab Inspections Outside Normal Business Hours (per hour, 2-hour min)	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1071	Pub Wks	<b>Public Improvement, Engineering/Grade &amp; Zoning Certificate of Occupancy Reinspection</b>										
1072	Pub Wks	<b>Cost of the first two inspections is included in the normal application. After the first two inspections, a reinspection fee is imposed.</b>										
1073	Pub Wks	3rd request	\$262.00	\$269.34	4	\$269.00		\$269.00	\$7.00			
1074	Pub Wks	4th request	\$791.00	\$813.15	4	\$813.00		\$813.00	\$22.00			
1075	Pub Wks	5th request	\$1,841.00	\$1,892.55	4	\$1,893.00		\$1,893.00	\$52.00			
1076	Pub Wks	6th request	\$2,896.00	\$2,977.09	4	\$2,977.00		\$2,977.00	\$81.00			
1077	Pub Wks	7th request	\$3,949.00	\$4,059.57	4	\$4,060.00		\$4,060.00	\$111.00			
1078	Pub Wks	8th request	\$5,001.00	\$5,141.03	4	\$5,141.00		\$5,141.00	\$140.00			
1079	Pub Wks	9th request	\$6,054.00	\$6,223.51	4	\$6,224.00		\$6,224.00	\$170.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
1080	Pub Wks	10th request	\$7,107.00	\$7,306.00	4	\$7,306.00		\$7,306.00	\$199.00			
<b>1081</b>	<b>Pub Wks</b>	<b>Traffic Control Plan</b>										
1082	Pub Wks	Review Fee	\$55.25	\$56.80	3	\$56.75		\$56.75	\$1.50			
1083	Pub Wks	Re-Application Fee	\$109.00	\$112.05	4	\$112.00		\$112.00	\$3.00			
<b>1084</b>	<b>Pub Wks</b>	<b>Traffic Study Review Fees</b>										
1085	Pub Wks	Traffic Impact Letter review fee, fee includes 1 revision	\$421.00	\$432.79	4	\$433.00		\$433.00	\$12.00			
1086	Pub Wks	Traffic Impact Study (medium) review fee, fee includes 2 revisions	\$895.00	\$920.06	4	\$920.00		\$920.00	\$25.00			
1087	Pub Wks	Traffic Impact Study (Regional) review fee, fee includes 2 revisions	\$1,973.00	\$2,028.24	4	\$2,028.00		\$2,028.00	\$55.00			
<b>1088</b>	<b>Pub Wks</b>	<b>STREET OCCUPANCY FEES (Calculation = Fee multiplied by Length of Occupancy (linear ft) and by number of lanes occupied and by duration of occupancy (Days); x2 for occupancy during peak hours)</b>										
1089	Pub Wks	Arterial - Minimum (minimum for fee calculation-420ft)	\$0.44	\$0.45	1	\$0.45		\$0.45	\$0.01			
1090	Pub Wks	Collector - Minimum (minimum for fee calculation-280ft)	\$0.44	\$0.45	1	\$0.45		\$0.45	\$0.01			
1091	Pub Wks	Local - Minimum (minimum for fee calculation-225ft)	\$0.15	\$0.15	1	\$0.15		\$0.15	\$0.00			
1092	Pub Wks	Alley (No detour fee)	\$0.15	\$0.15	1	\$0.15		\$0.15	\$0.00			
1093	Pub Wks	Bike lane (Arterial & Collector ONLY)	\$0.15	\$0.15	1	\$0.15		\$0.15	\$0.00			
1094	Pub Wks	Parking lane	no fee	no fee				no fee				
1095	Pub Wks	Parking lane- Collector	\$0.15	\$0.15	1	\$0.15		\$0.15	\$0.00			
1096	Pub Wks	Parking lane- Arterial	\$0.43	\$0.44	1	\$0.44		\$0.44	\$0.01			
1097	Pub Wks	Parking lane (Meter)	\$0.43	\$0.44	1	\$0.44		\$0.44	\$0.01			
1098	Pub Wks	Parking lane (Permit)	\$0.15	\$0.15	1	\$0.15		\$0.15	\$0.00			
<b>1099</b>	<b>Pub Wks</b>	<b>DETOUR FEES (Calculation = Fee multiplied by number of lanes detoured and by duration of detour (days) ; x2 for peak hours)</b>										
1100	Pub Wks	SIDEWALK CLOSURE FEE- Arterial and Collector Only (Calculation = Fee multiplied by length of occupancy and number of lanes and by duration of detour (days) ; x2 for peak hours)	\$0.15	\$0.15	1	\$0.15		\$0.15	\$0.00			
1101	Pub Wks	Arterial/Collector (in addition to Lane Occupancy Fee)	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
1102	Pub Wks	Local (instead of Lane Occupancy Fee)	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
<b>1103</b>	<b>Pub Wks</b>	<b>DEVELOPMENT APPLICATION FEES:</b>										
<b>1104</b>	<b>Pub Wks</b>	<b>Civil Plans Review/Mylar Plan Difference</b>										
1105	Pub Wks	Per Sheet	\$565.00	\$580.82	4	\$581.00		\$581.00	\$16.00			
<b>1106</b>	<b>Pub Wks</b>	<b>Engineering Permit Fee</b>										
1107	Pub Wks	Per Referral	\$36.50	\$37.52	3	\$37.50		\$37.50	\$1.00			
<b>1108</b>	<b>Pub Wks</b>	<b>Preliminary and Master Drainage Reports (Fee includes 3 reviews. If a 4th submittal is required, another fee must be paid and full payment is required prior to a 4th review being initiated)</b>										
1109	Pub Wks	Preliminary Drainage Report	\$2,114.00	\$2,173.19	4	\$2,173.00		\$2,173.00	\$59.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
1110	Pub Wks	Preliminary Drainage Letter	\$937.00	\$963.24	4	\$963.00		\$963.00	\$26.00			
1111	Pub Wks	Master Drainage Report	\$6,357.00	\$6,535.00	4	\$6,535.00		\$6,535.00	\$178.00			
<b>1112</b>	<b>Pub Wks</b>	<b>FEMA Submittal Reviews (Fee includes 3 reviews. If a 4th submittal is required, another fee must be paid and full payment is required prior to a 4th review being initiated)</b>										
1113	Pub Wks	Per LOMR / CLOMR submittal	\$1,933.00	\$1,987.12	4	\$1,987.00		\$1,987.00	\$54.00			
<b>1114</b>	<b>Pub Wks</b>	<b>Pavement Design Reports (Fee includes 3 reviews. If a 4th submittal is required, another fee must be paid and full payment is required prior to a 4th review being initiated)</b>										
1115	Pub Wks	Per report or letter	\$304.00	\$312.51	4	\$313.00		\$313.00	\$9.00			
1116	Pub Wks	Plan Revisions (per sheet)	\$103.00	\$105.88	4	\$106.00		\$106.00	\$3.00			
<b>1117</b>	<b>Pub Wks</b>	<b>Structural Calculation Reports (Fee includes 3 reviews. If a 4th submittal is required, another fee must be paid and full payment is required prior to a 4th review being initiated)</b>										
1118	Pub Wks	Structural Reports (including geotechnical report for structure in the appendix)						\$360/includes 10 pages/sheets + \$36 each additional page in report (total pages/sheets including structural and geotechnical)			New Fee: Direct costs incurred by City for peer review of structural calculation reports	
<b>1119</b>	<b>Pub Wks</b>	<b>BUILDING DIVISION:</b>										
<b>1120</b>	<b>Pub Wks</b>	<b>Building Permit and Plan Review Fees</b>										
1121	Pub Wks	Up to 500.00 of value	\$32.25	\$33.15	3	\$33.25		\$33.25	\$1.00			
1122	Pub Wks	Base Fee-More than 500.00 and up to 2,000.00 of Value	\$32.25	\$33.15	3	\$33.25		\$33.25	\$1.00			
1123	Pub Wks	plus fee per 100.00 of value over 500.00	\$4.15	\$4.27	2	\$4.25		\$4.25	\$0.10			
1124	Pub Wks	Base Fee-More than 2,000.00 and up to 25,000.00 of Value	\$95.00	\$97.66	3	\$97.75		\$97.75	\$2.75			
1125	Pub Wks	plus fee per 1,000.00 of value over 2,000.00	\$19.25	\$19.79	3	\$19.75		\$19.75	\$0.50			
1126	Pub Wks	Base Fee-More than 25,000.00 and up to 50,000.00 of Value	\$539.00	\$554.09	4	\$554.00		\$554.00	\$15.00			
1127	Pub Wks	plus fee per 1,000.00 of value over 25,000.00	\$13.75	\$14.13	3	\$14.25		\$14.25	\$0.50			
1128	Pub Wks	Base Fee-More than 50,000.00 and up to 100,000.00 of Value	\$887.00	\$911.84	4	\$912.00		\$912.00	\$25.00			
1129	Pub Wks	plus fee per 1,000.00 of value over 50,000.00	\$9.60	\$9.87	2	\$9.85		\$9.85	\$0.25			
1130	Pub Wks	Base Fee-More than 100,000.00 and up to 500,000.00 of Value	\$1,366.00	\$1,404.25	4	\$1,404.00		\$1,404.00	\$38.00			
1131	Pub Wks	plus fee per 1,000.00 of value over 100,000.00	\$7.70	\$7.92	2	\$7.90		\$7.90	\$0.20			
1132	Pub Wks	Base Fee-More than 500,000.00 and up to 1,000,000.00 of Value	\$4,452.00	\$4,576.66	4	\$4,577.00		\$4,577.00	\$125.00			
1133	Pub Wks	plus fee per 1,000.00 of value over 500,000.00	\$6.50	\$6.68	2	\$6.70		\$6.70	\$0.20			
1134	Pub Wks	Base Fee-More than 1,000,000.00 of Value	\$7,720.00	\$7,936.16	4	\$7,936.00		\$7,936.00	\$216.00			
1135	Pub Wks	plus fee per 1,000.00 of value over 1,000,000.00	\$4.25	\$4.37	2	\$4.35		\$4.35	\$0.10			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
1136	Pub Wks	Residential Decks	\$323.00	\$332.04	4	\$332.00		\$332.00	\$9.00			
1137	Pub Wks	Residential Basement Finish	\$432.00	\$444.10	4	\$444.00		\$444.00	\$12.00			
1138	Pub Wks	Residential Patio Covers	\$323.00	\$332.04	4	\$332.00		\$332.00	\$9.00			
1139	Pub Wks	Commercial Signs (all types)	\$323.00	\$332.04	4	\$332.00		\$332.00	\$9.00			
1140	Pub Wks	Fuel Storage Tank Installation	\$216.00	\$222.05	4	\$222.00		\$222.00	\$6.00			
1141	Pub Wks	Air Conditioner Replacement	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
1142	Pub Wks	Boiler Replacement	\$242.00	\$248.78	4	\$249.00		\$249.00	\$7.00			
1143	Pub Wks	Commercial Roof Replacement	\$432.00	\$444.10	4	\$444.00		\$444.00	\$12.00			
1144	Pub Wks	Fire Damage Repair	\$432.00	\$444.10	4	\$444.00		\$444.00	\$12.00			
1145	Pub Wks	Demolition (Full or Partial Building)	\$323.00	\$332.04	4	\$332.00		\$332.00	\$9.00			
1146	Pub Wks	Egress Window Installation	\$81.25	\$83.53	3	\$83.50	(\$0.50)	\$83.00	\$1.75	True	Adjust to a whole dollar amount for consistency and alignment with other Building Division Fees.	
1147	Pub Wks	Electrical Service Upgrade	\$154.00	\$158.31	4	\$158.00		\$158.00	\$4.00			
1148	Pub Wks	Evaporative Cooler Replacement	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
1149	Pub Wks	Furnace Replacement	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
1150	Pub Wks	Furnace AND Air Conditioner Replacement	\$242.00	\$248.78	4	\$249.00		\$249.00	\$7.00			
1151	Pub Wks	Life Safety Permits	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
1152	Pub Wks	Residential Roof Replacement	\$205.00	\$210.74	4	\$211.00		\$211.00	\$6.00			
1153	Pub Wks	Residential Mobile Home Setup	\$242.00	\$248.78	4	\$249.00		\$249.00	\$7.00			
1154	Pub Wks	Rooftop Unit Replacement	\$270.00	\$277.56	4	\$278.00		\$278.00	\$8.00			
1155	Pub Wks	Siding Replacement	\$81.25	\$83.53	3	\$83.50	(\$0.50)	\$83.00	\$1.75	True	See line	1146
1156	Pub Wks	Temporary Sales or Construction Trailer Setup	\$162.00	\$166.54	4	\$167.00		\$167.00	\$5.00			
1157	Pub Wks	Water Heater Replacement	\$81.25	\$83.53	3	\$83.50	(\$50.00)	\$33.50	(\$47.75)	True	See line	1146
1158	Pub Wks	Furnace, Air Conditioner and Water Heater Replacement						\$278.00		True	New Flat Fee for permit with all three work types	
1159	Pub Wks	Furnace and Water Heater Replacement						\$242.00		True	New Flat Fee for permit with these work types	
1160	Pub Wks	Change In Occupancy Permit						\$83.00		True	New Flat Fee for permit with this work type	
1161	Pub Wks	R-3 Master Plan Fee						\$2,200.00			New Flat Fee for Master Plan Review	
1162	Pub Wks	Life Safety Permits with Plan Review	\$264.00	\$271.39	4	\$271.00		\$271.00	\$7.00			
1163	Pub Wks	Sales Office in Residential Model with Plan Review	\$539.00	\$554.09	4	\$554.00		\$554.00	\$15.00			

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
1164	Pub Wks	Solar Photovoltaic Residential	\$500.00	\$514.00	4	\$514.00	(\$14.00)	\$500.00	\$0.00	True	This fee is capped by state regulation.	
1165	Pub Wks	Solar Photovoltaic Commercial	\$1,000.00	\$1,028.00	4	\$1,028.00	(\$28.00)	\$1,000.00	\$0.00	True	See line	1164
1166	Pub Wks	Occupancy Group A (Assembly- i.e. Bars/Restaurants/Theaters) Per square foot (minimum fee \$5,000 maximum fee \$75,000)	\$2.85	\$2.93	2	\$2.95		\$2.95	\$0.10			
1167	Pub Wks	Occupancy Group B (Business- i.e. Banks/Offices) Per square foot (minimum fee \$5,000 maximum fee \$100,000)	\$2.35	\$2.42	2	\$2.40		\$2.40	\$0.05			
1168	Pub Wks	Occupancy Group E (Educational- i.e. Schools)	Per State fee schedule	Per State fee schedule				Per State fee schedule				
1169	Pub Wks	Occupancy Group F (Factory- i.e. factories producing goods) Per square foot (minimum fee \$5,000 maximum fee \$50,000)	\$2.05	\$2.11	2	\$2.10		\$2.10	\$0.05			
1170	Pub Wks	Occupancy Group I (Institutional- i.e. hospitals/nursing homes/daycare) Per square foot (minimum fee \$5,000 maximum fee \$125,000)	\$2.05	\$2.11	2	\$2.10		\$2.10	\$0.05			
1171	Pub Wks	Occupancy Group M (Mercantile- i.e. retail stores) Per square foot (minimum fee \$2,500 maximum fee \$75,000)	\$2.05	\$2.11	2	\$2.10		\$2.10	\$0.05			
1172	Pub Wks	Occupancy Group R-1 (Hotels/Motels) Per square foot (minimum fee \$5,000 maximum fee \$200,000)	\$0.98	\$1.01	2	\$1.00		\$1.00	\$0.02			
1173	Pub Wks	Occupancy Group R-2 (Apartments/Dorms) Per square foot (minimum fee \$5,000 maximum fee \$25,000)	\$0.62	\$0.64	1	\$0.64		\$0.64	\$0.02			
1174	Pub Wks	Occupancy Group R-3 (Single Family Homes) Per square foot (minimum fee \$2,000 maximum fee \$10,000)	\$1.05	\$1.08	2	\$1.10		\$1.10	\$0.05			
1175	Pub Wks	Occupancy Group R-4 (Group Homes/Halfway Houses) Per square foot (minimum fee \$10,000 maximum fee \$250,000)	\$1.10	\$1.13	2	\$1.15		\$1.15	\$0.05			
1176	Pub Wks	Occupancy Group S (Storage) Per square foot (minimum fee \$3,500 maximum fee \$200,000)	\$0.23	\$0.24	1	\$0.24		\$0.24	\$0.01			
1177	Pub Wks	Occupancy Group U (Utility- i.e. commercial garages / miscellaneous structures)	\$2.70	\$2.78	2	\$2.80		\$2.80	\$0.10			
1178	Pub Wks	Temporary Certificate of Occupancy (TCO)	\$850.00	\$873.80	4	\$874.00	(\$24.00)	\$850.00	\$0.00	True	This fee is a refundable deposit and should not be subject to indexing	

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
1179	Pub Wks	Temporary Certificate of Occupancy (TCO) Renewal	\$550.00	\$565.40	4	\$565.00	(\$15.00)	\$550.00	\$0.00	True	This fee is a refundable deposit and should not be subject to indexing	
1180	Pub Wks	Building permit by building trade	\$81.25	\$83.53	3	\$83.50	(\$0.50)	\$83.00	\$1.75	True	See line 137	
<b>1181</b>	<b>Pub Wks</b>	<b>Licenses</b>										
1182	Pub Wks	Supervisor License	\$105.00	\$107.94	4	\$108.00		\$108.00	\$3.00			
1183	Pub Wks	Supervisor License Renewal	\$105.00	\$107.94	4	\$108.00		\$108.00	\$3.00			
1184	Pub Wks	Commercial Building Contractor License	\$316.00	\$324.85	4	\$325.00		\$325.00	\$9.00			
1185	Pub Wks	Residential Building Contractor License	\$190.00	\$195.32	4	\$195.00		\$195.00	\$5.00			
1186	Pub Wks	Roofing Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1187	Pub Wks	Swimming Pool Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1188	Pub Wks	Remodeling Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1189	Pub Wks	Fire Alarm Systems Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1190	Pub Wks	Fire Sprinkler Systems Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1191	Pub Wks	Fire Extinguishing Systems Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1192	Pub Wks	Fuel Tank Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1193	Pub Wks	Emergency Responder Radio Coverage Installer Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1194	Pub Wks	Mobile Home Installer Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1195	Pub Wks	Demolition Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1196	Pub Wks	Sign Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1197	Pub Wks	Mechanical Systems Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1198	Pub Wks	Residential Elevator Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1199	Pub Wks	Right of Way Contractor License	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
1200	Pub Wks	Inspections Outside Normal Business Hours (per hour, 2-hour min)	\$132.00	\$135.70	4	\$136.00		\$136.00	\$4.00			
<b>1201</b>	<b>Pub Wks</b>	<b>Building Code and Contractor's Appeal and Standards Board</b>										
1202	Pub Wks	Regular Meeting for appeals	\$196.00	\$201.49	4	\$201.00		\$201.00	\$5.00			
1203	Pub Wks	Special Meeting for appeals	\$396.00	\$407.09	4	\$407.00		\$407.00	\$11.00			
<b>1204</b>	<b>Pub Wks</b>	<b>PARKING &amp; MOBILITY PROGRAM</b>										
<b>1205</b>	<b>Pub Wks</b>	<b>Hyatt Conference Center Garage</b>										
<b>1206</b>	<b>Pub Wks</b>	<b>Self Parking Rates</b>										
1207	Pub Wks	0- 6 hours	\$6.00 - \$8.00	\$6.17 - \$8.22	2-2	\$6.15 - \$8.20	(\$0.15) - (\$0.20)	\$6.00 - \$8.00	\$0.00 - \$0.00	True	No fee increase warranted at this time	



Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
1208	Pub Wks	6 - 24 hours (per 24 hour period)	\$12.00 - \$16.00	\$12.34 - \$16.45	3-3	\$12.25 - \$16.50	(\$0.25) - (\$0.50)	\$12.00 - \$16.00	\$0.00 - \$0.00	True	See line	1207
1209	Pub Wks	Lost Entry Ticket	\$12.00 - \$15.00	\$12.34 - \$15.42	3-3	\$12.25 - \$15.50	(\$0.25) - (\$0.50)	\$12.00 - \$15.00	\$0.00 - \$0.00	True	See line	1207
<b>1210</b>	<b>Pub Wks</b>	<b>Residential Parking Permit Program</b>										
1211	Pub Wks	up to 2 pass per residence	Free	Free				Free				
1212	Pub Wks	each additional pass	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00	True	See line	1207
1213	Pub Wks	Permit Replacement Fee	\$10.00	\$10.28	3	\$10.25	(\$0.25)	\$10.00	\$0.00	True	See line	1207
<b>1214</b>	<b>Pub Wks</b>	<b>Iliff Parking Garage</b>										
1215	Pub Wks	Daily parking	\$3.00 - \$5.00	\$3.08 - \$5.14	2-2	\$3.10 - \$5.15	(\$3.10) - (\$0.15)	\$0.00 - \$5.00	(\$3.00) - \$0.00	True	Fee floor reduced to \$0; No increase at this time due to IGA requirements with RTD; decreases are occurring per the parking plan of the IGA	
1216	Pub Wks	Monthly parking	\$50.00 - \$85.00	\$51.40 - \$87.38	3-3	\$51.50 - \$87.50	(\$11.50) - (\$2.50)	\$40.00 - \$85.00	(\$10.00) - \$0.00	True	Fee floor reduced to \$40; No increase at this time due to IGA requirements with RTD	
1217	Pub Wks	Immobilization/Boot Fee	\$100.00	\$102.80	4	\$103.00	(\$3.00)	\$100.00	\$0.00	True	See line	1207
<b>1218</b>	<b>Pub Wks</b>	<b>On-Street Parking</b>										
<del>1219</del>	<del>Pub Wks</del>	<del>Monthly Commuter Parking Permit (Dayton, Dayton, Iliff, Florida, Metro Center, 2nd/Abilene, Other)</del>	<del>\$35.00</del>	<del>\$35.98</del>	<del>3</del>	<del>\$36.00</del>		<del>\$36.00</del>	<del>\$1.00</del>		<del>Single fee turned into fee range</del>	
1220	Pub Wks	Monthly Commuter Parking Permit (Dayton, Dayton, Iliff, Florida, Metro Center, 2nd/Abilene, Other)						\$25.00 - \$50.00			New fee range implemented to address appropriate pricing management strategies for each unique location. No fee increase warranted at this time.	
1221	Pub Wks	Parking Meter Rates						\$0.50 per hour - \$5.00 per hour		True	Combine fees to range. New fee range allows city to address appropriate pricing management strategies for each unique location.	
<del>1222</del>	<del>Pub Wks</del>	<del>Parking Meter Rates (Dayton, Iliff, Florida, Metro Center, 2nd/Abilene)</del>	<del>\$0.50 per 30 min increment</del>	<del>\$0.51 per 30 min increment</del>				<del>\$0.51 per 30 min increment</del>				<del>1221</del>
<del>1223</del>	<del>Pub Wks</del>	<del>Parking Meter Rates (Fitzsimons Village / Anschutz Medical Campus)</del>	<del>\$1.00 per 15 min increment</del>	<del>\$1.03 per 15 min increment</del>				<del>\$1.03 per 15 min increment</del>				<del>1221</del>

Line	Dept	Category	2020 Fee	2021 Base Fee	Rnd	2021 Indexed Fee	2021 Add'l Change	2021 Final Est Fee	Fee Change	Index Exempt	Comments	Ref Line
<b>1224</b>	<b>Pub Wks</b>	<b>Shared Mobility Fees</b>										
1225	Pub Wks	Shared Mobility Fleet License Fee - 100 to 500 devices (annual fee)	\$5,000.00	\$5,140.00	4	\$5,140.00	(\$140.00)	\$5,000.00	\$0.00	True	No fee increase warranted at this time	
1226	Pub Wks	Shared Mobility Fleet License Fee - 501 to 1,000 devices (annual fee)	\$10,000.00	\$10,280.00	4	\$10,280.00	(\$280.00)	\$10,000.00	\$0.00	True	See line	1225
1227	Pub Wks	Shared Mobility Fleet License Fee - 1,000 to 2,000 devices (annual fee)	\$15,000.00	\$15,420.00	4	\$15,420.00	(\$420.00)	\$15,000.00	\$0.00	True	See line	1225
1228	Pub Wks	Shared Mobility Infrastrure Fee	\$0.03/per rental, per device	\$0.03/per rental, per device				\$0.03/per rental, per device				
1229	Pub Wks	Shared Mobility Docking Station Fee	\$750.00/ea.	\$771.00/ea.			(21.00)	\$750.00/ea.		True	See line	1225
1230	Pub Wks	Shared Mobility Violation Fee	\$30.00/ea.	\$30.75/ea.			(0.75)	\$30.00/ea.		True	See line	1225
1231	Pub Wks	Shared Mobility Operator Reserve (refundable deposit)	\$25,000	\$25,000				\$25,000				
<b>1232</b>	<b>Pub Wks</b>	<b>Capital Impact Fees</b>										
<b>1233</b>	<b>Pub Wks</b>	<b>Transportation Capital Impact Fee</b>										
1234	Pub Wks	Per Single Family Detached Unit	\$635.00	\$652.78	4	\$653.00	\$13.75	\$666.75	\$31.75			
1235	Pub Wks	Per Single Family Attached Unit	\$537.00	\$552.04	4	\$552.00	\$11.85	\$563.85	\$26.85			
1236	Pub Wks	Per Multi-Family Dwelling Unit	\$447.00	\$459.52	4	\$460.00	\$9.35	\$469.35	\$22.35			
<b>City Wide</b>												
1237	All Depts.	Research/Data (Not otherwise described)	1st hour free, each additional hour \$33.00 per hour	1st hour free, each additional hour \$34.00 per hour				1st hour free, each additional hour \$34.00 per hour				
<b>1238</b>	<b>All Depts.</b>	<b>Open Record Request Fees</b>										
1239	All Depts.	Standard Fee (Per hour)	1st hour free, each additional hour \$33.00 per hour	1st hour free, each additional hour \$34.00 per hour				1st hour free, each additional hour \$34.00 per hour				
1240	All Depts.	Extraction of e-mail data/device download	1st hour free, each additional hour \$33.00 per hour	1st hour free, each additional hour \$34.00 per hour				1st hour free, each additional hour \$34.00 per hour				
<b>1241</b>	<b>All Depts.</b>	<b>Contracted work</b>										
<b>1242</b>	<b>All Depts.</b>	<b>Copy Fees For Providing Public Records</b>										
1243	All Depts.	Copy - Standard Page	\$0.25	\$0.26	1	\$0.26	(\$0.01)	\$0.25	\$0.00		Keep at \$0.25.	
1244	All Depts.	Copy - Other Formats	Cost	Cost				Cost				
1245	All Depts.	Returned Check Fee	\$20.00	\$20.56	3	\$20.50		\$20.50	\$0.50			

## Capital Impact Fee Summary

Fee Name	Fee Year	Per single family detached unit	Per single family attached unit	Per multi-family dwelling unit	2021 Index	Fee Index*
Transportation Capital Impact Fee	2020 Fee	635.00	537.00	447.00	5.0%	CDOT - Colorado Construction Cost Index
	2021 Fee	666.75	563.83	469.35		
Police Capital Impact Fee	2020 Fee	972.42	711.84	702.30	5.8%	ENR - Denver Building Cost Index
	2021 Fee	1,028.82	753.13	743.03		
Fire Capital Impact Fee	2020 Fee	928.81	679.91	670.81	4.2%	Weighted average of the Denver-Boulder-Greeley (DBG) CPI-U and the Denver ENR Building Cost Index**
	2021 Fee	967.73	708.40	698.92		
Urban, Special Use, and Regional Parks Capital Impact Fee	2020 Fee	629.51	483.84	451.01	0.7%	ENR - Denver Construction Cost Index
	2021 Fee	957.67	712.63	689.83		
General Government Capital Impact Fee	2020 Fee	531.89	409.34	380.33	5.8%	ENR - Denver Building Cost Index
	2021 Fee	876.84	652.44	631.26		
Recreation Capital Impact Fee	2020 Fee	371.66	272.06	268.42	5.8%	ENR - Denver Building Cost Index
	2021 Fee	786.43	575.69	567.98		
Library Capital Impact Fee	2020 Fee	89.73	65.68	64.80	5.8%	ENR - Denver Building Cost Index
	2021 Fee	189.86	138.98	137.13		

\*All of these indices will be the change in the 12 month average for the most recently completed 24 month period

\*\*The weighted average of the fire index is meant to account for the cost of apparatus and equipment. Apparatus tend to follow the normal rate of inflation, which is best represented by the DBG CPI-U. Therefore, based on the cost allocation included in the Development Cost Study, the DBG CPI-U represents 41.9% of the Fire Capital Fee index, and the Denver ENR BCI represents 58.1% of the Fire Capital Fee index.

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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> CONSIDERATION OF A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO, APPROVING AN AGREEMENT BETWEEN THE CITY OF AURORA, SECOND CREEK RANCH METROPOLITAN DISTRICT, AND CLAYTON PROPERTIES GROUP II, INC. REGARDING PUBLIC IMPROVEMENT FUNDING
<b>Item Initiator:</b> Victor Rachael
<b>Staff Source:</b> Victor Rachael, Deputy Director Public Works Engineering
<b>Deputy City Manager Signature:</b> Jason Batchelor
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

Staff has been conducting meetings with a team of developers, and their attorneys to discuss possible alternatives for the financing of transportation infrastructure. Council approved an agreement to establish the South Aurora Regional Improvement Authority to address infrastructure considered regional/sub-regional serving a large area of the city. The discussions with this team have included alternatives for funding infrastructure, including local infrastructure necessary to serve individual developments.

Current city policy requires transportation improvements to be completed prior to issuance of Certificate of Occupancy for adjacent development. This is a reasonable approach in many situations, such as for a single lot commercial or smaller residential development. However, when applied to a large master planned residential or mixed-use project, it may cause an undue financial burden for the developer or metro district as the infrastructure is constructed in advance of actual need and taxpayers to support the costs.

There is agreement that the obligation for infrastructure should remain a requirement of adjacency. However, an acceptable alternative approach to address the concerns raised is to identify triggers within the Public Improvement Plan of the master planned development. The triggers can be based on specific traffic impacts as the development is built out and the identification of when the infrastructure is actually needed, not by adjacency alone. This would also take into account phasing of lanes for some of the larger roads that may not be required of a development until full build-out. In order to assure funds are available for construction of the necessary infrastructure when the triggers are met, it has been determined that there must

also be a financing plan documenting the reservation of funds for the individual improvements as part of the Public Improvement Plan approved by the city.

This same model was approved for the Adonea Residential development by the M&F Committee in August 2017 and City Council in December 2017.

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

The Green Valley Ranch East (GVRE) Infrastructure Funding Agreement utilizes the previously approved agreement for Adonea as the model. The GVRE project is located north of 38<sup>th</sup> Avenue and east of Picadilly, see vicinity map attached. Design plans were approved in late 2019 and construction began on this project in early 2020. Demand for residential units remains strong and construction continues to advance. Clayton Properties Group II, Inc. (formerly Oakwood Homes) has plans for additional phases/filings within this development that are currently under review by the city and Clayton expects to begin construction soon in those areas.

The agreement is between the City, the Second Creek Metro District and Clayton Properties Group. The agreement ensures that the appropriate funding will be available at the time the required public improvements will need to be constructed by establishing an impact fee to be collected by the metro district from the builder at the time of building permit for each lot. The calculation of the impact fee is based on cost estimates of the actual public improvement work to be completed within each segment divided by the number of lots. The monies collected will be deposited into an escrow account managed by the metro district, but available to the city if the developer/builder were to not perform in completing the public improvements as required.

Summary of salient points:

Section 2 & Attachment 2: Defines the scope of public improvement to be completed in each segment of work.

Section 3: Describes how cost estimates will be determined and establishes the impact fee, how it will be collected and the parameters of the escrow account.

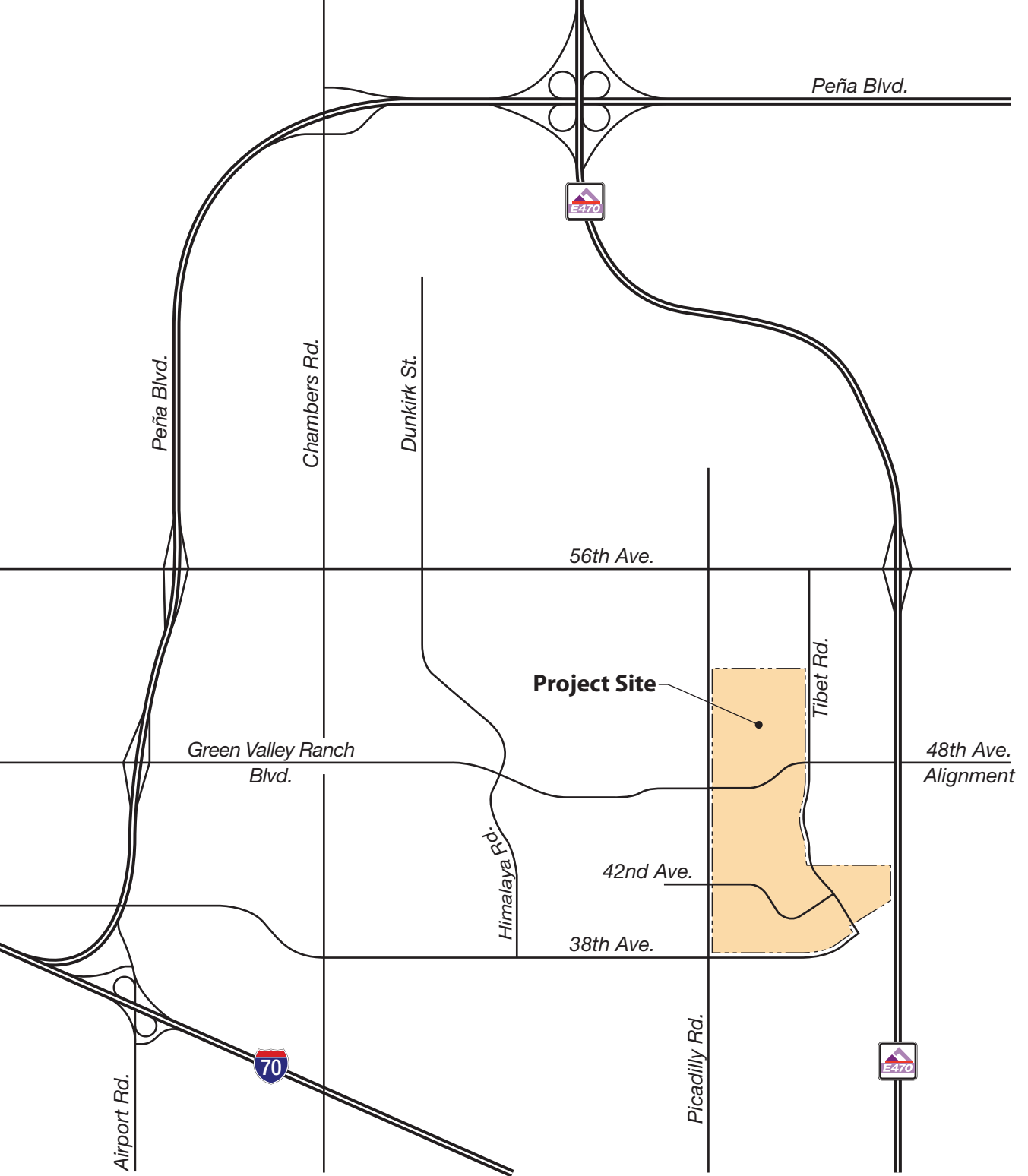
Section 4 & Attachment 2: Identifies the triggers for improvements that are based on number of building permits and when the particular infrastructure will be needed based on the level of build-out. It also describes how the escrow funds will be dispersed.

**QUESTIONS FOR Committee**

Does the Committee wish to forward the agreement to City Council Study Session with a recommendation for approval?

**EXHIBITS ATTACHED:**

- A - Site Location Map.pdf
- B - Public Funding Improvement Agreement 081220\_complete.pdf
- C - PIP Exhibits-OA-PIP-OA 20200808.pdf
- GVRE PIFA Resolution.pdf



## PUBLIC IMPROVEMENT FUNDING AGREEMENT

This **PUBLIC IMPROVEMENT FUNDING AGREEMENT** (this "**Agreement**"), dated \_\_\_\_\_, 2020, for reference purposes, is among SECOND CREEK RANCH METROPOLITAN DISTRICT, a quasi-municipal corporation and political subdivision of the State of Colorado ("**District**"), CLAYTON PROPERTIES GROUP II, INC., a Colorado corporation ("**Clayton**"), and the CITY OF AURORA, a home-rule municipal corporation of the State of Colorado ("**City**") (individually, a "**Party**," collectively, the "**Parties**").

### RECITALS:

This Agreement is made with respect to the following facts:

A. Clayton intends to develop certain real property in northeastern Aurora, Colorado, as a mixed use planned development that will include residential housing options, school, parks, and open space. The development consists of real property (the "**Property**") that is (1) located east of Picadilly Road, west E-470, north of 38<sup>th</sup> Avenue, and south of 52<sup>nd</sup> Avenue, (2) commonly known as the Green Valley Ranch East Amendment 1 Development, and (3) more particularly described on Attachment 1 to this Agreement. Among other public improvements and infrastructure, the development of the Property will require the design and construction of certain roadway improvements and associated public improvements (the "**Roadway Improvements**").

B. The development of the Property will occur in phases and the Roadway Improvements will be constructed in twenty-three segments (the "**Segments**") upon the occurrence of the triggering events (the "**Triggering Events**") set forth in Attachment 2 to this Agreement. As the times and in the manner set forth in this Agreement, Clayton will complete the Roadway Improvements in accordance with the detailed construction and design drawings, plans, and specifications (the "**Construction Drawings**") as Approved (as defined in Section 11.a below) by the City in connection with the Approval of the final plats and amendments to the framework development plan and contextual site plan for the Property.

C. The District has the authority to finance, acquire, and construct public improvements of the type similar to the Roadway Improvements set forth in Attachment 2 to this Agreement. In addition to the agreements concerning the timing and construction of the Roadway Improvements, the Parties have also agreed on the conditions and terms related to funding the construction of each Segment of the Roadway Improvements. The purpose of this Agreement is to set forth the agreement and understanding of the Parties regarding the construction and funding of the Roadway Improvements and the Triggering Events for the construction of the Roadway Improvements.

D. Clayton is the successor-in-interest to the Green Valley Development Agreement, by and among the City of Aurora and GVRE 470, LLC, Green Valley Aurora LLC, Green Valley East LLC, GVR King LLC, SJSA Investments, LLC and Terrance G. King, and HC Development & Management Services, Inc., executed November 24, 2008, and recorded March 6, 2009, as Reception No. 2009000016224, among the land records of Adams County, Colorado



## AGREEMENT:

In consideration of the conditions, covenants, and terms set forth in this Agreement and for other good and valuable consideration, the receipt and adequacy of which the Parties acknowledge, the Parties agree as follows:

1. Roadway Improvements. In accordance with, and subject to, the conditions and terms set forth in this Agreement, Clayton shall (a) fund the cost (the "**Cost of the Work**") of completing the Roadway Improvements and performing the work (the "**Work**") necessary to complete the Roadway Improvements and (b) except as set forth in Section 4.b below, shall be the Party (the "**Constructing Party**") responsible for constructing the Roadway Improvements and performing the Work.

2. Roadway Segments. Except as set forth in Section 4.b below, Clayton will construct the Roadway Improvements in the Segments, in the order, and upon the occurrence of the Triggering Events set forth in Attachment 2 unless agreed otherwise in writing by the Parties.

3. Funding Construction. The funding of the Cost of the Work shall be as follows:

a. Cost Estimates. As of the Effective Date (as defined in Section 11.e below), Clayton has prepared an initial cost estimate (the "**Initial Cost Estimate**") set forth in Attachment 3. As development progresses, Clayton shall prepare and submit Construction Drawings for the Segments to the City for review. Once the City has Approved Construction Drawings for a Segment, Clayton shall prepare and submit to the City for review and comment an estimate (the "**Cost Estimate**") of the Work necessary to complete each such Segment based upon bids prepared from the Construction Drawings and the City requirements, rules, and standards for the Work and the Roadway Improvements (collectively, the "**City Standards**") in effect as of the Effective Date, shall be submitted. During the Term (as defined in Section 9 below), Clayton shall update the Cost Estimate before commencing Work on a Segment as follows:

i. At least forty-five days before commencing Work on a Segment, the Constructing Party shall prepare and submit to the City and the District a proposed updated Cost Estimate (the "**Proposed Cost Estimate**") based upon (A) the Work remaining to be completed as of the date (the "**Submittal Date**") of submittal of the Proposed Cost Estimate to the City and the District (the "**Remaining Work**"), (B) the City Standards in effect as of the Submittal Date, and (C) updated bids from contractors based upon the Remaining Work.

ii. The City and the District shall have thirty business days (the "**Review Period**") after the Submittal Date in which to give Notice (as defined in Section 11.k below) to the other Parties either (A) approving the Proposed Cost Estimate for the Remaining Work, in which event the Proposed Cost Estimate will be the Cost Estimate until the Constructing Party submits, and the City and the District Approve, a new Proposed Cost Estimate in accordance with Section 3.a.i above or (B) objecting to a particular line item in the Proposed Cost Estimate, in which event the Parties will resolve such objection in the manner set forth in Section 3.a.iii below provided that if the City and/or the District do not respond to the Proposed Cost Estimate on or before the end of the Review Period, the Parties shall proceed as if the Party not responding had given a Notice approving the Proposed Cost Estimate and if neither Party responds, the Parties

shall proceed as if both Parties had given their approval of the Proposed Cost Estimate, in which the Proposed Cost Estimate will be the Cost Estimate until the Constructing Party submits, and the City and the District approve, a new Proposed Cost Estimate in accordance with Section 3.a.i above.

iii. If the City or the District objects to a particular line item in the Proposed Cost Estimate, the Parties shall meet and cooperate in good faith with each other in resolving such objection provided that (A) the City and District shall not unreasonably condition, delay, or withhold their approval of a Proposed Cost Estimate, (B) the City and the District shall be deemed reasonable in their objection to a Proposed Cost Estimate if it is based upon a commercially reasonable opinion that insufficient funds have been allocated to complete a line item, and (C) the then-current Cost Estimate will remain in effect until the Parties have agreed upon an updated Cost Estimate provided that if the Parties have not reached an agreement within thirty days of the date the objection was raised, the Parties will appoint a Third Party Engineer acceptable to all of the Parties to make a final determination as to the line items in dispute.

b. Construction Escrow Account; Impact Fees. To fund the Cost of the Work, the District will impose an impact fee ("**Impact Fee**") on builders ("**Builders**") constructing single-family residences in the Property in the amount set forth in Section 3.c below. Within ten days after applying for a building permit ("**Building Permit**") for the construction of a single-family residence on a lot (a "**Building Permit Lot**") in the Property, each Builder shall pay to the District an Impact Fee for such Building Permit Lot. The Parties hereby acknowledge that prior to the date of this Agreement, \_\_\_\_\_ Building Permits have been issued to Builders ("**Prior Building Permits**") and, as such, within ten days after the Effective Date all Impact Fees relating to such Prior Building Permits shall be paid in full to the District. The District will impose late fees and assess interest in accordance with its fee resolution in effect at such time if a Builder does not pay an Impact Fee paid within ten business days after applying for a Building Permit. Upon receipt of an Impact Fee, (i) the District shall deposit such Impact Fee into an interest-bearing, segregated escrow account (the "**Construction Escrow Account**") that it shall establish as a special fund of the District dedicated to the purposes of this Agreement, (ii) the Construction Escrow Account shall be with a financial institution, and upon conditions and terms, reasonably acceptable to the Parties, and (iii) following the deposit of Impact Fees in the Construction Escrow Account, the District shall thereafter hold such funds (the "**Escrow Funds**") in the Construction Escrow Accounts for the purposes and uses set forth in, and disburse it in accordance with, this Agreement.

The District will have the right to perform a monthly review of the number of Building Permits issued for new homes in the District to determine if Builders have paid to the District Impact Fees for each Building Permit Lot. Clayton on behalf of itself acknowledges and agrees that the Impact Fee shall create a statutory lien on the Property pursuant to Section 32-1-1001(1)(j)(I), C.R.S. The lien established by the District resolution adopting the Impact Fee shall not be released on a Building Permit Lot until a Builder has paid the Impact Fee for each such lot, and the District shall have the right to collect such Impact Fees and enforce the liens imposed for such Impact Fees in accordance with the regulations and rules of the District. The City agrees to cooperate with the District in verifying when the City has issued Building Permits for Building Permit Lots.

c. Amount of Impact Fees. As of the date of Approval by the City and the District of a Proposed Cost Estimate as a Cost Estimate in accordance with Section 3.a above, the Constructing Party will calculate, and the District will assess, the Impact Fees for the next succeeding year based upon the approved Cost Estimate by **dividing** the Cost Estimate for the Remaining Work for such year as determined pursuant to Section 3.a above and the District's estimated out-of-pocket costs as described in Section 5.d below **by** the number of single-family lots in the Property for which a Building Permit has not been issued based on the recorded plats for the Property and uncollected Impact Fees as of the beginning of such year provided that (i) if the Parties have not approved a Proposed Cost Estimate as a Cost Estimate as of the date a Constructing Party is prepared to commence Work as set forth in Section 3 above, the District will continue to assess Impact Fees based upon the then-current Cost Estimate until the dispute is resolved in accordance with Section 3.a.iii above and (ii) if final plats have not been recorded for the Property, then upon the plats submitted to the City for approval as of the date the Constructing Party submits a Proposed Cost Estimate. If an amendment to an approved plat is submitted, the amount of the Impact Fee will be adjusted based on the new lot count.

4. Construction of Roadway Improvements; Disbursement of Escrow Funds. As set forth in Section 3 above, the District will deposit Impact Fees upon receipt into the Construction Escrow Account, shall hold such Impact Fees in escrow, and release Escrow Funds to pay the Cost of the Work as follows:

a. Triggering Events. The Constructing Party shall commence construction of a Segment of the Work upon occurrence of a Triggering Event for such Segment. Once the Triggering Event has occurred for the final Segment, as set forth in Attachment 2, Clayton, or its successor in interest as Constructing Party, shall deposit Impact Fees into the Construction Escrow Account for all the remaining lots to be constructed on the Property. The Constructing Party shall construct traffic signals if determined necessary by the City, at the time of the associated roadway segment construction. The City shall construct traffic signals, if they are not constructed by the Constructing Party, when warranted in accordance with the *Manual on Uniform Traffic Control Devices*, latest edition.

b. Failure to Commence Construction. If a Triggering Event occurs and if Clayton, as Constructing Party, fails to commence construction on a Segment within a commercially reasonable period not to exceed ninety calendar days following the occurrence of a Triggering Event, then the City, the District, or Clayton's successor in interest shall have the right to give Notice to Clayton with respect to such Segment stating that, if Clayton does not begin Work on such Segment within thirty days of the giving of the Notice, then (i) the City shall have the right to withhold the issuance of additional Building Permits for the construction of residences in the Property until Work on such Segment has begun (ii) the right to withhold temporary certificate of occupancy (TCO) or certificate of occupancy (CO) on any unfinished residential units within the development until Work on such Segment has begun, (iii) the District shall have the right to withhold, and not disburse, Escrow Funds from the Construction Escrow Account until Work on such Segment has begun, and (iv) at their respective options, but without any obligation to do so, the City or the District shall have the right to (A) perform Work on such Segment, in which the City or the District, as the case may be, shall be a Constructing Party and entitled to disbursements from the Construction Escrow Account as set forth in Section 5 below provided that if the City or the District elect to be a Constructing Party pursuant to this clause (iii)(A), neither

the City nor the District shall be subject to the insurance and indemnification covenants set forth in Sections 7.a, 7.b, 8.c, and 8.d below or (B) require Clayton to assign its rights and obligations to complete all or part of such Segment to a Successor Constructing Party (as defined and provided in Section 4.c below), in which event such Successor Constructing Party shall have the duties, obligations, and rights set forth in Section 4.c below.

c. Reprioritization of Segments and Realignment of Trigger Events. In the event that traffic warrants, according to the City, require a Segment to be improved prior to the commencement of the Trigger Event pursuant to this Agreement, the reprioritization of Segments and realignment of Trigger Events may be amended in collaboration with Clayton and the District, and the City, shall prepare an Amendment to this Agreement whereby an updated Schedule of Segments and Trigger Events shall amend and replace Attachment 2 herein and an accompanying updated Cost Estimate shall amend and replace Attachment 3 (see Attachment 6 Sample Amendment).

d. Assignment by Clayton to Successor Constructing Party. As may be required pursuant to clause(iii) of Section 4.b above and subject to the requirements of this Section 4.c, Clayton shall have the right to assign its obligations as Constructing Party to construct all or part of the Roadway Improvements in a Segment (an "**Assigned Roadway Improvement**") to another Builder or developer (a "**Successor Constructing Party**") by an assignment in which (i) Clayton and the Successor Constructing Party identify the Assigned Roadway Improvement, (ii) the Successor Constructing Party assumes and agrees to perform, the Assigned Roadway Improvement, and (iii) Clayton and the Successor Constructing Party obtain the prior Approval of the City and the District, which Approval the City and the District shall not unreasonably condition, delay, or withhold. Upon such Approval by the City and District, Clayton shall be released of its obligations pursuant to this Agreement to complete the Assigned Roadway Improvement, the Successor Constructing Party shall complete the Assigned Roadway Improvement upon the occurrence of a Triggering Event in accordance with the conditions and terms of this Agreement, and upon compliance with the requirements of Section 5 below, the Successor Constructing Party shall have the right to receive reimbursements for the Cost of the Work of such Assigned Roadway Improvement on a *pari passu* basis with other Constructing Parties completing Work on the same Segment containing the Assigned Roadway Improvement.

5. Disbursement of Impact Fees. The District will disburse Escrow Funds held in escrow in the Construction Escrow Account to the Constructing Party to pay the Cost of the Work in accordance with the following procedures:

a. Disbursement Requests. No more frequently than monthly, a Constructing Party shall have the right to submit requests ("**Disbursement Requests**") for a disbursement of funds from the Construction Escrow Account for Work completed. Each Disbursement Request shall be signed by the Constructing Party, shall be in a form reasonably acceptable to the District, and shall include the following information: (i) the Segment of Work for which disbursement is requested (including a reasonably detailed description of the Work performed by the Constructing Party and the amount requested for disbursement), (ii) a certification from a third party engineer (the "**Third Party Engineer**") and substantially in the form of Attachment 4 (the "**Cost Certification**") indicating that the Work has been performed, and the Roadway Improvements constructed, substantially in accordance with the Construction Drawings and the City Standards,

(iii) a statement listing any Approvals required from the City and commercially reasonable efforts that the City has issued such Approvals for such Work, and (iv) the payees ("**Payees**") including (A) if the Constructing Party is the Payee, proof of payment by the Constructing Party to all subcontractors and suppliers performing services or providing supplies or (B) if the subcontractors and suppliers are the Payees, a list of such subcontractors and suppliers, the amount payable to each Payee, and a form of lien waiver that each Payee must present to the District as a condition to receiving payment. The Constructing Party shall hire the Third Party Engineer, shall include the cost of the services of the Third Party Engineer in the Cost of the Work, and shall include an estimate of the cost of the services of the Third Party Engineer in each Estimate and Proposed Cost Estimate.

b. Reliance by District. The District shall (i) rely exclusively upon the Disbursement Request (including relying on the pay request certification from the Third Party Engineer, the identification of the Payees, and the amounts due them) and (ii) be under no duty or obligation to determine whether the Work complies with the City Standards and/or the Construction Drawings, inspect the Work, verify the engineer's certification, or confirm the Payees or the amounts due the Payees.

c. Disbursement. The District shall disburse the amount of the Disbursement Request to the Constructing Party or the Payees, as the case may be, within twenty calendar days of receipt of the completed Disbursement Request complying with the requirements of Section 5.a provided that if the funds deposited in the Construction Escrow Account are insufficient to fund a Disbursement Request then (i) the Constructing Party shall fund the Cost of the Work until there are sufficient funds deposited in the Construction Escrow Account to fund Disbursement Requests and (ii) the District shall (A) be under no obligation to fund the amount of any deficiencies in the Construction Disbursement Account, (B) have no obligation to collect any deficiencies in the Construction Disbursement Account from Constructing Parties, and (C) not fund any portion of the Disbursement Request until either (1) a Constructing Party has deposited the amount of the deficiency with the District or (2) the District has received Impact Fees in an amount sufficient to pay any deficiencies in the Construction Disbursement Account. If there is a deficiency in the Construction Escrow Account, then the Constructing Party shall revise the Cost Estimates and calculate a new amount for the Impact Fee within a commercially reasonable time after determination of a deficiency in the Construction Escrow Account.

d. Costs of District. In addition to paying the Cost of the Work set forth above, the District shall have the right to receive reimbursements from the Construction Escrow Account for its actual, commercially reasonable, out-of-pocket costs and expenses incurred in administering the Construction Escrow Account, reviewing Disbursement Requests, and funding disbursements, which shall include legal, accounting, engineering, and similar administrative costs, expenses, and fees. The City reserves the right to inspect District records to verify amounts collected and retained by the District to reflect costs pursuant to this Section 5.d.

e. Reconciliation of Escrowed Funds. After the City grants final acceptance of all of the Roadway Improvements, the Constructing Party shall present evidence of the acceptance to the District, which will remit any amounts remaining in the Construction Escrow Account to Clayton after withdrawing amounts it has incurred to administer the collection and distribution of the Impact Fees as set forth in Section 5.d above.

6. Construction Obligations. As Constructing Party, and at its sole cost and expense but subject to reimbursement pursuant to Section 5 above, Clayton shall be solely responsible for the commencement, diligent prosecution of the Work, and completion of the Roadway Improvements in accordance with the City Standards and the Construction Drawings provided that (a) the City shall have the right to construct (or cause the construction) of the Roadway Improvements as Constructing Party if Clayton fails to do so, as set forth in Section 4.b above, and (b) Clayton may assign all or part of its duties and obligations under this Agreement with respect to Assigned Roadway Improvements to a Successor Constructing Party in accordance with Section 4.c above, in which event Clayton shall be released from its duties and obligations under this Agreement with respect to the Assigned Roadway Improvements and such Successor Constructing Party shall be responsible for the duties and obligations of the Constructing Party under this Agreement with respect to such Assigned Roadway Improvements. Clayton may assign its obligations under this Agreement only after providing the District with thirty days written notice.

7. Insurance.

a. Insurance Coverage. The Constructing Party, its contractors and subcontractors shall acquire and maintain, at their sole cost and expense, during the entire term of this Agreement, insurance coverage in the minimum amounts set forth in Attachment 4, attached hereto and incorporated in this Agreement by this reference. A waiver of subrogation and rights of recovery against the District, its directors, officers, employees and agents are required for each type of coverage provided. The Commercial General Liability and Comprehensive Automobile Liability Insurance policies will be endorsed to name the District as an additional insured. All coverage provided pursuant to this Agreement shall be written as primary policies, not contributing with and not supplemental to any coverage that the District may carry, and any insurance maintained by the District shall be considered excess. The District shall have the right to verify or confirm, at any time, all coverage, information or representations required by this Agreement.

b. Evidence of Insurance. Prior to commencing any Work under this Agreement, the Constructing Party shall provide the District with a certificate or certificates evidencing the policies required by this Agreement, as well as the amounts of coverage for the respective types of coverage. If the Constructing Party subcontracts any portion(s) of the Services, said subcontractor(s) shall be required to furnish certificates evidencing statutory workers' compensation insurance, comprehensive general liability insurance and automobile liability insurance in amounts satisfactory to the District and the Constructing Party. If the coverage required expires during the term of this Agreement, the Constructing Party or subcontractor shall provide replacement certificate(s) evidencing the continuation of the required policies.

c. Failure to Obtain Insurance. The Constructing Party's failure to purchase the required insurance shall not serve to release it from any obligations contained in the Agreement; nor shall the purchase of the required insurance serve to limit the Constructing Party's liability under any provision in the Agreement. The Constructing Party shall be responsible for the payment of any deductibles on issued policies.

8. Construction Escrow Account Instructions. The escrow established hereby is subject to the following:

a. Release of District. The Parties release the District from any damage, liability, or other claim resulting from the District performing its duties and obligations under this Agreement with respect to the Construction Escrow Account and the disbursement of Escrow Funds in accordance with the conditions and terms of this Agreement.

b. Indemnification of District for Escrow of Impact Fees. In consideration of the establishment of the Construction Escrow Account and the escrow established thereby and to the extent permitted by law, and without waiver of rights and protections provided by the Colorado Governmental Immunity Act, the Parties indemnify and hold the District harmless as to any liability incurred by the District by reason of its having accepted the escrow of the Impact Fees and the Escrow Funds provided that (i) the District complies with the terms and provisions of Agreement and (ii) the foregoing indemnification and agreement to hold the District harmless does not extend to, or include, any breach by the District of its duties and obligations.

c. Indemnification of District for Work Performed. The Constructing Party shall defend, indemnify and hold harmless the District and each of its directors, officers, contractors, employees, agents and consultants, from and against any and all claims, demands, losses, liabilities, actions, lawsuits, damages, and expenses, including reasonable legal expenses and attorneys' fees, by the degree or percentage of negligence or fault arising directly or indirectly, out of the errors or omissions, negligence, willful misconduct, or any criminal or tortious act or omission of the Constructing Party or any of its subcontractors, officers, agents or employees, in connection with this Agreement and/or the Constructing Party's performance of the Work pursuant to this Agreement. The Constructing Party is not obligated to indemnify the District for the District's own negligence. This indemnification obligation will not be limited in any way by any limitation on the amount or types of damages, compensation or benefits payable by or for the Constructing Party under worker's compensation acts, disability acts or other employee benefit acts.

d. Indemnification of District for Liens. The Constructing Party will at all times indemnify, defend and hold the District and its directors, officers, managers, agents and employees harmless against any liability for claims and liens for labor performed or materials used or furnished in the performance of the Work, including any costs and expenses incurred in the defense of such claims and liens, reasonable attorneys' fees and any damages to the District resulting from such claims or liens. After written demand by the District, the Constructing Party will immediately cause the effect of any suit or lien to be removed from the District's property. In the event the Constructing Party fails to do so, the District is authorized to use whatever means in its discretion it may deem appropriate to cause said lien or suit to be removed or dismissed, and the costs thereof, together with reasonable attorneys' fees, will be immediately due and payable by the Constructing Party or may, at the District's option, be offset against any sums due and payable to the Constructing Party pursuant to this Agreement. In the event a suit on such claim or lien is brought, the Constructing Party will, at the option of the District, defend said suit at its own cost and expense, with counsel satisfactory to the District and will pay and satisfy any such claim, lien, or judgment as may be established by the decision of the Court in such suit. The Constructing Party may litigate any such lien or suit, provided the Constructing Party causes the effect thereof to be removed promptly in advance from the District's property.

e. Indemnity Defense and Costs. This indemnity coverage shall also cover the District's defense costs in the event that the District, in its sole discretion, elects to provide its own defense. The District retains the right to disapprove counsel, if any, selected by the Constructing Party to fulfill the foregoing defense indemnity obligation, which right of disapproval shall not be unreasonably exercised. Insurance coverage requirements specified in the Agreement shall in no way lessen or limit the liability of the Constructing Party under the terms of this indemnification obligation. The Constructing Party shall obtain, at its own expense, any additional insurance that it deems necessary for the District's protection in the performance of this Agreement. This defense and indemnification obligation shall survive the expiration or termination of this Agreement.

f. No Obligation to Collect or Inspect. The District has no duty or obligation to (i) collect any deficiencies if the Escrow Funds are insufficient to pay the cost and expense of the Work, (ii) guarantee the performance of the Work), (iii) inspect the Roadway Improvements or the Work for completeness or compliance with City Standards and/or the Construction Drawings, it being the agreement and understanding of the Parties that the District shall rely solely upon the certifications of the Constructing Party and engineer set forth in the Disbursement Requests, and (iv) any Party or any person not a party to this Agreement for any default by a Constructing Party or defect in the Work performed by a Constructing Party.

g. Dispute; Interpleader. If at any time a dispute shall exist as to the duty of Escrow Agent under the terms hereof, Escrow Agent may deposit the Escrow Funds then in its hands with the Clerk of the District Court in and for Arapahoe County, Colorado, and may interplead the Parties hereto. Upon so depositing the Escrow Funds and filing its complaint in interpleader, Escrow Agent shall have no further duty or obligations as to the Escrow Funds so deposited. The Parties hereto, for themselves, their heirs, successors, representatives, and assigns, do hereby submit themselves to the jurisdiction of said court and do hereby appoint the clerk of said court as their agent for the service of all process in connection with the proceedings in this paragraph mentioned.

9. Term. The term ("**Term**") of this Agreement will begin on the Effective Date and automatically terminate, and the Parties will be released from any further obligations under this Agreement, upon the completion of the Roadway Improvements as evidenced by the City, or other appropriate entity with jurisdiction, issuing final acceptance for the Roadway Improvements. The Parties will consider the City to have finally accepted the Roadway Improvements at such time as the City, or other appropriate entity with jurisdiction, has accepted ownership and maintenance obligations for the Roadway Improvements, and there are no unperformed obligations under this Agreement. A termination pursuant to this Section 9 will be effective without the need for further action by any Party provided that upon the request of any Party, each Party will execute and deliver any instruments reasonably necessary or desirable to provide record evidence that the requesting Party has fully performed its obligations under this Agreement and/or that this Agreement has been terminated and such obligation shall survive the expiration of the Term of this Agreement.

10. Default; Binding Arbitration.

a. Default. Time is of the essence of this Agreement. A Party ("**Defaulting Party**") shall not be in default (a "**Default**") of its obligations under this Agreement unless the Party asserting a failure to pay or perform as a Default gives Notice of such failure to pay or



perform to the other Parties and the Defaulting Party does not pay or perform the obligation asserted as a Default within ten business days after the giving of such Notice provided that if the failure to perform is a nonmonetary obligation that cannot be cured within ten business days, then such longer period as may be commercially reasonable to cure such nonmonetary failure to perform. Upon the occurrence of a Default, the sole remedy of the non-defaulting Party shall be Arbitration (as defined and provided in Section 10.c below) and the limitation on damages shall be subject to the limitations on damages set forth in Section 10.d below.

b. Dispute. A dispute (a "**Dispute**") shall exist if the Parties are unable to resolve any dispute, matter, or other claim arising under this Agreement (including the existence of a Default, damages resulting from such Default, and the remedies available to the non-defaulting Party as a result of such Default). Notwithstanding the foregoing, the term *Dispute* shall not include disagreements regarding line items in Proposed Cost Estimates, which the Parties shall resolve by the determination of a Third Party Engineer as provided in Section 3.a.iii above.

c. Resolution of Disputes by Binding Arbitration. If a Dispute exists under this Agreement, then the sole remedy of the Parties with respect to such Dispute shall be to resolve it by mandatory and binding arbitration ("**Arbitration**") before the Judicial Arbitrator's Group, Inc. (or other mutually agreeable third party arbitrator located in the Denver Metropolitan area)(the "**Arbitrator**"). To begin an Arbitration, a Party shall file a Notice with the Arbitrator and with copies given to the other Parties in which the Party shall request resolution of the Dispute by Arbitration conducted by the Arbitrator in the Denver Metropolitan area. The rules of the Arbitrator in effect at the time of the giving of such Notice, the United States Arbitration Act (9 U.S.C. §§ 1-16), and the Colorado Revised Uniform Arbitration Act (C.R.S. §§ 13-22-201 through 13-22-230), as each is applicable, shall govern such Arbitration unless the Parties mutually agree otherwise in writing. The Party filing the Notice demanding Arbitration shall pay all filing fees and similar costs associated with the Arbitration provided that the Arbitrator shall award the costs and expenses of such Arbitration as such Arbitrator may determine. The Parties shall request that the arbitrator determine which Party is the substantially prevailing Party and award to such Party its reasonable attorneys' fees and costs as part of the arbitration award.

d. Limitation on Damages. In the event of a Default, a Party shall only receive its actual, out-of-pocket costs and expenses and in no event shall a Party be entitled to claim, receive, or recover consequential, exemplary, or punitive damages.

## 11. General Provisions.

a. Approvals. As used in this Agreement, any initially capitalized variant of the word *approve* or *approval* means (a) with respect to a Government Agency, that (i) a final, non-appealable approval has been given by such Government Agency and (ii) all time periods within which a party objecting to such action or matter can raise a legal challenge or request a referendum have expired without a challenge and (b) with respect to an action requiring the approval of, or consent to, an action by a Party or third person, such Party or person has given such approval or consent in writing and has conveyed such approval or consent by Notice to a Party or third person, as the case may be and the context may require.

b. Computation of Time. In the computation of time from a specified date to a later specified date, the word *from* means *from and including*, the words *to* and *until* each mean *to but excluding*, and the word *through* means *to and including*. Unless otherwise specified, all references in this Agreement to times of day shall be references to time in Aurora, Colorado (daylight or standard, as applicable). The term *business day* means any day other than a Saturday, a Sunday, or other nationally or City recognized holiday. If any date upon which performance of a covenant, provision, or term of this Agreement is to occur is a date other than a business day, then the Parties shall extend the date for such performance to the next succeeding business day.

c. Construction of Terms. The definitions of terms in this Agreement shall apply equally to the singular and plural forms of the terms defined. Whenever the context may require, any pronoun shall include the corresponding masculine, feminine, and neuter forms. The Parties shall construe, deem, and interpret (i) the words *include*, *includes*, and *including* as being followed by the phrase *without limitation*, (ii) the word *will* as having the same meaning and effect as the word *shall*, (iii) any definition of or reference to any agreement, instrument, or other document (including any organization document) as referring to such agreement, instrument, or other document as from time to time amended, supplemented, or otherwise modified, (iv) any reference in this Agreement to any person as including the assigns, representatives, and successors of such person and the term *person* meaning, as the context may require, a natural person or an association, corporation, government agency or body, limited liability company, partnership, trust, or other form of entity, (v) references in this Agreement to sections and attachments as referring to the sections of, and attachments to, this Agreement, (vi) references to any law as referring to all statutory and regulatory provisions amending, consolidating, interpreting, replacing, or supplementing such law and any reference to any law or regulation as referring to such law or regulation as amended, modified, or supplemented from time to time, and (vii) section headings in this Agreement as being for convenience of reference only and not affecting the interpretation of this Agreement

d. Counterparts; Electronic Copies. The Parties may execute this Agreement in multiple counterparts, each of which will be deemed an original, and all of which together will constitute one and the same instrument. The Parties shall accept an electronically generated or transmitted copy of (a) this Agreement or any other instrument containing the signature of a Party as an original of this Agreement or such instrument, duly executed and delivered by such Party, and (b) a Notice as an original of such Notice.

e. Effective Date. This Agreement shall be effective on the date (the "**Effective Date**") that all Parties have executed and delivered this Agreement. If one or more of the Parties executes this Agreement before all Parties have executed and delivered it, then this instrument shall be an offer by the Party or Parties first executing it to enter into an agreement upon the conditions and terms set forth in this instrument and shall not constitute a binding and enforceable obligation until all Parties have executed and delivered it.

f. Entire Agreement. This Agreement and the exhibits attached hereto constitute the entire agreement between the Parties with respect to the Roadway Improvements, and supersede any prior written or oral proposals or agreements regarding the Roadway Improvements. This Agreement and the exhibits attached hereto may be modified, amended or

otherwise altered only by mutual agreement in writing signed by all the Parties or their successors or assigns.

g. Further Assurances. Each Party will execute and deliver to the other all such other further instruments and documents as may be reasonably necessary to carry out this Agreement in order to provide and secure to the other Parties the full and complete enjoyment of its rights and privileges under this Agreement.

h. Governing Law. The laws of the State of Colorado shall control the construction, enforcement, and interpretation of this Agreement.

i. Governmental Immunity. Nothing in this Agreement shall be construed to waive, limit, or otherwise modify, in whole or in part, any governmental immunity that may be available by law to the District or the City, their respective officials, employees, contractors, or agents, or any other person acting on behalf of the District or the City and, in particular, governmental immunity afforded or available to the District and the City pursuant to the Colorado Governmental Immunity Act, §§ 24-10-101, et seq., C.R.S.

j. Not a Debt. This Agreement shall not constitute a debt of the District as its funding obligations are solely dependent upon the collection from third parties of Impact Fees as described in this Agreement and the passing through of those Impact Fees to the Constructing Party for services rendered as described in this Agreement, or to the City in the event it acts instead of the Constructing Party as described in this Agreement.

k. Notices. All approvals, consents, directions, notices, requests, or other communication required or permitted under this Agreement (collectively, "Notices") must be in writing, and must be personally delivered, sent by overnight mail, sent by registered or certified mail, postage prepaid, return receipt requested, or sent by email. The Parties shall deem Notices given and received upon the earlier of (i) if personally delivered, the date of delivery to the address of the person to receive such Notice, (ii) if sent by overnight mail, the business day following its deposit in such overnight mail facility, (iii) if mailed, four business days after the date of posting by the United States post office, or (iv) if given by email, the next business day after the day when sent.

If to the District:                      Second Creek Ranch Metropolitan District  
4908 Tower Road  
Denver, Colorado 80249  
Attention:      Brandon Wyszynski  
Email:            [BWyszynski@OakwoodHomesCo.com](mailto:BWyszynski@OakwoodHomesCo.com)

With a mandatory copy to:      Icenogle Seaver Pogue, P.C  
4725 South Monaco Street, Suite 360  
Denver, Colorado 80237  
Attention:      Jennifer L. Ivey, Esq.  
Email:            [jivey@isp-law.com](mailto:jivey@isp-law.com)

If to Clayton: Clayton Properties Group II, Inc.  
4908 Tower Road  
Denver, Colorado 80249  
Attention: Bruce Rau  
Email: [BRau@OakwoodHomesCo.com](mailto:BRau@OakwoodHomesCo.com)

With a mandatory copy to: Spencer Fane LLP  
370 17th Street, Suite 4800  
Denver, Colorado 80202-5698  
Attention: Charles P. Leder, Esq.  
Email: [CLeder@spencerfane.com](mailto:CLeder@spencerfane.com)

If to the City: City of Aurora, Colorado  
15151 Alameda Parkway  
Attention: Victor Rachael, Deputy Director, Public Works  
Email: [Vrachael@auroragov.org](mailto:Vrachael@auroragov.org)

With a mandatory copy to: City of Aurora, Colorado  
15151 Alameda Parkway, Ste. 5300  
Attention: Brian Rulla, Assistant City Attorney  
Email: [brulla@arouragov.org](mailto:brulla@arouragov.org)

Notice of change of address must be given by Notice in the manner detailed in this Section 11.k. The Parties shall deem a Notice given if a Party refuses to accept a Notice or if a Party acquires acknowledge of the substance of a Notice if the Party giving such Notice substantially complies with the requirements of this Section 11.k.

1. Recitals and Exhibits. All recitals and exhibits contained or referred to in this Agreement are incorporated in this Agreement by this reference and made substantive terms of this Agreement.

m. Relationship of the Parties. This Agreement will not be construed or interpreted as (i) creating a joint venture, partnership, or other similar relationship between the Parties, (ii) obligating any Party to perform any of the obligations of another Party, (iii) entitling any person not a party to this Agreement to any of the benefits of this Agreement, or (iv) creating, establishing, or imposing a fiduciary duty owed by any Party to another Party or in any way creating a fiduciary relationship between the Parties.

n. Severability. If an arbiter or court enters an order declaring any provision of this Agreement to be illegal or otherwise null and void, the remaining provisions of this Agreement will remain in full force and effect; provided, however, that the remaining provisions of this Agreement will be reformed to the extent necessary to assure that no Party to this Agreement is deprived of the substantial benefit of the bargain, and to assure that enforcement of this Agreement will not produce an unjust or inequitable result for any Party to this Agreement under the facts and circumstances then pertaining

o. Waiver of Jury Trial. Each of the Parties expressly (a) waives the right of a trial by jury of any Dispute arising under, or related to, this Agreement and (b) agrees that the Parties shall resolve all Disputes by mandatory and binding arbitration as provided in Section 10 above.

**[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]**

The Parties have executed this Agreement as of the dates set forth below.

SECOND CREEK RANCH METROPOLITAN DISTRICT, a quasi-municipal corporation and political subdivision of the State of Colorado

\_\_\_\_\_  
Officer

ATTEST:

\_\_\_\_\_

STATE OF \_\_\_\_\_ )  
COUNTY OF \_\_\_\_\_ ) ss:

The foregoing instrument was acknowledged before me this \_\_\_\_ day of \_\_\_\_\_, 2020,  
by \_\_\_\_\_, as \_\_\_\_\_ of \_\_\_\_\_,  
a \_\_\_\_\_.

Witness my hand and official seal.

My commission expires: \_\_\_\_\_.

\_\_\_\_\_  
Notary Public

CLAYTON PROPERTIES GROUP II, INC.,  
a Colorado corporation

By: \_\_\_\_\_

STATE OF COLORADO            )  
  ) ss:  
CITY & COUNTY OF DENVER    )

The foregoing instrument was acknowledged before me this \_\_\_\_\_ day of \_\_\_\_\_, 2020,  
by \_\_\_\_\_ of Clayton Properties Group II, Inc., a Colorado  
corporation.

Witness my hand and official seal.

My commission expires:

\_\_\_\_\_  
Notary Public





**ATTACHMENT 1**  
(Description of Property)

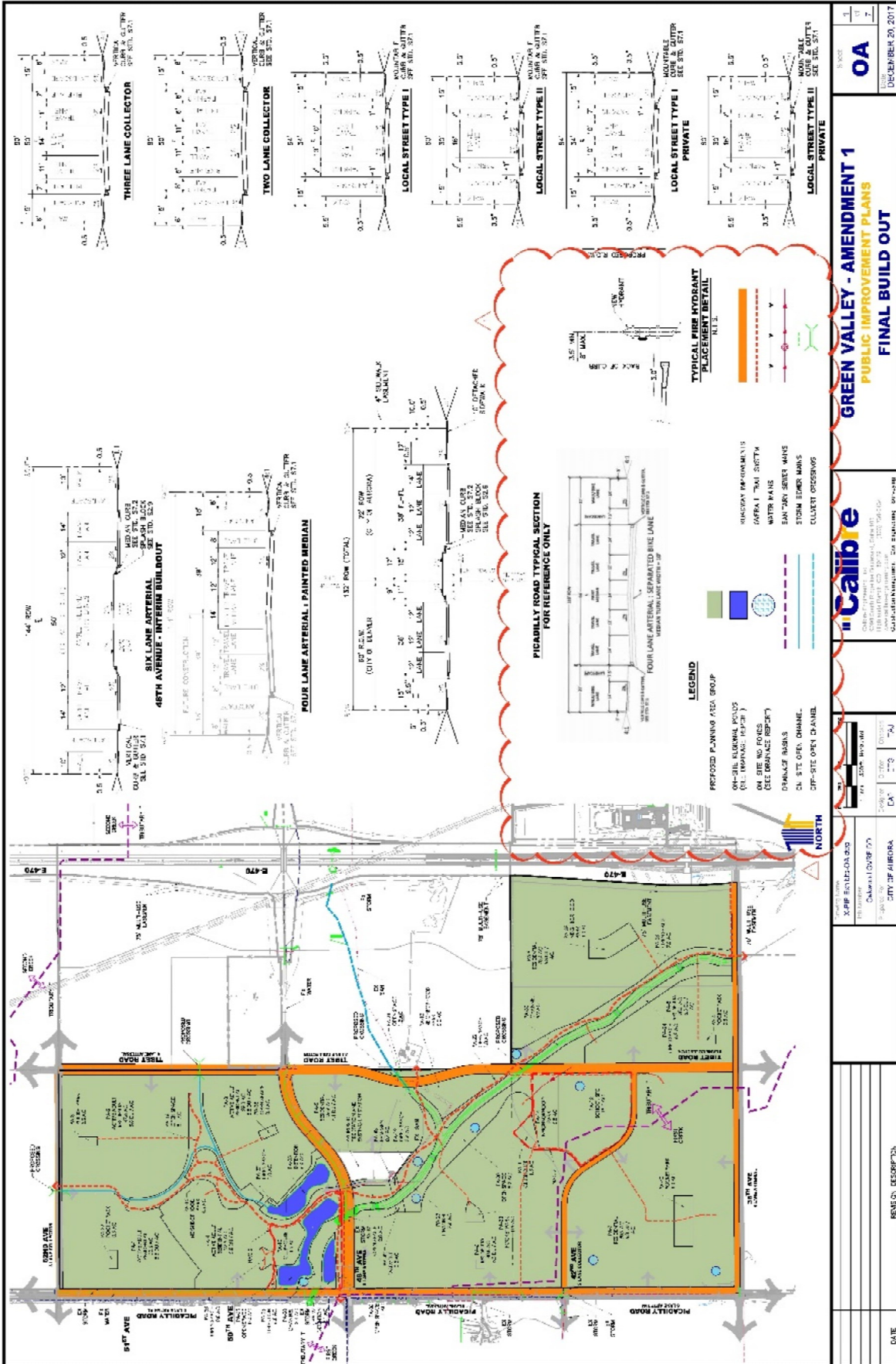
The following described real property located in the City of Aurora, County of Adams, State of Colorado:

Refer to Legal Description of the property as described in the recorded FDP Amendment No 1 with reception #20190000012482.

**ATTACHMENT 2**  
(Segments, Descriptions, and Trigger Events)

	<b>Segment</b>	<b>Description and Location of Roadway Improvement</b>	<b>Trigger Event</b>
1	Segment A	Traffic Signal (48 <sup>th</sup> Ave and Rome St) Filing 1	Prior to issuance of 1 <sup>st</sup> CO in Filing 1
2	Segment B	Traffic Signal (48 <sup>th</sup> Ave and Picadilly Rd) Filing 1	Prior to issuance of 1 <sup>st</sup> CO in Filing 1
3	Segment C	Traffic Signal (48 <sup>th</sup> Ave and Picadilly Rd) Filing 2	Paid in April 2020
4	Segment D	Traffic Signal (48 <sup>th</sup> Ave and Rome St) Filing 2	Paid in April 2020
5	Segment E	Tibet Rd (Trib T to 38th Ave)	Collection of 277 <sup>th</sup> Impact Fee
6	Segment F	Traffic Signal (42 <sup>nd</sup> Ave and Picadilly Rd)	Collection of 302 <sup>nd</sup> Impact Fee
7	Segment G	Interim Section of 48th Ave (Rome St to Tibet Rd)	Collection of 522 <sup>nd</sup> Impact Fee
8	Segment H	West Half of Tibet Rd (North Boundary of PA-3 to Tib T Crossing)	Collection of 653 <sup>rd</sup> Impact Fee
9	Segment I	Traffic Signal (48 <sup>th</sup> Ave and Tibet Rd)	Collection of 678 <sup>th</sup> Impact Fee
10	Segment J	North Half of 38th Ave (Picadilly Rd to Tibet Rd)	Collection of 855 <sup>th</sup> Impact Fee
11	Segment K	Traffic Signal (38 <sup>th</sup> Ave and Picadilly Rd)	Collection of 868 <sup>th</sup> Impact Fee
12	Segment L	Traffic Signal (38 <sup>th</sup> Ave and Tibet Rd)	Collection of 893 <sup>rd</sup> Impact Fee
13	Segment M	South Half of 52nd Ave (West Boundary of PA-2 to Tibet Rd)	Collection of 956 <sup>th</sup> Impact Fee
14	Segment N	West Half of Tibet Rd (52nd Ave to South Boundary of PA-3)	Collection of 1,137 <sup>rd</sup> Impact Fee
15	Segment O	Traffic Signal (52 <sup>nd</sup> Ave and Tibet Rd)	Collection of 1,150 <sup>th</sup> Impact Fee
16	Segment P	East Half of Picadilly Rd (42nd Ave to 38th Ave)	Collection of 1,324 <sup>th</sup> Impact Fee
17	Segment Q	East Half of Picadilly Rd (48th Ave to 42nd Ave)	Collection of 1,539 <sup>th</sup> Impact Fee
18	Segment R	East Half of Picadilly Rd (52nd Ave to 48th Ave)	Collection of 1,825 <sup>th</sup> Impact Fee

19	Segment S	North Half of 38th Ave (Tibet Rd to E-470)	Collection of 1,966 <sup>th</sup> Impact Fee
20	Segment T	Traffic Signal (38 <sup>th</sup> Ave and E470)	Collection of 1,979 <sup>th</sup> Impact Fee
21	Segment U	South Half of 52nd Ave (Picadilly Rd to East Boundary of PA-1)	Collection of 1,995 <sup>th</sup> Impact Fee (which represents 90% of total permits)
22	Segment V	Traffic Signal (52nd Ave and Picadilly Rd)	Collection of 1,995 <sup>th</sup> Impact Fee (which represents 90% of total permits)
23	Segment W	Final Buildout of 48 <sup>th</sup> Ave (2 of 6 lanes; Picadilly Rd to Tibet Rd)	Collection of 1,995 <sup>th</sup> Impact Fee (which represents 90% of total permits)



<p><b>Caibie</b>                  CIVIL ENGINEERING, INC.                  1100 W. 10TH AVENUE, SUITE 100                  DENVER, CO 80202                  PHONE: (303) 733-1100                  FAX: (303) 733-1101                  WWW.CAIBIE.COM</p>		<p>PROJECT: GREEN VALLEY - AMENDMENT 1                  SHEET: 01 OF 02                  DATE: 12/15/2017</p>						
<p>DESIGNED BY: [Name]                  CHECKED BY: [Name]                  APPROVED BY: [Name]</p>		<p>SCALE: 1" = 40'</p>						
<p>PROJECT LOCATION: [Address]                  CITY: AIRBORNE, CO</p>		<p>DATE: 12/15/2017</p>						
<p>REVISIONS:</p> <table border="1"> <thead> <tr> <th>NO.</th> <th>DESCRIPTION</th> <th>DATE</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>		NO.	DESCRIPTION	DATE				<p>PROJECT: GREEN VALLEY - AMENDMENT 1                  SHEET: 01 OF 02                  DATE: 12/15/2017</p>
NO.	DESCRIPTION	DATE						

**GREEN VALLEY - AMENDMENT 1**  
**PUBLIC IMPROVEMENT PLANS**  
**FINAL BUILD OUT**

DATE: 12/15/2017

SCALE: 1" = 40'

PROJECT: GREEN VALLEY - AMENDMENT 1  
 SHEET: 01 OF 02  
 DATE: 12/15/2017

## ATTACHMENT 3 (Initial Cost Estimate)

GVRE PIFA (Public Improvement Funding Agreement)  
Offsite Roadway Development Costs

2,703

DATE: 8/12/20	Group	Activity	Classification	% of Full	Road Section	Unit (LF)	Unit Cost (Full Width) <sup>1</sup>	Unit Cost (Respons. Portion)	Development Costs		Trigger Event <sup>2</sup>
									Total	Per Lot	
		<b>Roadways</b>								<b>2,217</b>	
	1 Segment A	<sup>1</sup> Traffic Signal (48th Ave and Rome St) Filing 1		50%		1 Unit	\$ 404,000	\$ 202,000	\$202,000	\$91	25
	2 Segment B	<sup>2</sup> Traffic Signal (48th Ave and Picadilly Rd) Filing 1		25%		1 Unit	\$ 404,000	\$ 101,000	\$101,000	\$46	38
	3 Segment C	<sup>3</sup> Traffic Signal (48th Ave and Picadilly Rd) Filing 2		25%		1 Unit	\$ 404,000	\$ 101,000	\$101,000	\$46	51
	4 Segment D	<sup>4</sup> Traffic Signal (48th Ave and Rome St) Filing 2		25%		1 Unit	\$ 404,000	\$ 101,000	\$101,000	\$46	64
	5 Segment E	Tibet Rd (Trib T to 38th Ave)	3-Lane Collector	100%	Full Width	2,386 LF	\$ 739	\$ 739	\$1,703,254	\$795	277
	6 Segment F	<sup>5</sup> Traffic Signal (42nd Ave and Picadilly Rd)		50%		1 Unit	\$ 404,000	\$ 202,000	\$202,000	\$91	302
	7 Segment G	Interim Section of 48th Ave (Rome St to Tibet Rd)	5-Lane Arterial	67%	Outer 4 Lanes	1,846 LF	\$ 1,405	\$ 937	\$1,823,402	\$822	522
	8 Segment H	West Half of Tibet Rd (North Boundary of PA-3 to Tib T Crossing)	3-Lane Collector	50%	West Half	2,890 LF	\$ 739	\$ 370	\$1,062,835	\$488	663
	9 Segment I	<sup>6</sup> Traffic Signal (48th Ave and Tibet Rd)		50%		1 Unit	\$ 404,000	\$ 202,000	\$202,000	\$91	678
	10 Segment J	North Half of 38th Ave (Picadilly Rd to Tibet Rd)	4-Lane Arterial	50%	North Half	2,540 LF	\$ 1,111	\$ 556	\$1,486,520	\$661	855
	11 Segment K	<sup>7</sup> Traffic Signal (38th Ave and Picadilly Rd)		25%		1 Unit	\$ 404,000	\$ 101,000	\$101,000	\$46	888
	12 Segment L	<sup>8</sup> Traffic Signal (38th Ave and Tibet Rd)		50%		1 Unit	\$ 404,000	\$ 202,000	\$202,000	\$91	893
	13 Segment M	South Half of 52nd Ave (West Boundary of PA-2 to Tibet Rd)	3-Lane Collector	50%	South Half	1,415 LF	\$ 739	\$ 370	\$522,843	\$235	956
	14 Segment N	West Half of Tibet Rd (52nd Ave to South Boundary of PA-3)	4-Lane Arterial	50%	West Half	2,703 LF	\$ 1,111	\$ 566	\$1,501,517	\$677	1,137
	15 Segment O	<sup>9</sup> Traffic Signal (52nd Ave and Tibet Rd)		25%		1 Unit	\$ 404,000	\$ 101,000	\$101,000	\$46	1,150
	16 Segment P	East Half of Picadilly Rd (42nd Ave to 38th Ave)	6-Lane Arterial	50%	East Half	2,052 LF	\$ 1,405	\$ 703	\$1,442,555	\$651	1,324
	17 Segment Q	East Half of Picadilly Rd (48th Ave to 42nd Ave)	6-Lane Arterial	50%	East Half	2,531 LF	\$ 1,405	\$ 703	\$1,778,660	\$802	1,539
	18 Segment R	East Half of Picadilly Rd (52nd Ave to 48th Ave)	6-Lane Arterial	50%	East Half	3,378 LF	\$ 1,405	\$ 703	\$2,373,890	\$1,071	1,825
	19 Segment S	North Half of 38th Ave (Tibet to E-470)	4-Lane Arterial	50%	North Half	2,100 LF	\$ 1,111	\$ 566	\$1,168,550	\$526	1,986
	20 Segment T	<sup>10</sup> Traffic Signal (38th Ave and E470)		25%		1 Unit	\$ 404,000	\$ 101,000	\$101,000	\$46	1,979
	21 Segment U	South Half of 52nd Ave (Picadilly Rd to East Boundary of PA-1)	3-Lane Collector	50%	South Half	1,197 LF	\$ 739	\$ 370	\$442,292	\$200	1,995
	22 Segment V	<sup>11</sup> Traffic Signal (52nd Ave and Picadilly Rd)		25%		1 Unit	\$ 404,000	\$ 101,000	\$101,000	\$46	1,995
	23 Segment W	Final Buildout of 48th Ave (2 of 6 lanes: Picadilly Rd to Tibet Rd)	6-Lane Arterial	33%	Inner 2 Lanes	3,251 LF	\$ 1,405	\$ 469	\$1,523,635	\$687	1,995
		<b>SubTotal</b>				<b>28,540</b>			<b>\$18,402,753</b>	<b>\$8,301</b>	

Notes:

<sup>1</sup>Oakwood cost estimate includes unit costs, sidewalk, ROW landscaping, 20% contingency

<sup>2</sup>Trigger Event occurs at the collection of number of building permits. Segment U, V & W is triggered at 90% of the total number of permits, or at the 1,995th permit.

<sup>3</sup>Traffic Signals subject to Oakwood's development agreement.

The Description of Segments in this Agreement (PIFA) supersedes the Description of Segments shown in the Public Improvement Plan (PIP).

In the event that Traffic Warrants, according to the City of Aurora code, require an Offsite PIFA Activity earlier than the Trigger Event, then the Activity shall commence earlier than initially contemplated.

**ATTACHMENT 4**  
(Form of Cost Certificate)

**ENGINEER'S CERTIFICATION**

I, \_\_\_\_\_, hereby state as follows:

1. I am an engineer duly qualified to issue a professional opinion regarding the costs of the public improvements described in Attachment A attached hereto (the “**Public Roadway Improvements**”), which have been **constructed** and are proposed to be reimbursed by the [NAME OF DISTRICT] (the “**District**”) pursuant to that certain Public Roadway Improvement Funding Agreement by and among the District, the City of Aurora (“**City**”), and \_\_\_\_\_, dated as of \_\_\_\_\_, 2020 (the “**Agreement**”).

2. I have inspected or otherwise examined the Public Roadway Improvements for compliance with applicable design and construction standards, and have reviewed all supporting invoices and other materials.

3. I found that the Public Roadway Improvements were constructed in accordance with the City’s requirements and substantially in accordance with their design and are fit for their intended purpose.

4. I found the total amount of costs set forth in Attachment A to be associated with the Public Infrastructure, and to be reasonable and consistent with costs of similar Public Infrastructure constructed for similar purposes.

5. I have inspected and otherwise examined the receipts, invoices and/or other evidence of costs of the public improvements for verification of such costs and have verified payment of \$ \_\_\_\_\_ of district eligible costs as more specifically described in Attachment B.

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Colorado Professional Engineer License Number and Expiration Date \_\_\_\_\_

**ATTACHMENT A  
TO ENGINEER'S CERTIFICATION  
(Public Infrastructure)**

**ATTACHMENT B**  
**TO ENGINEER'S CERTIFICATION**  
(Cost Verification)



**ATTACHMENT 5**  
(Insurance Requirements)

General Liability	\$1,000,000 per Occurrence \$2,000,000 General Aggregate \$1,000,000 Personal & Advertising Injury \$2,000,000 Products Completed Operations \$ 100,000 Damage to Rented Premises \$ 5,000 Medical Payments
Auto Liability	\$1,000,000 Combined Single Limit- to include liability for all owned, non-owned and hired autos
Workers Compensation	Statutory Limits
Contractor's Pollution Liability	\$1,000,000 to \$5,000,000
Excess Liability Insurance	\$2,000,000 per Occurrence \$2,000,000 Aggregate

**ATTACHMENT 6**  
(Sample Amendment)

**AMENDMENT TO THE PUBLIC IMPROVEMENT FUNDING AGREEMENT,  
ATTACHMENT 2 & 3**

This AMENDMENT TO THE PUBLIC IMPROVEMENT FUNDING AGREEMENT (this “**Amendment**”), is made and entered into as of \_\_\_\_\_, 2020 (the “**Effective Date**”), between SECOND CREEK RANCH METROPOLITAN DISTRICT, a quasi-municipal corporation and political subdivision of the State of Colorado (“**District**”), CLAYTON PROPERTIES GROUP II, INC., a Colorado corporation (“**Clayton**”), and the CITY OF AURORA, a home-rule municipal corporation of the State of Colorado (“**City**”) (individually, a “**Party**,” collectively, the “**Parties**”).

**RECITALS**

A. The District, Clayton, and City are parties to a Public Improvement Funding Agreement dated \_\_\_\_\_ (the “**Public Improvement Funding Agreement**”), with respect to certain Roadway Improvements located in the City of Aurora, County of Adams, State of Colorado, as more particularly described in the Public Improvement Funding Agreement. Unless otherwise indicated, all capitalized terms used herein shall have the meanings assigned to them in the Public Improvement Funding Agreement.

B. The Parties desire to amend the Public Improvement Funding Agreement as set forth in this Amendment.

**AGREEMENT**

In consideration of the foregoing Recitals, and for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree that the Public Improvement Funding Agreement, is amended as set forth below:

1. Attachment 2 to the Public Improvement Funding Agreement is amended as set forth below:

(Segments, Descriptions, and Trigger Events)

	<b>Segment</b>	<b>Description and Location of Roadway Improvement</b>	<b>Trigger Event</b>
1			
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2. Attachment 3 to the Public Funding Improvement Agreement is amended as set forth below:

GVRE PIFA (Public Improvement Funding Agreement) Reprioritization  
 Offsite Roadway Development Costs

DATE:	Group	Activity	Classification	% of Full	Road Section	Unit (LF)	Unit Cost (Full Width) <sup>1</sup>	Unit Cost (Respons. Portion)	Development Costs		Trigger Event <sup>2</sup>
									Total	Per Lot	
	1	Segment A		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	2	Segment B		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	3	Segment C		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	4	Segment D		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	5	Segment E		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	6	Segment F		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	7	Segment G		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	8	Segment H		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	9	Segment I		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	10	Segment J		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	11	Segment K		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	12	Segment L		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	13	Segment M		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	14	Segment N		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	15	Segment O		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	16	Segment P		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	17	Segment Q		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	18	Segment R		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	19	Segment S		0%		Unit	\$ -	\$ -	\$0	\$0	#DNV/01
	20	Segment T		0%		LF	\$ -	\$ -	\$0	\$0	#DNV/01
	21	Segment U		0%		Unit	\$ -	\$ -	\$0	\$0	*1,995
	22	Segment V		0%		LF	\$ -	\$ -	\$0	\$0	*1,995
	23	Segment W		0%		Unit	\$ -	\$ -	\$0	\$0	*1,995
			<b>SubTotal</b>						\$0	\$0	
			<b>Subtotal Development Costs</b>						\$0	\$0	

3. Except as expressly modified by this Amendment, all other provisions of the Public Funding Improvement Agreement shall remain in full force and effect

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CLAYTON PROPERTIES GROUP II, INC.,  
a Colorado corporation

By: \_\_\_\_\_

STATE OF COLORADO            )  
  ) ss:  
CITY & COUNTY OF DENVER    )

The foregoing instrument was acknowledged before me this \_\_\_\_\_ day of \_\_\_\_\_, 2020,  
by \_\_\_\_\_ of Clayton Properties Group II, Inc., a Colorado  
corporation.

Witness my hand and official seal.

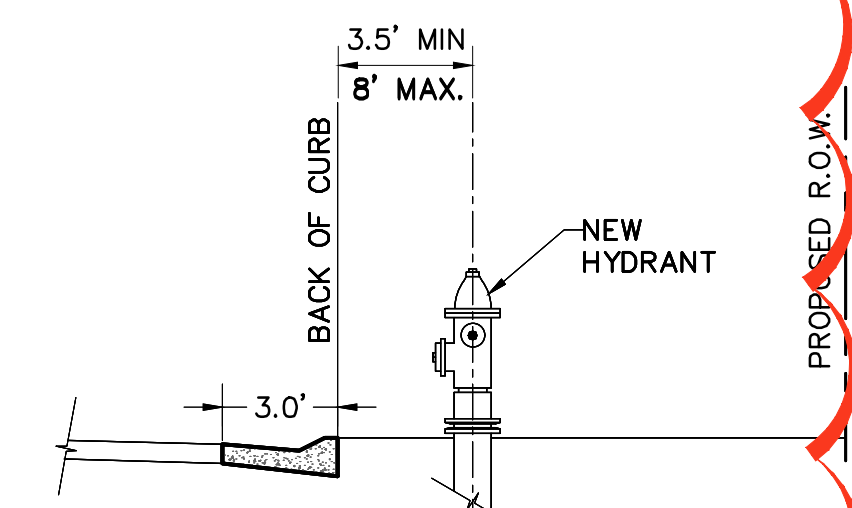
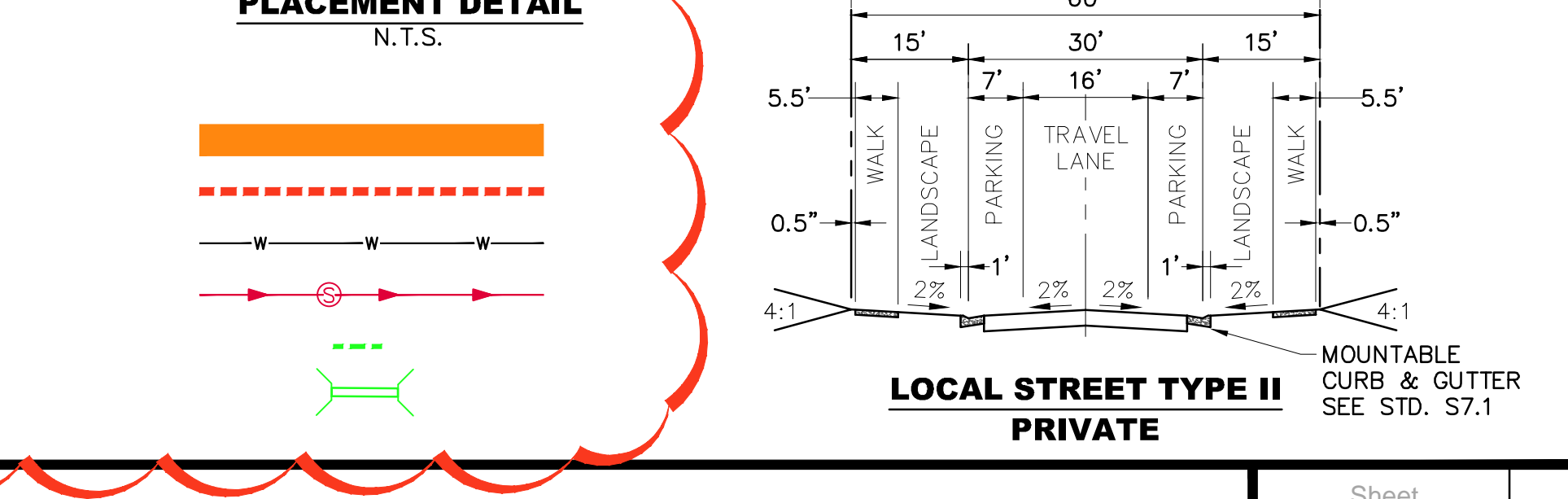
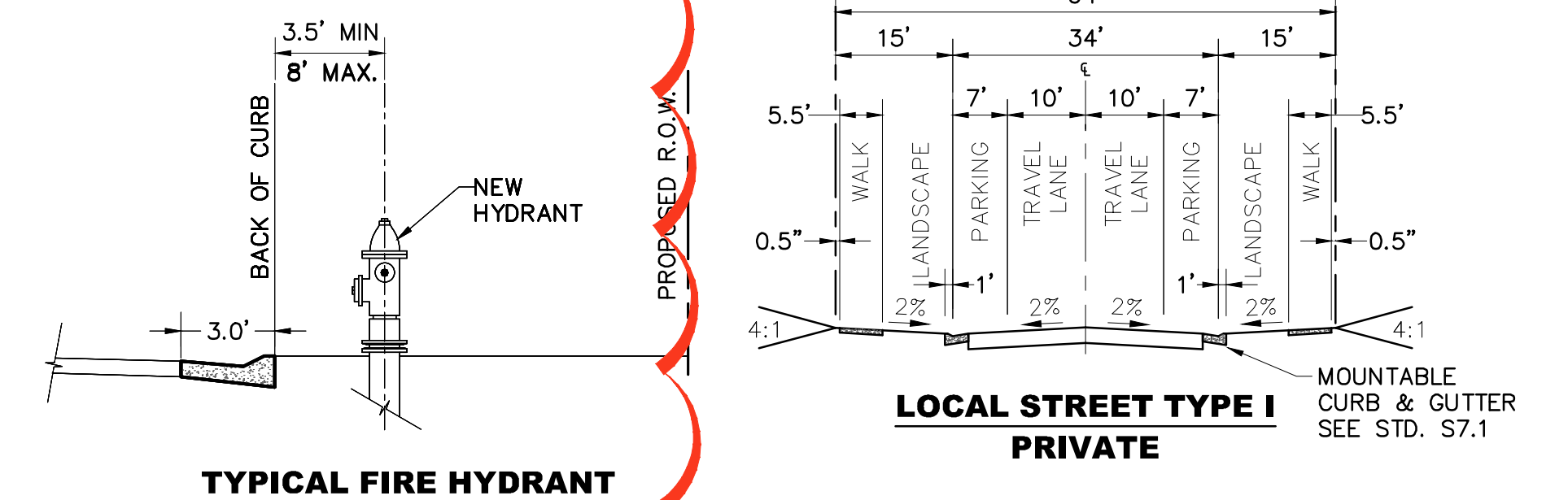
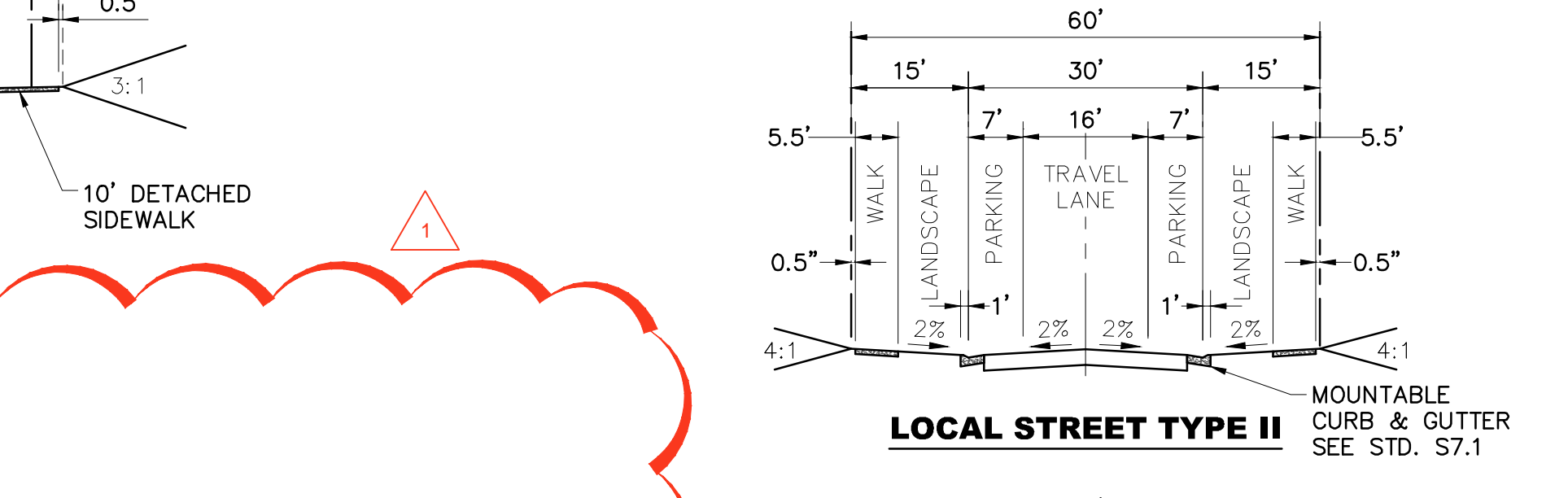
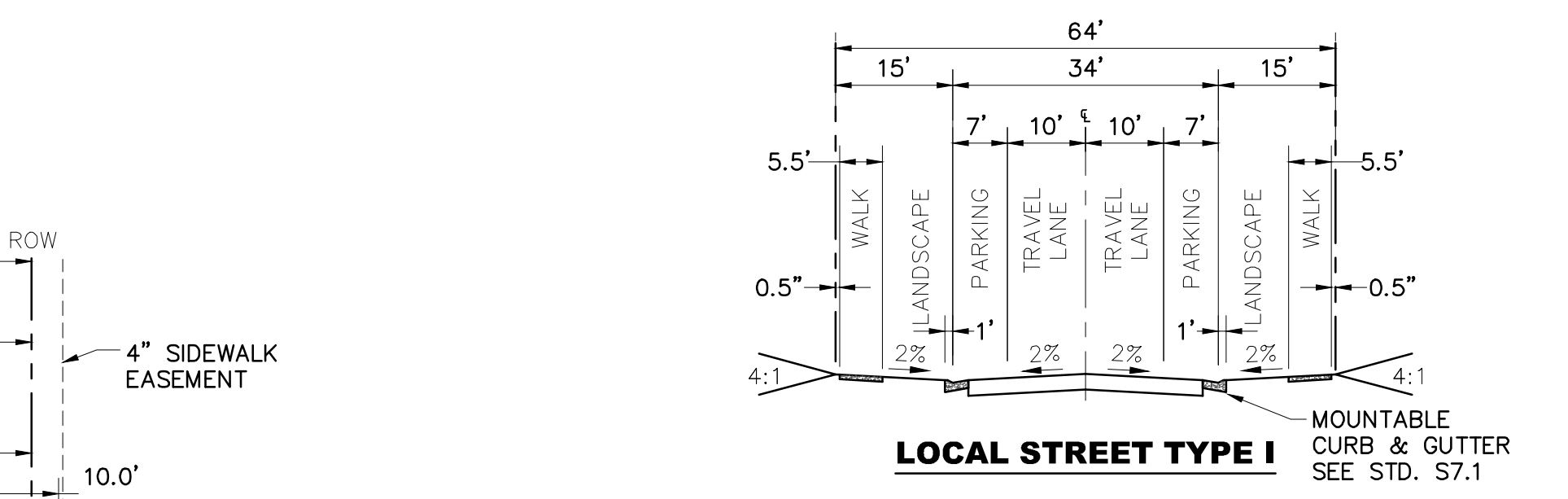
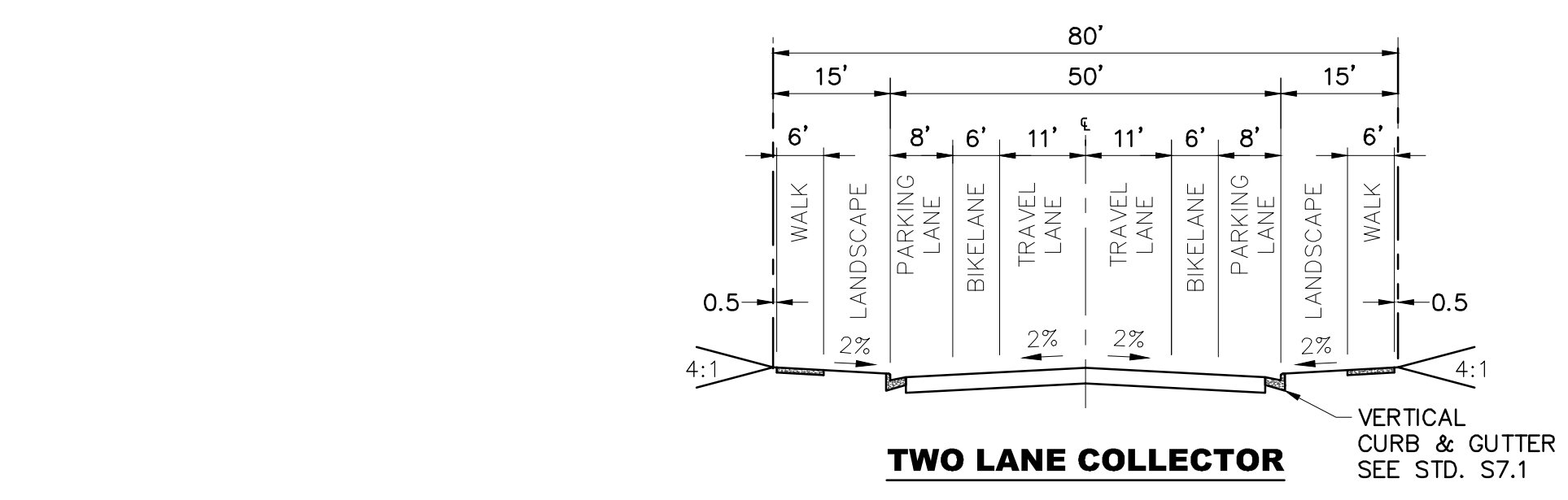
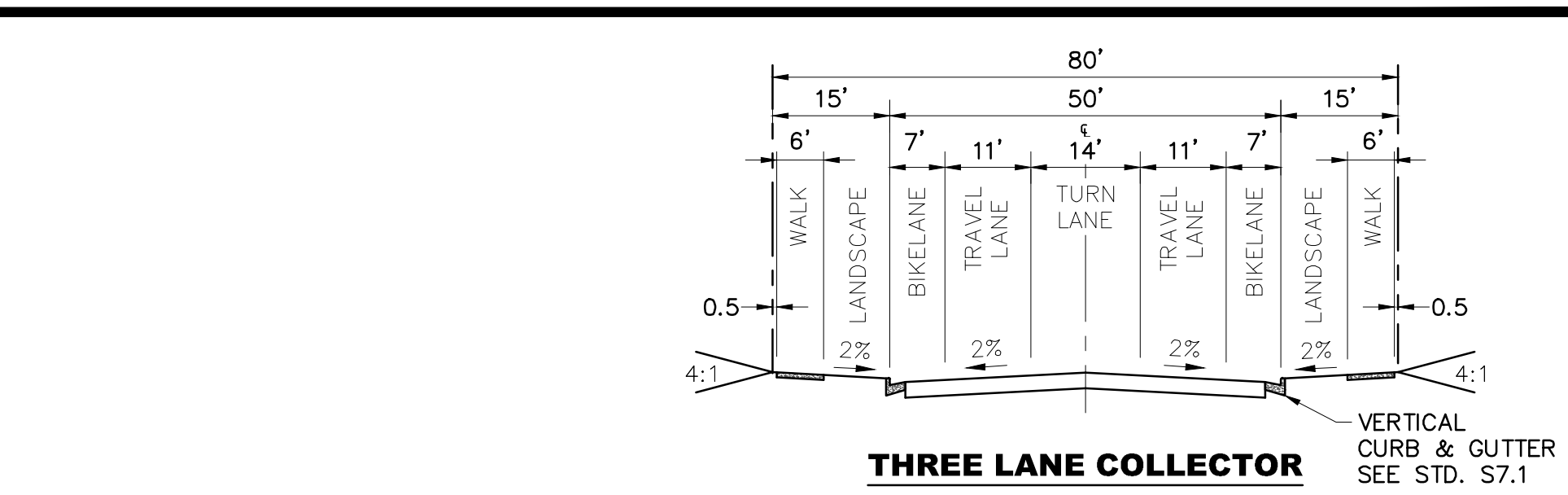
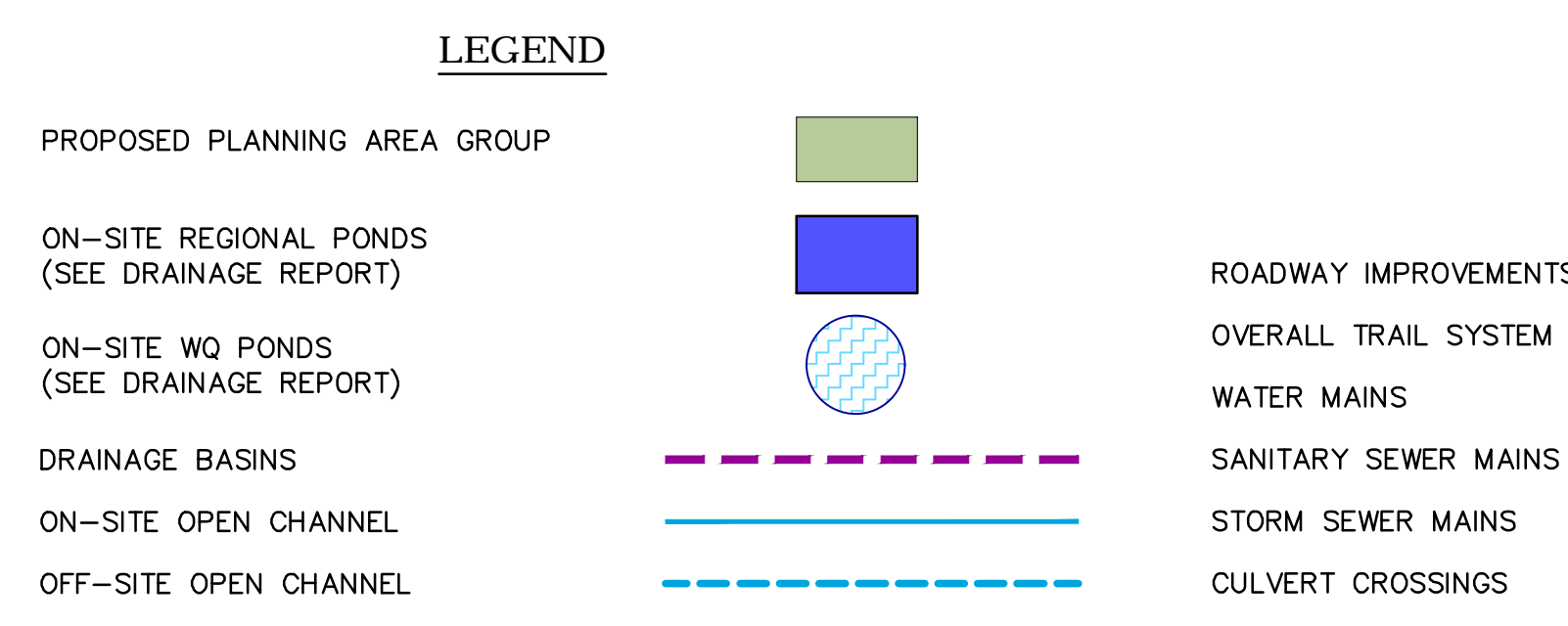
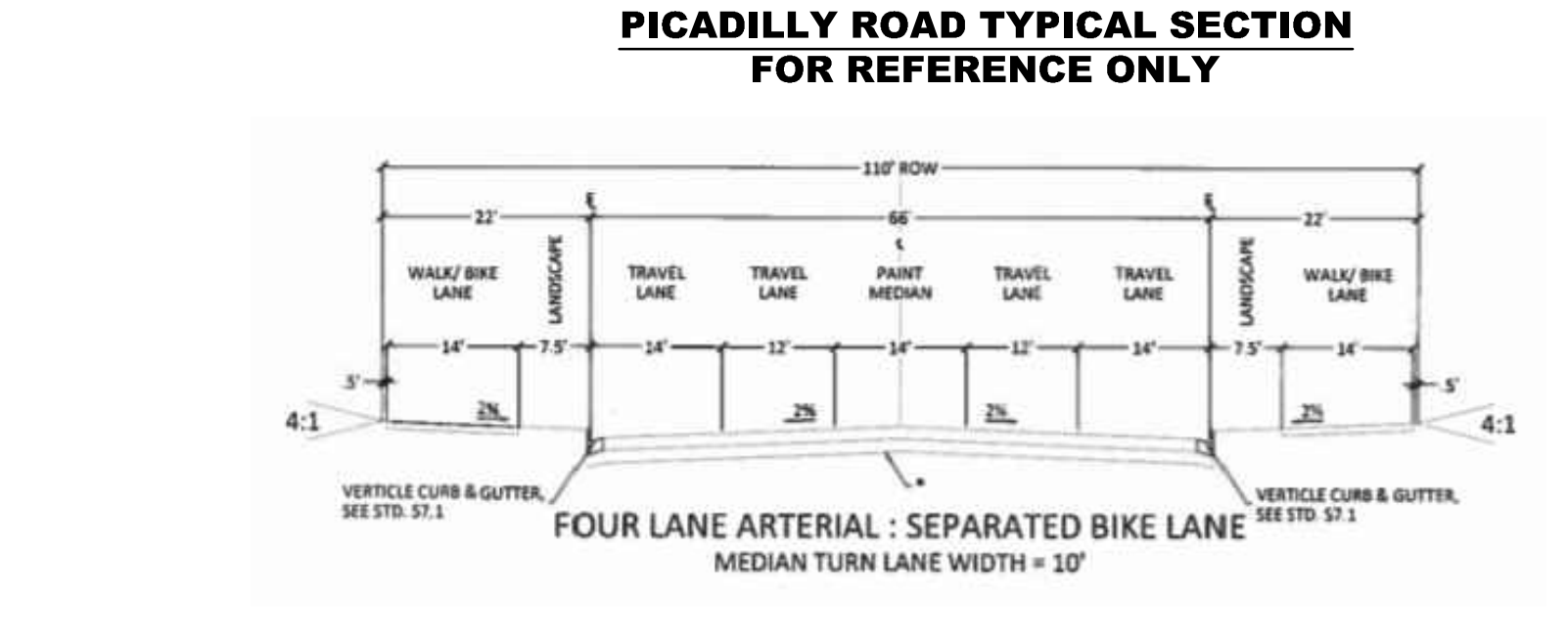
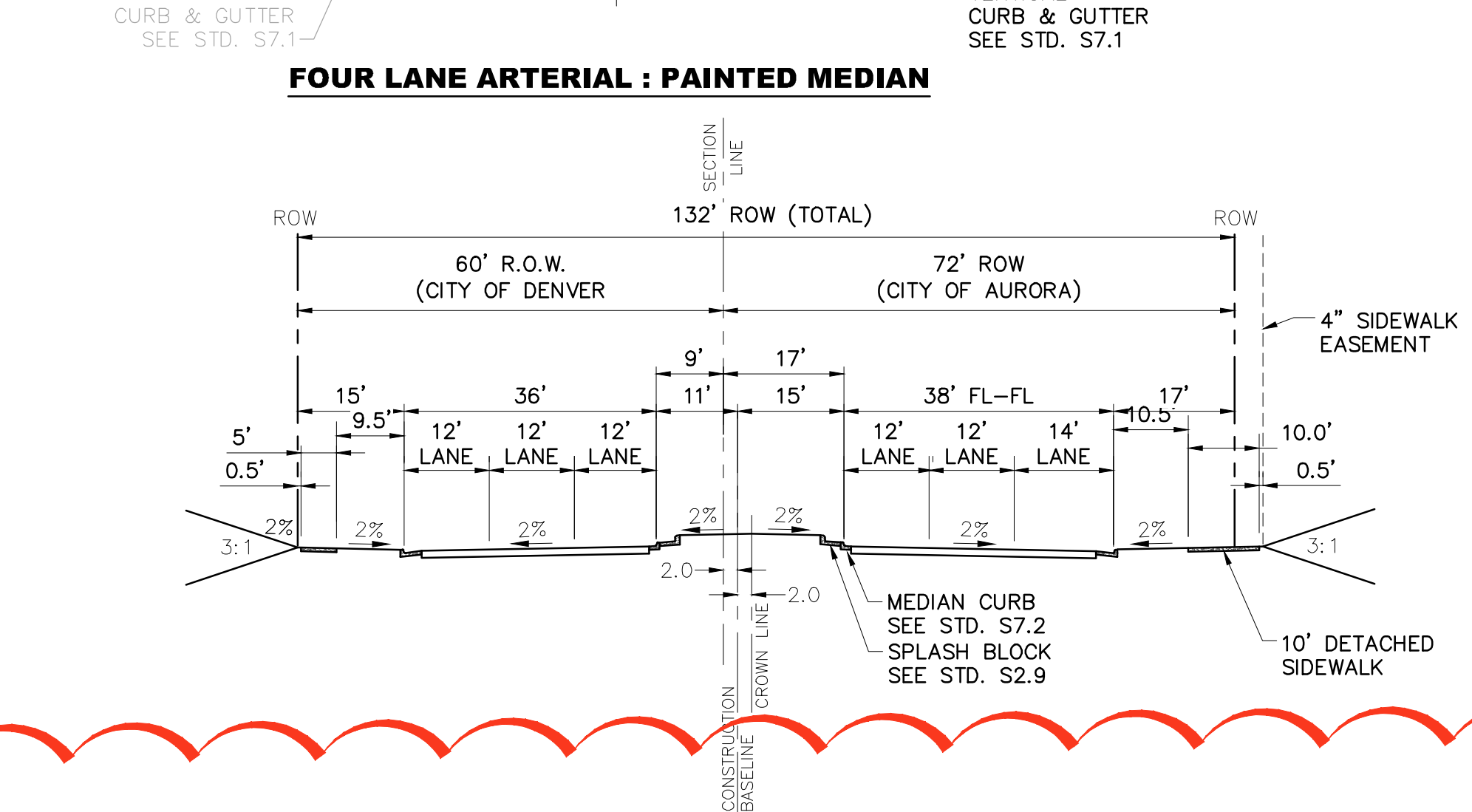
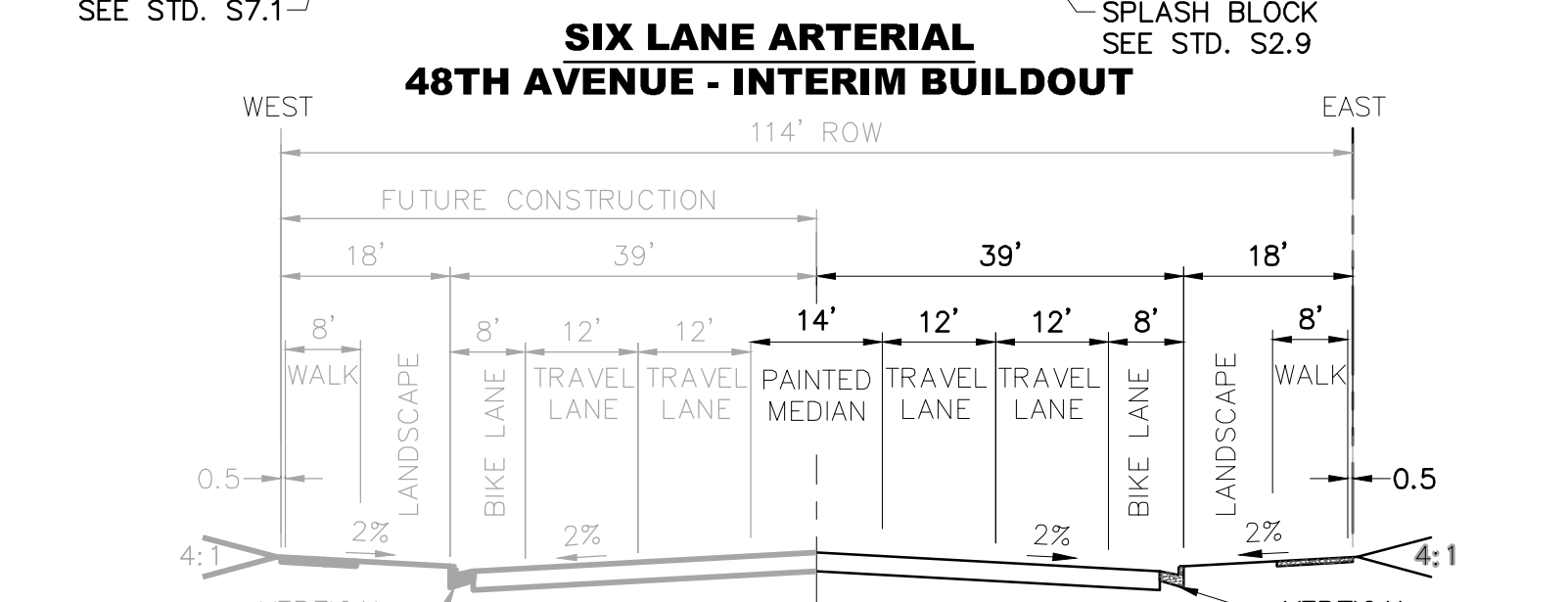
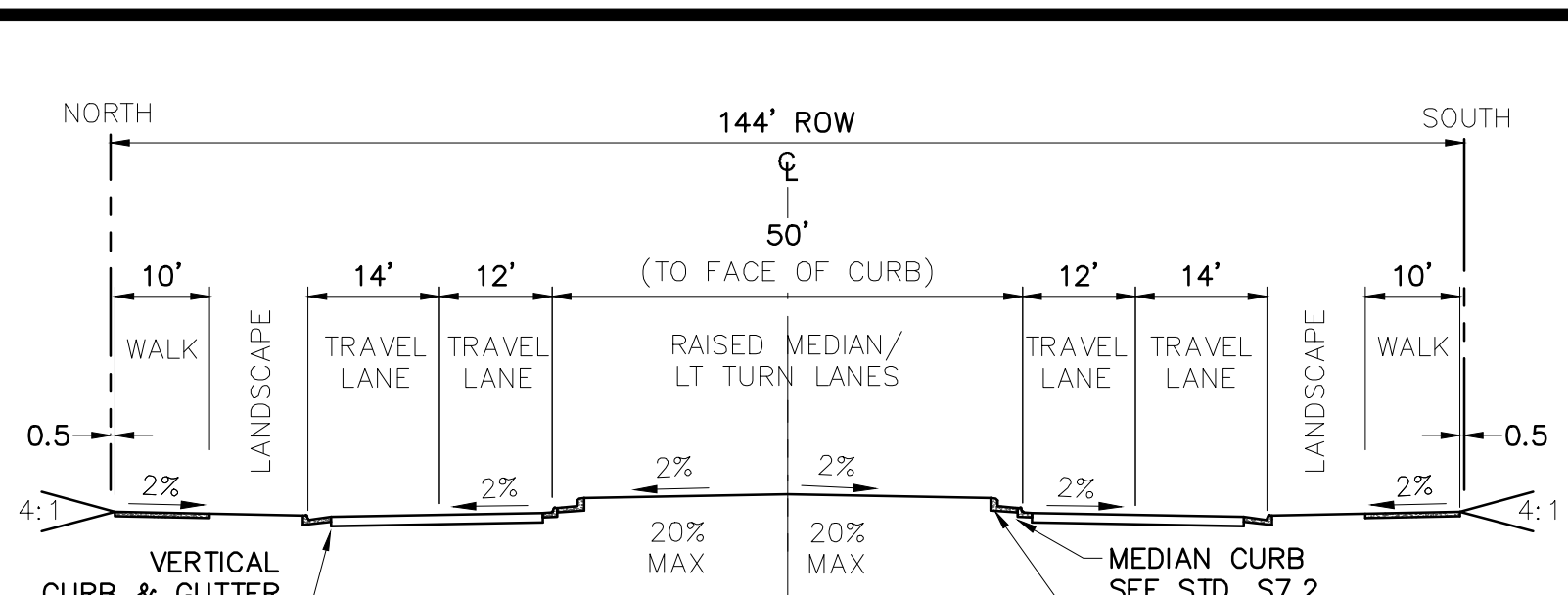
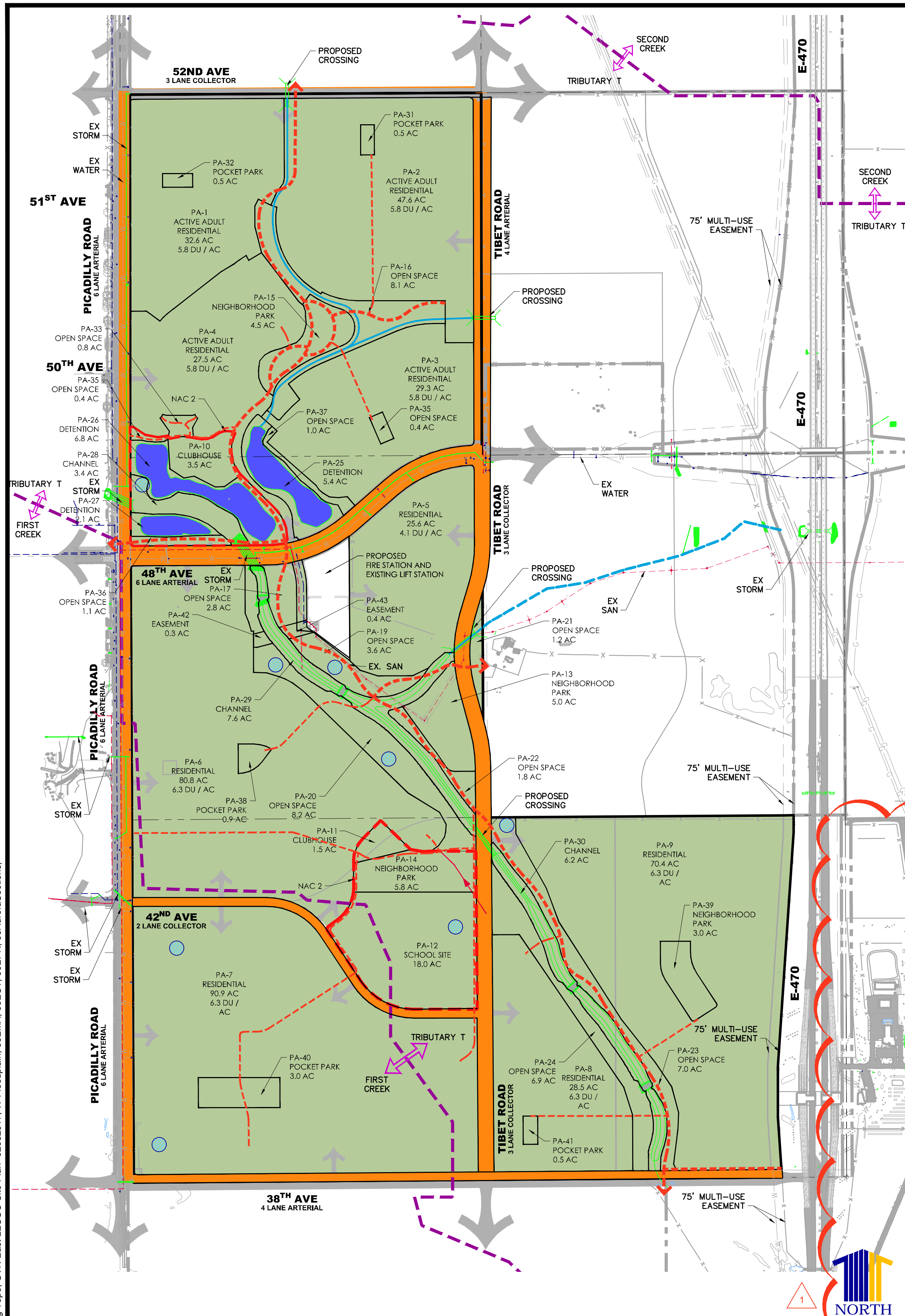
My commission expires:

\_\_\_\_\_  
Notary Public





PATH: P:\OAKWOOD\GVRE\DD\CADD\CIVIL\00 FRAMEWORK DEVELOPMENT PLAN\X-PIP EXHIBITS-OA.DWG  
 PLOTTED BY: ERIC GALLEGOS PLOT DATE: 8/7/2020 4:41 PM  
 XREFS: GVR East-Existing Topo, GVR East-Existing Topo, W-Floodplain, OEMA, ODET, OEPN, OOAuroraSections



DATE	REVISION	DESCRIPTION

Drawing Name	X-PIP Exhibits-OA.dwg
Job Number	Oakwood GVRE DD
Prepared For	CITY OF AURORA

Designer	EAP
Drafter	ETG
Checked	TAJ

**Calibre**  
 Calibre Engineering, Inc.  
 9090 South Ridgeline Boulevard, Suite 105  
 Highlands Ranch, CO 80129 (303) 730-0434  
 www.calibre-engineering.com  
 Construction Management Civil Engineering Surveying

**GREEN VALLEY - AMENDMENT 1**  
 PUBLIC IMPROVEMENT PLANS  
**FINAL BUILD OUT**

Sheet  
**OA**  
 1 of 7  
 Date  
**DECEMBER 20, 2017**



RESOLUTION NO. R2020- \_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO,  
APPROVING AN AGREEMENT BETWEEN THE CITY OF AURORA, SECOND CREEK  
RANCH METROPOLITAN DISTRICT, AND CLAYTON PROPERTIES GROUP II, INC.  
REGARDING PUBLIC IMPROVEMENT FUNDING

WHEREAS, the City of Aurora (“City”), the Second Creek Ranch Metropolitan District (the “District”), and Clayton Properties Group II, Inc., a Colorado corporation (collectively, “the Parties”) are in agreement that the development within and surrounding the area of the Green Valley Ranch East Amendment 1 Development will require construction of certain public infrastructure improvements; and

WHEREAS, the Parties desire to memorialize an agreement concerning the timing and construction of these improvements and the terms and conditions related to the funding needed for such construction; and

WHEREAS, the City has determined it to be in the best interests of the residents of the City to enter into this Agreement; and

WHEREAS, Section 10-12 of the City Charter authorizes the City Council by resolution, to enter into contracts or agreements with other governmental units or special districts for the joint use of buildings, equipment, or facilities, and for the furnishing or receiving of services; and

WHEREAS, pursuant to Colorado Constitution Article XIV, Section 18(2)(a), and Section 29-1-203, C.R.S., the City may cooperate or contract with other political subdivisions in order to provide any lawfully authorized function, service or facility.

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

Section 1. The Public Improvement Funding Agreement between the City, the District, and Clayton Properties Group II, Inc. is hereby approved.

Section 2. The Mayor and the City Clerk are hereby authorized to execute and deliver such Agreement on behalf of the City in substantially the form presented at this meeting, with such technical additions, deletions, and variations as the City Attorney may deem necessary or appropriate and not inconsistent with this Resolution.


RESOLVED AND PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
MIKE COFFMAN, Mayor

ATTEST:

\_\_\_\_\_  
SUSAN BARKMAN, Interim City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
BRIAN J. RULLA, Assistant City Attorney

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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> Proposed Campaign Finance Reform Ordinance
<b>Item Initiator:</b> Council Member Marcano and Mayor Pro Tem Johnston
<b>Staff Source:</b> Terri Velasquez
<b>Deputy City Manager Signature:</b> Roberto Venegas
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

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

Mayor Pro Tem Johnston and Council Member Marcano will provide an overview of the proposed Campaign Finance Reform ordinance.

### **QUESTIONS FOR Committee**

Does the Committee support moving the proposed ordinance forward to a Study Session?

### **EXHIBITS ATTACHED:**

Campaign Finance Reform Proposed Ordinance 8 25 2020.pdf

A BILL

FOR AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO  
REPEALING AND REPLACING SECTION 54-2 AND SECTIONS 54-101 TO 54-110 OF THE  
CITY CODE RELATED TO THE FINANCING OF ELECTORAL CAMPAIGNS

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

Section 1. That Section 54-2 of the City Code of the City of Aurora, Colorado, is hereby repealed and replaced by a newly adopted Section 54-2 which shall read as follows:

**Sec. 54-2. - Definitions.**

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

- (a) ***Active voter*** means a registered voter who has not been marked inactive by the clerk and recorder of the voter's county of residence according to §1-2-605(1)(b)(i), C.R.S. Any registered elector whose registration record is marked "inactive" is eligible to vote in any election where registration is required if the elector meets all other requirements.
- (b) ***Ballot*** means the list of candidates, ballot issues, and ballot questions an eligible elector can vote on in an election.
- (c) ***Ballot issue*** means a non-recall, citizen-initiated petition or legislatively-referred measure which concerns local government matters arising under Section 20 of Article X of the State Constitution, i.e., matters of taxes, debt, and other financial matters. Ballot issues can only be voted on at elections held each November.
- (d) ***Ballot question*** means any local government matter involving a citizen-initiated petition, including a petition to recall a public officeholder, or a legislatively-referred measure, other than a ballot issue.
- (e) ***Ballot title*** means the official, short summary of a ballot measure that appears on the ballot.
- (f) ***Candidate*** means any person who seeks nomination or election to any public office of the City of Aurora that is to be voted on at a municipal election. A person is a candidate if the person has publicly announced an intention to seek election to public office; has circulated, or authorized another person to circulate, nomination petitions on behalf of their candidacy for public office; or has received a contribution or made an expenditure, or authorized another person to receive a contribution or make an expenditure, to support the person's election to public office. As used in the preceding sentence, "publicly announced" means organizing a candidate committee under Section 54-103 of this Code or announcing an intention to seek public office through a speech, statement, or other public communication. Unless the context clearly indicates otherwise, "candidate" includes:
  - (1) An incumbent public officeholder, an unsuccessful candidate for public office, or former public officeholder, any of whom have not filed a termination report for their candidate committee with the city clerk.

- (2) A public officeholder who is the subject of a recall election. For purposes of this provision, a public officeholder becomes the subject of a recall election when the city clerk has authorized the circulation of a petition for recall of the public officeholder under Section 54-68(a) of this Code.
- (3) An agent of a candidate.
- (g) *Circulator* means a person who individually circulates a petition in an attempt to obtain signatures from qualified registered electors.
- (h) *City clerk* means the city clerk or the city clerk's designated representative.
- (i) *Committee* means the following, depending upon the context:
  - (1) *Candidate committee* means a committee organized by or on behalf of a candidate under section 54-103(a).
  - (2) *Independent expenditure committee* means a political committee that only makes independent expenditures, and that does not make contributions to any candidate committee or to another political committee that makes contributions to any candidate committee.
  - (3) *Issue committee* means a person or a group of persons that receives contributions or makes expenditures, or anticipates receiving contributions or making expenditures, in an aggregate amount of one thousand dollars (\$1,000) or more during an election cycle to support or oppose the qualification or passage of a ballot issue or ballot question. "Issue committee" includes a petition representative or other person that receives contributions or makes expenditures to support or oppose the recall of a public officeholder.
  - (4) *Political committee* means a person or a group of persons that is organized to support or oppose the nomination or election of one or more candidates, and that receives contributions or makes expenditures, or anticipates receiving contributions or making expenditures, in an aggregate amount exceeding four hundred dollars (\$400.00) during an election cycle.
    - a. "Political committee" includes an independent expenditure committee, small donor committee, political party, or a separate segregated fund established by a covered entity pursuant to Section 54-101(e)(2) of this Code.
    - b. "Political committee" does not include a candidate committee, issue committee, or recall defense committee.
  - (5) *Small donor committee* means a political committee that accepts contributions only from natural persons who each contribute no more than fifty dollars (\$50.00) in the aggregate per calendar year.
  - (6) *Recall defense committee* means a committee organized under Section 54-103(f) of this City Code to oppose the recall of a public officeholder. A recall defense committee is separate from but subject to the same limits and restrictions on contributions as a candidate committee of the public officeholder on whose behalf the recall defense committee is organized.
    - a. "Committee" includes an agent of the committee, unless the context clearly indicates otherwise.
- (j) *Conduit* means a person who transmits a contribution from another person to a committee. "Conduit" does not include the candidate or the treasurer of the committee receiving the contribution, a volunteer fundraiser hosting an event for a committee, or a professional fundraiser if the fundraiser is compensated at the usual and normal charge.
- (k) *Contribution* means:

- (1) A gift, subscription, transfer, loan, payment, advance, or deposit of money or other thing of value made to a person to support or oppose the nomination or election of one (1) or more candidates, or the qualification or passage of a ballot issue or ballot question.
- (2) "Contribution" includes:
  - a. A written contract, promise, or agreement to make a contribution.
  - b. Anything of value given, directly or indirectly, to a recall defense committee to oppose the recall of a public officeholder.
  - c. The payment by another person for goods or services rendered to a candidate or committee without charge or at a charge that is less than the usual and normal charge.
  - d. A loan, other than a commercial loan made in the ordinary course of the lender's business, to a candidate or committee, up until the time when the loan is fully paid. An unsecured loan is a contribution from the lender. A secured or guaranteed loan is a contribution from the guarantor or person whose property secures the loan.
  - e. An unpaid financial obligation which is forgiven.
  - f. A contribution in kind.
  - g. A payment or transfer of money or other thing of value received by a committee from another committee.
  - h. A coordinated expenditure.
- (3) "Contribution" does not include:
  - a. Services provided without compensation by individuals volunteering their time on behalf of a committee.
  - b. The costs associated with the establishment, administration, and solicitation of contributions for a separate segregated fund established by a covered entity under Section 54-101(e)(2) of this Code.
  - c. The payment of compensation for legal and accounting services rendered to a committee if the person paying for the services is the regular employer or client of the individual rendering the services and the services are solely to ensure compliance with the provisions of Article IV of this Chapter.
- (l) *Contribution in kind* means a contribution of goods, services, or other thing of value provided without charge or at a charge that is less than the usual and normal charge. Examples of such goods or services include, but are not limited to, securities, facilities, equipment, supplies, personnel, advertising services, membership lists, and mailing lists.
  - (1) If goods or services are provided at less than the usual and normal charge, the amount of the contribution in kind is the difference between the usual and normal charge for the goods or services at the time of the contribution and the amount, if any, charged to the recipient.
  - (2) "Contribution in-kind" does not include an endorsement of a candidate or an issue by any person.
- (m) *Coordinated election* means an election where more than one political subdivision with overlapping boundaries or some electors in common holds an election on the same day, and the eligible electors are all registered electors. The county clerk and recorder is the coordinated election official who conducts the election on behalf of the political subdivisions.
- (n) *Coordinated expenditure* means:



- (1) Payment for a public communication that republishes, disseminates, or distributes, in whole or part, any video, audio, written, graphic, or other form of campaign material, created or prepared by a candidate or candidate committee, unless the payment is made by the candidate or committee that created or prepared the material, or the republished material is used to oppose the candidate or committee that created or prepared the material.**
- (2) An expenditure or electioneering communication made in cooperation, consultation, or concert with, or at the request or suggestion of, a candidate or candidate committee. An expenditure or electioneering communication is made in cooperation, consultation, or concert with, or at the request or suggestion of, a candidate or candidate committee under any of the following:**
  - a. The expenditure or electioneering communication is made according to any expressed or implied agreement with, any general or particular understanding with, or according to any request by or communication with the candidate or committee.**
  - b. During the election cycle in which the expenditure or electioneering communication is made, the person making the expenditure was directly or indirectly established, maintained, controlled, or principally funded by the candidate or committee, or by an immediate family member of the candidate.**
  - c. During the election cycle in which the expenditure or electioneering communication is made, the candidate or committee solicited funds for, provided nonpublic fundraising information or strategy to, appeared as a speaker or featured guest at a fundraiser for, or gave permission to be featured in fundraising efforts for the person making the expenditure or communication.**
  - d. The expenditure or electioneering communication is based on nonpublic information about the candidate's or committee's campaign needs or plans that the candidate or committee provided to the person making the expenditure directly or indirectly, such as information about campaign messaging, strategy, fundraising, planned expenditures, or polling data. Communications between the person and the candidate or committee only to discuss with the candidate the person's position on a policy matter or whether the person will endorse the candidate, and that include no nonpublic information about the candidate's or committee's campaign needs or plans, do not result in a coordinated expenditure under this paragraph; or**
  - e. During the election cycle in which the expenditure or electioneering communication is made, the person making the expenditure or communication employed or otherwise retained the services, other than accounting or legal services, of a person who at any prior point in the election cycle:**
    - (i) had executive or managerial authority for the candidate or committee, whether paid or unpaid;**
    - (ii) was authorized to raise or expend funds for the candidate or committee and who had nonpublic information from the candidate or committee about the campaign's plans or needs; or**
    - (iii) provided the candidate or committee with professional services, other than accounting or legal services, related to campaign or**

fundraising strategy.

- (o) **Corporation** means a domestic corporation incorporated under and subject to the "Colorado Business Corporation Act," Articles 101 to 117 of Title 7, C.R.S., a domestic nonprofit corporation incorporated under and subject to the "Colorado Revised Nonprofit Corporation Act," Articles 121 to 137 of Title 7, C.R.S., or any corporation incorporated under and subject to the laws of another state. For purposes of this Article, "domestic corporation" will mean a for-profit or nonprofit corporation incorporated under and subject to the laws of the State of Colorado, and "foreign corporation" will mean a corporation incorporated under and subject to the laws of another state or foreign country. For purposes of this Article, "corporation" includes the parent of a subsidiary corporation or any subsidiaries of the parent, as applicable. "Subsidiary" means a business entity having more than half of its stock owned by another entity or person, or a business entity of which a majority interest is controlled by another person or entity.
- (p) **Councilmember** means a duly elected member of the governing body of the municipality. Councilmember will also include the office of mayor unless specifically noted otherwise.
- (q) **Covered entity** means:
- (1) An organization or enterprise operated for profit, including a corporation, association, proprietorship, firm, partnership, business trust, holding company, limited liability company, limited liability partnership, or similar legal entity through which business is conducted.
  - (2) A labor organization.
  - (3) An organization or corporation that is tax-exempt under Section 501(c) of the Internal Revenue Code of 1986.
  - (4) A political organization that is tax-exempt under Section 527 of the Internal Revenue Code of 1986 and that is primarily operated for purposes other than to support or oppose the nomination or election of one (1) or more candidates, or the qualification or passage of a ballot issue or ballot question.
- (r) **Designated election official** means the city clerk or other person contracting for or engaged in the performance of election duties as required by this Code.
- (s) **Donation** means a payment, transfer, loan, pledge, gift, advance of money, or other thing of value made to an independent spender.
- (1) "Donation" does not include:
    - a. A payment received by a person in a commercial transaction in the regular course and scope of the person's business, trade, or investments.
    - b. Membership dues or fees paid to an organization by its members to the extent the dues or fees do not exceed five thousand dollars (\$5,000) per member in a calendar year.
    - c. A payment or transfer of money or other thing of value made by a person if the person prohibited the recipient of the payment or transfer from directly or indirectly using the transferred money or thing of value for independent expenditures or electioneering communications, and the recipient agreed in writing to follow the prohibition and deposited the transferred money or thing of value in an account that is segregated from other funds directly or indirectly used for independent expenditures or electioneering communications.
- (t) **Donor** means a person that makes a donation to an independent spender.
- (u) **Election cycle** means either:

- (1) The period of time beginning thirty-one days following a general election for the particular office and ending thirty days following the next general election for that office;
  - (2) The period of time beginning when petitions are approved for a recall election and ending thirty days following the termination of the recall election, either by election, failure to collect sufficient signatures for recall petitions, or resignation of the incumbent who is the subject of the recall.
- (v) *Electioneering communication* means public communication that:
- (1) Refers to a clearly identified candidate, ballot issue, or ballot question;
  - (2) Is distributed within one hundred twenty (120) days of a municipal election in which the candidate, ballot issue, or ballot question is on the ballot; and
  - (3) Can be received by members of the constituency eligible to vote for the candidate, ballot issue, or ballot question.
  - (4) "Electioneering communication" does not include:
    - a. A news story, editorial, or commentary distributed by a broadcasting station, including a cable television operator, programmer, or producer, or satellite television or radio provider, newspaper, magazine, website, or other periodical publication, including an online or electronic publication, that is not owned or controlled by a candidate or committee.
    - b. A communication made by a person, other than a candidate or committee, that proposes a commercial transaction in the regular course and scope of the person's business or trade.
    - c. A communication that constitutes a candidate debate or forum, or communication that solely promotes a candidate debate or forum made by the sponsor of such debate or forum.
    - d. A membership communication.
  - (5) An electioneering communication is "made when the actual spending occurs or when there is a contractual agreement requiring such spending, and the amount is determined.
  - (6) For purposes of this Article:
    - a. "Clearly identified candidate" means the candidate's name or nickname is used in the communication; a picture, drawing, or likeness of the candidate appears in the communication, or the identity of the candidate is otherwise apparent from reference(s) in the communication.
    - b. "Clearly identified ballot issue or ballot question" means the number, official title, or popular name of the issue or question is used in the communication; or there is a reference to the subject matter of the issue or question and the communication either states the issue or question is on the ballot or when taken as a whole and in context, makes an unambiguous reference to the issue or question.
- (w) *Expenditure* means the purchase, payment, distribution, loan, advance, deposit or gift of money or other thing of value made by a person to support or oppose the nomination or election of one (1) or more candidates, or the qualification or passage of a ballot issue or ballot question. An expenditure occurs when the actual payment is made or when there is consideration received, whichever occurs first.
- (1) "Expenditure" includes:
    - a. A purchase or payment made by a candidate or committee.
    - b. A payment, distribution, loan, or advance of any money or anything of value made by a person for the benefit of a candidate or committee that

is made with the prior knowledge and consent of the candidate or committee.

- c. A payment or transfer of money or other thing of value made by a committee to another committee.
- d. An independent expenditure.
- e. An electioneering communication made by a committee.

(2) "Expenditure" does not include:

- a. A payment made by a person, other than a committee, in a commercial transaction in the regular course and scope of the person's business or trade.
- b. A news story, editorial, or commentary distributed by a broadcasting station, including a cable television operator, programmer, or producer, or satellite television or radio provider, newspaper, magazine, website, or other periodical publication, including an online or electronic publication, that is not owned or controlled by a candidate or committee.
- c. A candidate debate or forum, or communication that solely promotes a candidate debate or forum and is made by the sponsor of such debate or forum.
- d. A payment for nonpartisan voter registration or get-out-the-vote efforts made by a person other than a committee.
- e. A membership communication.

(x) *Final determination of sufficiency* means a statement issued by the city clerk or designee following a protest hearing or the expiration of the time allowed for filing a protest, as to whether the petitioners have submitted a sufficient number of valid signatures on a petition.

(y) *Foreign national* means foreign national as defined by 52 U.S.C. § 30121(b), or a foreign-influenced corporation.

(z) *Foreign owner* means an entity in which a foreign national hold, owns, controls, or otherwise has directly or indirectly acquired beneficial ownership of equity or voting shares equal to or greater than fifty percent (50%) of total equity or outstanding voting shares.

(aa) *Foreign-influenced corporation* means any corporation or other entity to the extent that:

- (1) A foreign national or foreign owner holds, owns, controls, or otherwise has directly or indirectly acquired beneficial ownership of equity or voting shares equal to or greater than five percent (5%) of total equity or outstanding voting shares;
- (2) Two or more foreign nationals or foreign owners hold, own, control, or otherwise have directly or indirectly acquired beneficial ownership of equity or voting shares in total equal to or greater than twenty percent (20%) of the total equity or outstanding voting shares; or
- (3) Any foreign national or foreign owner participates in any way, directly or indirectly, in the process of making decisions about the corporation's contributions, expenditures, or electioneering communications.

(bb) *General election* means the statewide election held on the Tuesday following the first Monday of November of each even-numbered year.

(cc) *Independent expenditure* means an expenditure to support or oppose one (1) or more candidates that is not controlled by or coordinated with any candidate or candidate committee.

- (dd) *Independent spender* means a person, other than a committee registered with the city clerk, under section 54-103, that makes an independent expenditure or electioneering communication.
- (ee) *Initial determination of sufficiency* means a statement issued by the city clerk or designee as to whether the petitioners have submitted a sufficient number of valid signatures on a petition.
- (ff) *Initiative* means the right of registered electors to originate legally permissible municipal legislation by obtaining signatures on a petition resulting in the enactment of an ordinance by the city council or in a vote by the general electorate.
- (gg) *Labor organization* means an organization of any kind, or an agency or employee representative committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.
- (hh) *Membership communication* means:
- (1) A communication made by an organization, including a covered entity, that is limited in circulation to principal owners, members, stockholders, or executive or administrative employees of the organization, unless the organization is organized to support or oppose the nomination or election of one or more candidates or the qualification or passage of a ballot issue or ballot question.
  - (2) "Membership communication" does not include a public communication or a communication that is distributed to persons who are not principal owners, members, stockholders, or executive or administrative personnel of the organization making the communication.
  - (3) For purposes of this Article:
    - a. "Member" means a person who, pursuant to a specific provision of an organization's articles or bylaws, has the right to vote directly or indirectly for the election of a director or officer of the organization, or on the disposition of all or substantially all of the assets of the organization, or on a merger or dissolution of the organization; or any person who is designated in the articles or bylaws of an organization as a member and, pursuant to a specific provision of an organization's articles or bylaws, has the right to vote on changes to the articles or bylaws, or who pays or has paid membership dues or fees in an amount predetermined by the organization so long as the organization is tax-exempt under section 501(c) of the Internal Revenue Code of 1986. A member of a local union or labor organization is considered to be a member of any national or international union or labor organization of which the local union or labor organization is a part and of any federation with which the local, national, or international union or labor organization is affiliated.
    - b. "Stockholder" means a person who has a vested beneficial interest in stock, has the power to direct how that stock will be voted if it is voting stock, and has the right to receive dividends.
    - c. "Executive or administrative personnel" means an individual employed by an organization who is paid on a salary rather than an hourly basis, and who has policy-making, managerial, professional, or supervisory responsibilities. "Executive or administrative personnel" includes an individual who runs an organization's business, such as officers, executives, and plant, division, and section managers, and individuals

- following the recognized professions, such as attorneys and engineers.
- (ii) ***Municipal election*** means a regular municipal election, special municipal election, or recall election.
  - (jj) ***Non-municipal political organization*** means:
    - (1) A candidate committee, political party, or political committee that is registered and filing reports pursuant to the Fair Campaign Practices Act, §§ 1-45-101 to 1-45-118, C.R.S., or the law of another municipality in the state of Colorado.
    - (2) A political committee or political organization organized under the law of another state.
    - (3) A federal political committee that is registered and filing reports pursuant to the Federal Election Campaign Act of 1971, 52 U.S.C. §§ 30101 to 30146.
  - (kk) ***Person*** means a natural person, partnership, committee, association, firm, corporation, company, labor organization, political party, or other entity or group of persons, however organized.
  - (ll) ***Petition representative*** means the person or persons representing the proponents on all matters affecting a petition.
  - (mm) ***Petition section*** means the stapled or otherwise bound package of documents containing the warning, proposed summary or statement, signature pages, and affidavit of the circulator.
  - (nn) ***Political advertisement*** means:
    - (1) An expenditure or independent expenditure that is public communication.
    - (2) An electioneering communication.
    - (3) "Political advertisement" does not include:
      - a. Bumper stickers, pins, buttons, pens, or similar small items upon which a disclaimer statement required by section 54-104.5 cannot be conveniently printed.
      - b. Skywriting, water tower, wearing apparel, or other means of advertising of a nature such that the inclusion of a disclaimer statement required by section 54-104.5 would be impracticable.
  - (oo) ***Principal owner*** means a person that owns or controls ten percent (10%) or more of an entity.
  - (pp) ***Principal place of operations*** means the primary location where the managers, officers, owners, or leadership personnel of an entity direct or control its activities and operations.
  - (qq) ***Public communication*** means a communication to the general public through broadcast, cable, satellite, internet or another digital method, newspaper, magazine, outdoor advertising facility, mass mailing, telephone bank, robocall, or any other form of general public advertising or marketing regardless of medium.
  - (rr) ***Public office*** means the office of mayor or city council of the city of Aurora.
  - (ss) ***Public officeholder*** means a person who holds public office.
  - (tt) ***Referendum*** means the right of registered electors, within 30 days after final publication of an ordinance, and by obtaining signatures on a petition, to require the city council to reconsider the Ordinance or to submit it to the electorate for a vote.
  - (uu) ***Referred measure*** means a ballot issue or ballot question placed on the ballot by the city council for a vote by the eligible electors of the city.
  - (vv) ***Registered elector*** means a resident of the city who is qualified to vote under the constitution and the statutes of the state and who is registered to vote.
  - (ww) ***Regular municipal election*** means an election held on the first Tuesday in November in odd-numbered years.

- (xx) *Special municipal election* means an election held in conjunction with the statewide general election in November of even-numbered years, except as otherwise provided under section 3-7 of the Charter relating to city council vacancies, under section 4-2 of the Charter relating to recall petitions, as provided under section 6-2 of the Charter relating to initiative petitions, and as provided under sections 14-10 and 15-10 of the Charter relating to time frames for collective bargaining issues.
- (yy) *Standalone candidate* means a candidate without a committee who does not accept contributions.
- (zz) To *support* or *oppose* means:
  - (1) To expressly advocate for or against the nomination or election of one (1) or more candidates, or the qualification or passage of a ballot issue or ballot question; or
  - (2) To aid or promote the success or defeat of a candidate, ballot issue, or ballot question.
- (aaa) *Unexpended campaign funds* means the balance of funds on hand in the campaign account of a committee after a municipal election that is in excess of the amount necessary to pay remaining debts or financial obligations incurred by the committee with respect to the election.
- (bbb) *Volunteer* means any person who freely gives time on behalf of a candidate or a candidate, issue, political, small donor, or independent expenditure committee for purposes of municipal election matters.
- (ccc) *Usual and normal charge* means
  - (1) For goods, the price of those goods in the market from which they ordinarily would have been purchased at the time of the contribution.
  - (2) For services, the hourly or piecework charge for the services at a commercially reasonable rate prevailing at the time the services were rendered.

Section 2. That Sections 54-101 to 54-110 of the City Code of the City of Aurora, Colorado, are hereby repealed and replaced by Sections to read as follows:

**Sec. 54-101. - Prohibited contributions.**

- (a) An issue committee or independent expenditure committee may not make a contribution to a candidate committee, recall defense committee, or political committee, other than an independent expenditure committee. A candidate committee recall defense committee, or political committee, other than an independent expenditure committee, may not solicit or accept a contribution from an issue committee or independent expenditure committee.
- (b) A candidate committee or recall defense committee may not make a contribution to a political committee, issue committee, or candidate committee or recall defense committee of another candidate. A political committee, issue committee, recall defense committee, or candidate committee may not solicit or accept a contribution from a candidate committee or recall defense committee.
- (c) Notwithstanding any other restriction in federal or state law:
  - (1) A foreign national may not, directly or indirectly, make:
    - a. A contribution or donation, or an express or implied promise to make a contribution or donation, in connection with a municipal election.
    - b. An expenditure, independent expenditure, or electioneering communication.

- (2) A candidate, committee, or another person may not solicit or accept, directly or indirectly, a contribution or donation from a foreign national.
- (d) Regarding conduits:
  - (1) No person may act as a conduit by making a contribution to a candidate committee, issue committee, or political committee with the understanding that some or all of such contributions have been or will be reimbursed by another person.
  - (2) No committee may knowingly accept a contribution from a person acting as a conduit who has been or will be reimbursed by another person.
  - (3) No person may transfer anything of value to another person who will act as a conduit for making the contribution to a committee.
- (e) Except as provided in subparagraph (e)(1), a covered entity may not make a contribution to a candidate committee or political committee, other than an independent expenditure committee. A candidate committee or political committee, other than an independent expenditure committee, may not solicit or accept a contribution from a covered entity.
  - (1) A covered entity may establish and administer a separate, segregated fund to solicit and accept contributions or dues from its principal owners, members, shareholders, or executive and administrative personnel, subject to the following:
    - a. The covered entity must register the separate segregated fund as a political committee with the city clerk, according to section 54-103. The separate segregated fund is subject to the reporting requirements, contribution limits, and other provisions applicable to political committees under this Article.
    - b. The covered entity may make payments for the costs of establishing, administering, and soliciting contributions or dues to the separate segregated fund, and such payments will not constitute contributions to the fund by the covered entity.
    - c. In administering the separate segregated fund, the covered entity may rely on the Colorado Secretary of State's guidance and rules for political committees established by corporations or labor organizations under Colo. Const. art. XXVIII, section 3(4)(a), to the extent such guidelines and rules are consistent with this Article.
- (f) A committee may not solicit or accept a contribution from an anonymous source. If a committee receives a contribution from an anonymous source, it must use best efforts to identify the source of the contribution within five (5) business days of its receipt. If the committee is unable to identify the source of contribution within five (5) business days of its receipt, the committee must remit the contribution to the city clerk or donate it to a charitable organization that is tax-exempt under section 501(c)(3) of the Internal Revenue Code.
- (g) A committee may not solicit or accept a contribution of cash or other currency in excess of twenty dollars (\$20.00).

**Sec. 54-102. - Unexpended campaign funds and personal use of campaign funds.**

- (a) Before filing a termination report with the city clerk, a committee must pay all remaining debts and financial obligations and dispose of any unexpended campaign funds in accordance with this section.
- (b) Unexpended campaign funds of a committee may be:



- (1) Donated to a charitable organization that is tax-exempt under Section 501(c)(3) of the Internal Revenue Code.
  - (2) Returned to contributors.
  - (3) Retained by the committee for use in a subsequent municipal election.
- (c) Campaign funds of a committee may not be used for personal use, including but not limited to payment for a commitment, obligation, or expense that would exist irrespective of a candidate's campaign or duties as an officeholder. Personal use includes, but is not limited to, the use of funds in a campaign account to pay for:
- (1) Household food items or supplies.
  - (2) Funeral, cremation, or burial expenses, except those incurred for a candidate or an employee or volunteer of a committee whose death arises out of, or in the course of, campaign activity.
  - (3) Clothing, other than items of de minimis value that are used in the campaign, such as campaign "t-shirts" or caps with campaign slogans.
  - (4) Tuition payments, other than those associated with training campaign staff.
  - (5) Mortgage, rent or utility payments for, or repairs or improvements upon, any part of any personal residence of the candidate or a member of the candidate's family, or for real or personal property that is owned by the candidate or a member of the candidate's family and used for campaign purposes, to the extent the payments exceed the fair market value of the property usage.
  - (6) Admission to a sporting event, concert, theater, or other form of entertainment, unless part of a specific campaign or officeholder activity.
  - (7) Dues, fees, or gratuities at a country club, health club, recreational facility or other nonpolitical organization, unless they are part of the costs of a specific fundraising event that takes place on the organization's premises.
  - (8) Salary payments to a member of the candidate's family, unless the family member is providing bona fide services to the campaign. If a family member provides bona fide services to the campaign, any salary payment above the fair market value of the services provided is personal use.
  - (9) Salary payments by a candidate committee to a candidate above the lesser of the prorated minimum salary paid to the officeholder of the office that the candidate seeks or the prorated earned income that the candidate received during the year before becoming a candidate. Any earned income that a candidate receives from salaries or wages from any other source will count against the foregoing limit listed above in subsection (9)
  - (10) A vacation.
- (d) Upon receipt of a complaint about personal use of campaign funds or upon learning of other uses of campaign funds by any means, the city clerk will determine, on a case-by-case basis, whether other uses of funds in a campaign account fulfill a commitment, obligation or expense that constitutes personal use.
- (e) Notwithstanding any other provision of law, a candidate committee may expend campaign funds during any particular election cycle to reimburse the candidate for reasonable and necessary expenses for the care of the candidate's children or other dependents the candidate incurs directly in connection with the candidate's campaign activities during the election cycle. The candidate committee must disclose the expenditures in accordance with section 54-104.

**Sec. 54-103. - Requirements for registration and initial filings by candidates and committees; recordkeeping; campaign accounts.**

- (a) Except as provided in Section 54-103(a)(1) of this Code, an individual must organize a candidate committee pursuant to this section within five (5) business days of becoming a candidate under this Article. A candidate may not organize, maintain, or control more than one candidate committee at any time. A candidate may not organize, maintain, control, or serve as an officer or treasurer of a political committee or issue committee.
- (1) Within five (5) business days of initiating their candidacy, a standalone candidate must submit an affidavit to the city clerk certifying that the candidate has reviewed and is familiar with the requirements of this Chapter [Chapter 54]. If a standalone candidate subsequently accepts a contribution at any point in the election cycle, the candidate must organize a candidate committee within five (5) business days pursuant to this section.
- (b) Within five (5) business days of becoming a candidate committee, issue committee, or political committee under this Article, a committee must:
- (1) Appoint an individual as its treasurer. A candidate may serve as the treasurer of the candidate's own candidate committee if no other individual is appointed treasurer. In the event that the treasurer of a committee is vacated for any reason, the committee must promptly appoint a new treasurer, who must file an affidavit with the city clerk within ten (10) business days of the vacancy by the prior treasurer.
  - (2) Open or designate a bank account with a financial institution in the state of Colorado to serve as its campaign account, which must include the full name of the committee in the title of the account.
  - (3) File a registration statement with the city clerk that includes the information required by subsection (c) of this Section.
- (c) The registration statement filed by a committee with the city clerk must include:
- (1) The full name and mailing address of the committee; the street address for the principal place of operations of the committee, if different from the mailing address; telephone number for the principal place of operations of the committee; an email address for the committee that is actively monitored; and the URL of the committee's official website, if any.
  - (2) The full name, mailing address, telephone number, and email address of the treasurer of the committee.
  - (3) The full name and title of each officer of the committee.
  - (4) The full name of any other committee or a non-municipal political organization that is organized, financed, maintained, or controlled by the same person or group of persons as the committee filing the registration statement, and in the case of a non-municipal political organization registered with the Colorado Secretary of State's campaign finance system, the organization's state-assigned Committee ID number.
  - (5) A description of the purpose of the committee.
    - a. For a candidate committee, the description must include the full name and public office sought by the candidate on whose behalf the committee is organized.
    - b. For a political committee, the description must include the full name and public office sought by each candidate whom the committee is supporting or opposing.
    - c. For an issue committee, the description must include the official title and number of the ballot issue or ballot question the committee is organized

- to support or oppose if known, and whether the committee supports or opposes that issue or question.
- d. For a separate segregated fund sponsored by a covered entity pursuant to Section 54-101(e) of this Code, the description must include the full name and the address of the principal place of operations of the sponsoring entity.
- (6) The full name, mailing address, and telephone number of the financial institution with which the committee has opened or designated its campaign account, and the title of the campaign account.
- (7) An affidavit signed by the treasurer of the committee certifying that the treasurer has reviewed and is familiar with the provisions of this chapter, and, in the case of a candidate committee, the registration statement must also include an affidavit from the candidate on whose behalf the committee is organized certifying that the candidate has reviewed and is familiar with the requirements of this chapter.
- (d) The city clerk must review all submitted registration statements within five (5) business days and reject any that are found to be deficient in any of the requirements of this section. Rejected registrations may be corrected and resubmitted within five (5) business days.
- (e) Registration statements must be filed electronically with the city clerk. The city clerk must make all submitted registration statements available to the public online within three (3) business days of determining the statements that meet all requirements of this section.
- (f) A public officeholder who is the subject of the recall must organize a recall defense committee in accordance with this Section before soliciting or accepting a contribution or making an expenditure to oppose the recall. The public office holder must file a registration statement for the recall defense committee with the city clerk that includes the information described in subsection (c) of this Section, appoint a treasurer of the recall defense committee, and designate a bank account with a financial institution in the state of Colorado to serve as the defense committee's campaign account, which must be separate from any other account of the officeholder or the officeholder's campaign committee.
- (g) If any of the information required in subsections (b) or (c) of this Section subsequently changes, the committee must file an amendment to its registration statement within five (5) business days. A committee that has registered under this section in connection with a prior municipal election must file an amended registration statement with the city clerk for each subsequent election cycle until the committee submits a termination report.
- (h) The treasurer of a committee must preserve copies of all filings and reports required by this article and complete records of all transactions of the committee's campaign account for no less than five (5) years after a termination report for the committee is submitted to the city clerk or until the final disposition of any complaint or consequent litigation involving the committee, whichever is later. Such reports and records are subject to inspection at any hearing held under this Article.
- (i) All contributions received by a committee must be deposited in its campaign account within ten (10) days of their receipt. All expenditures made by a committee must be paid from its campaign account. A committee may not deposit a contribution to or make an expenditure from its campaign account without the express authorization of its treasurer or the treasurer's designee. The campaign account must be segregated

from any other funds or bank accounts of the person that organized the committee, and funds in the campaign account may not be commingled with the personal funds of a candidate, treasurer, or any other person

- (j) The treasurer of a committee and the candidate, in the case of a candidate committee, are jointly and severally responsible for:
  - (1) Filing all statements and reports required by this Article in full and accurate detail.
  - (2) Except as otherwise provided in this Article, all other actions of the committee.

**Sec. 54-104. - Requirements for reporting contributions and expenditures by committees.**

- (a) The treasurer of each committee must prepare and file reports of contributions and expenditures with the city clerk pursuant to this section. The treasurer must attest to the accuracy and completeness of each report filed under this section
- (b) Each committee must file election-year reports with the city clerk in accordance with the filing schedule specified by this subsection. The initial election-year report due from a committee after filing its registration statement with the city clerk must cover the period that begins on the first day of the election cycle and ends on the closing date of the reporting period in which the committee filed its registration statement. In the case of a committee originally organized in a prior election cycle, the initial election-year report must cover the period that begins on the first day after the last date included in the committee's last semi-annual report and ends on the closing date of the reporting period specified under paragraph (b)(1)(a) or (b)(2)(a) of this Section, as applicable. Each subsequent reporting period begins on the first day following the last date included in the prior period and ends three (3) days before the filing deadline for the next report.
  - (1) For a calendar year in which there is a regular municipal election, each committee must file reports that are complete through the last date of each reporting period and due by the following dates:
    - a. The 275<sup>th</sup> day before the date of the election, complete through the 278<sup>th</sup> day before the election.
    - b. The 180<sup>th</sup> day before the date of the election, complete through the 183<sup>rd</sup> day before an election.
    - c. The 90<sup>th</sup> day before the date of the election, complete through the 93<sup>rd</sup> day before the election.
    - d. The 60<sup>th</sup> day before the date of the election, complete through the 63<sup>rd</sup> day before the election.
    - e. The 30<sup>th</sup> day before the date of the election, complete through the 33<sup>rd</sup> day before the election.
    - f. The 14<sup>th</sup> day before the date of the election, complete through the 17<sup>th</sup> day before the election.
    - g. The Friday preceding the date of the election, complete through the Tuesday preceding the election.
    - h. The 30<sup>th</sup> day after the date of the election, complete through the 27<sup>th</sup> day after the election.
    - i. January 3<sup>rd</sup> of the year after the election, complete through December 31<sup>st</sup> of the year of the election.
  - (2) For a calendar year in which there is a special municipal election, each committee must file:
    - a. A report for each month after the special election is declared, due by the

**fifth day of the following month and complete through the last day of the preceding month.**

- b. A pre-election report, due on the Friday before the election and complete through the Tuesday before the election.**
- c. A post-election report due on the 30<sup>th</sup> day after the date of the election, complete through the 27<sup>th</sup> day after the election.**
- d. A year-end report on January 3<sup>rd</sup> of the year after the election, complete through December 31<sup>st</sup> of the year of the election. This report will not be required if the 27<sup>th</sup> day after the election falls on or after December 31<sup>st</sup>.**

- (3) For each non-election year within an election cycle, each committee that has not filed a termination report must file semi-annual reports for non-election years due by July 31<sup>st</sup> and January 31<sup>st</sup>. The July 31<sup>st</sup> report must cover January 1<sup>st</sup> through June 30<sup>th</sup> of the non-election year, and the January 31<sup>st</sup> report must cover July 1<sup>st</sup> through December 31<sup>st</sup> of the non-election year.**

- (c) In addition to other reports required under this Section, an issue committee, independent expenditure committee, or political committees must file a major contribution report upon receiving a contribution of one thousand dollars (\$1,000.00) or more at any time within sixty (60) days of the date of a municipal election. If the major contribution is received more than fourteen (14) days before the election, the major contribution report must be filed with the city clerk no later than five (5) days after receipt of the contribution. If the date of the receipt of the major contribution is within fourteen (14) days of the election, the major contribution report must be filed with the city clerk no later than 11:59 PM on the day following receipt of the contribution.**
- (d) A recall defense committee or issue committee that supports or opposes the recall of a public officeholder must file reports of contributions and expenditures with the city clerk within fifteen (15) days of filing its registration statement under section 54-103 and every thirty (30) days thereafter until the date of the recall election has been set, and then thirty (30) days, fourteen (14) days and seven (7) days before the recall election and thirty (30) days following the recall election.**
- (e) Each report required by this section must include the following information:**
  - (1) The amount of funds on hand at the beginning of the reporting period, including funds carried over from the current election cycle or a prior election cycle. The beginning of the reporting period is the date through which the committee's last report was complete.**
  - (2) The total amount of all contributions received by the committee in the reporting period and in the election cycle to date.**
  - (3) The full name and mailing address of each person who has made one or more contributions to the committee during the reporting period; the amount and date of each contribution made by the person in the reporting period; and the aggregate amount of contributions made by the person during the election cycle.**
    - a. If a contributor is a natural person, the report must include the person's occupation and employer.**
    - b. If a contributor is a covered entity or other organization, the report also must include the entity's principal office street address, as filed with the Secretary of State Business Division, or the street address of its principal place of operations, if different from its mailing address.**

- i) **If the covered entity has filed with the Business Division of the Colorado Department of State, then the entity's business name and principal place of operations must match the information filed with that Department.**
- (4) The total amount of all expenditures made by the committee in the reporting period and in the election cycle to date.**
- (5) The full name and mailing address of each person to whom an expenditure was made in the reporting period, along with the date, amount, and description of the expenditure, including the specific type of goods or services paid for.**
- (6) A description of any loan, letter of credit, line of credit, or commercial loan made to the committee during the reporting period, including the full name and address of the lender or person extending the letter of credit, line of credit, or commercial loan; the full name and address of any guarantor or endorsers of the loan, letter of credit, line of credit, or commercial loan; the amount guaranteed; the date and amount of the loan, letter of credit, line of credit, or commercial loan; the balance due on loan, letter of credit, line of credit, or commercial loan; and the terms of interest and the total amount of interest, if any.**
- (7) A description of any unpaid obligation of five hundred dollars (\$500.00) or more that is thirty days or more overdue, which is not otherwise reported as a contribution, incurred by the committee during the reporting period, including the full name and address of the person to whom the obligation is due; the due date of the obligation; the purpose of the obligation; and the amount past due.**
- (f) All reports required by this Section must be filed electronically with the city clerk. The city clerk must make each report filed under this section available online to the public within three (3) business days of determining the report meets all requirements of this section.**
- (g) The reporting requirements of this section continue to apply to a committee with outstanding debts or a balance of campaign funds on hand. If the city clerk determines that a committee has no outstanding debts or balance of campaign funds on hand, the committee may file a termination report with the city clerk, provided the committee is not otherwise required by this Article to remain open and active.**
- (h) A standalone candidate need not register a candidate committee but must file reports in accordance with this Section for all reporting periods in which the candidate makes expenditures.**

**Sec. 54-104.5. – Disclaimers for political advertisements.**

- (a) A political advertisement must include a disclaimer, as specified in this section. The disclaimer required for a political advertisement must include:**
  - (1) The full legal name of the person or committee who paid for the advertisement.**
  - (2) If the political advertisement is authorized by a candidate, a statement that the advertisement is authorized by the candidate.**
  - (3) If the political advertisement is not authorized by a candidate, a statement that the advertisement is not authorized by any candidate.**
- (b) In addition to the requirements of subsection (a) of this section, the disclaimer required for a political advertisement that is an independent expenditure or electioneering communication must clearly and conspicuously include the full names of the five (5) persons who have made the largest aggregate contributions or donations**

of one thousand dollars (\$1,000.00) or more during the election cycle to the person who paid for the advertisement.

- (1) If multiple persons have made aggregate contributions or donations in identical amounts of one thousand dollars (\$1,000) or more to the sponsor of a political advertisement during the election cycle, the advertisement must include the full name of the person or persons who made the contributions or donations most recently.
  - (2) If no person has made aggregate contributions or donations of one thousand dollars (\$1,000.00) or more to the sponsor of a political advertisement during the election cycle, the advertisement may exclude the statement required by this subsection.
- (c) A political advertisement disclaimer required by this section must be presented clearly and conspicuously. A disclaimer is not presented clearly and conspicuously if it is difficult to read or hear, or if its placement is easily overlooked.
- (1) If the political advertisement is a radio, online or digital audio, telephone, or other audio communication, the disclaimer must be spoken in a clearly audible and intelligible manner at the beginning or end of the communication.
  - (2) If the political advertisement is a television, online or digital video, or other video communication:
    - a. The disclaimer must be written and spoken at the beginning or end of the communication.
    - b. The written disclaimer required by subparagraph (i) of this paragraph (c) must appear in the communication in a conspicuous size and style.
    - c. The spoken disclaimer required by subparagraph (i) of this subsection (c) must be spoken in a clearly audible and intelligible manner.
  - (3) If the political advertisement is a text or graphic communication, including an online or digital text or graphic communication, the disclaimer must be:
    - a. Of sufficient size to be clearly readable by the recipient of the communication.
    - b. Contained in a text box set apart from the other contents of the communication.
    - c. Displayed with a reasonable degree of color contrast between the background and the disclaimer statement.
- (d) If the size, format, or display requirements of an online or digital political advertisement make it technologically impossible to include a disclaimer required by this section on the advertisement, the advertisement must clearly and conspicuously provide to the recipients a direct link to immediately obtain the complete disclaimer with minimal effort and without viewing any additional information other than the required disclaimer.

#### **Sec. 54-105. - Contribution limits.**

- (a) During an election cycle, a person or political committee, other than a small donor committee, may not make aggregate contributions to a candidate committee or recall defense committee in excess of three hundred and twenty dollars (\$320.00).
- (b) During an election cycle, a small donor committee may not make aggregate contributions to a candidate committee or recall defense committee in excess of three thousand and two hundred dollars (\$3,200).
- (c) During an election cycle, a candidate committee or recall defense committee may not

solicit or accept aggregate contributions from a person, political committee, or small donor committee in excess of the applicable limit in subsection (a) or (b) of this Section.

- (d) Each limit on contributions in subsections (a) and (b) must be adjusted by the city clerk by an amount calculated by the Colorado Secretary of State as prescribed in the Colorado Constitution, Article XXVIII, section 3 (13). The first adjustment must be done by the end of the second quarter of 2023 and then every four years thereafter, by the end of the second quarter.
- (e) A non-municipal political organization may make contributions subject to the limits in subsection (a) of this Section to a candidate committee or political committee if the contributions are made from an account or source that does not consist of any funds received from a covered entity or other prohibited source under this Article.
- (f) The limits in subsection (a) of this Section do not apply to contributions made from a candidate's personal funds to the candidate's own candidate committee or recall defense committee, or to contributions made from a public officeholder's candidate committee to a recall defense committee organized by or on behalf of the same public officeholder.
- (g) For purposes of the limits in subsections (a) and (b) of this Section, all contributions made by political committees or non-municipal political organizations that are organized, financed, maintained, or controlled by the same person or group of persons are considered to be made by a single committee or organization.

**Sec. 54-105.5. - Reporting of independent expenditures and electioneering communications:**

- (a) An independent spender that makes one or more independent expenditures or electioneering communications in an aggregate amount of one thousand dollars (\$1,000.00) or more during an election cycle must file a report with the city clerk in accordance with this Section. The report filed by an independent spender must include the following information:
  - (1) The full name, mailing address, telephone number, and email address of the independent spender.
    - a. If the independent spender is a natural person, the report must include the occupation and employer of the person.
    - b. If the independent spender is a covered entity or other organization, the report must include:
      - (i) The full name, mailing address, telephone number, email address, and title of the individual filing, and jointly responsible for the report on behalf of the entity.
      - (ii) The full name, mailing address, telephone number, email address, and title of the individual who is primarily responsible for approving the independent expenditures or electioneering communications made by the entity.
      - (iii) The full name of each principal owner of the entity, if any.
      - (iv) The URL for the website of the entity, if any.
      - (v) The business or purpose of the entity, including its tax-exempt status, if applicable.
      - (vi) The street address of the entity's principal place of operations, if different from the mailing address.
  - (2) For each independent expenditure or electioneering communication made during the period covered by the report, the report must provide:



- a. The full name and mailing address of each person to whom payment was made in connection with the independent expenditure or electioneering communication.
  - b. The amount, date, and a description of the independent expenditure or electioneering communication. The amount of independent expenditure or electioneering communication includes all design, production, and distribution costs.
  - c. The full name of each candidate, ballot issue, or ballot question to which the independent expenditure or electioneering communication refers or relates. In the case of an independent expenditure, the report must also indicate whether the expenditure supports or opposes each candidate to whom the expenditure refers or relates.
- (3) The full name and mailing address of each donor who made one or more donations in an aggregate amount of one thousand dollars (\$1,000.00) or more to the independent spender during the period covered by the report, along with the date and amount of each donation made by the donor in the reporting period, and the aggregate amount of donations made by the donor in the election cycle.
- a. If the donor is a natural person, the report must include the person's occupation and employer.
  - b. If the donor is a covered entity or other organization, the report must specify the business or purpose of the entity, including its tax-exempt status, if applicable.
  - c. A donor who is identified on a report under this section need not be identified on any subsequent report filed by the independent spender unless the donor makes subsequent donations to the spender during the election cycle.
- (4) The aggregate amount of independent expenditures and electioneering communications made by the independent spender in the reporting period and in the election cycle to date.
- (5) A statement signed by the individual filing the report on behalf of the independent spender affirming, under penalty of law, that the report is accurate and complete.
- (b) An independent spender must file an initial report under this Section within forty-eight (48) hours of making one or more independent expenditures or electioneering communications in an aggregate amount of thousand dollars (\$1,000) or more during an election cycle. The initial report must cover the period that begins on the first day of the election cycle and ends on the date that the independent spender makes independent expenditures or electioneering communications in an aggregate amount of one thousand dollars (\$1,000) or more in the election cycle. After an independent spender files an initial report under this subsection (b), the spender must file a subsequent report within forty-eight (48) hours of making any additional independent expenditure or electioneering communication during the same election cycle in which the initial report was filed. Each subsequent report must cover the period that begins on the day after the last date included in the independent spender's previous report and ends on the date that the additional independent expenditure or electioneering communication is made.
- (c) A committee, including an independent expenditure committee, must report an independent expenditure or electioneering communication made by the committee in

accordance with section 54-104.

**Sec. 54-106. - Where and when to file campaign reports.**

- (a) Reports required to be filed by this Article are timely if received by the city clerk not later than 11:59 PM. on the due date. Reports must be filed electronically or in accordance with the rules and regulations of the city clerk's office. If the due date falls on a weekend or legal holiday, the report must be filed by the end of the next business day.
- (b) The city clerk must review all reports for completeness within three (3) business days after their receipt. Any report which is deemed to be incomplete by the city clerk will be accepted on a conditional basis, and the committee must be notified as to any deficiencies found. The committee will have seven (7) business days from receipt of such notice to file an addendum that cures the deficiencies.
- (c) Reports required to be filed by this Article are public records and open to inspection by the public in the office of the city clerk during regular business hours. Reports also must be publicly available online on the city clerk's page on the city of Aurora website within three (3) business days of their filing.

**Sec. 54-107. - Complaints and hearings**

- (a) Any person who believes that a violation of this Article has occurred may file a sworn complaint, in written or online form, with the city clerk no later than one hundred twenty (120) days after the date of the alleged violation. The city clerk must notify the respondent and provide them with a copy of the complaint within two (2) business days of receiving the complaint. Within ten (10) business days of receiving a complaint, the city clerk must complete an initial review to determine whether the complaint was timely filed and whether it alleges sufficient facts to support a factual and legal basis for each alleged violation.
- (b) If the city clerk determines that the complaint was untimely filed or that it lacks sufficient facts to support a factual and legal basis for each alleged violation, the clerk must dismiss the complaint and send notice of dismissal and an explanation of the complaint's deficiencies to the complainant and respondent.
- (c) If the city clerk determines that the complaint is timely and that it alleges sufficient facts to support a factual and legal basis for one or more of the alleged violations, the city clerk must send a notice to the complainant and respondent, and thereafter must appoint a hearing officer who may not be an officer, employee, or agent of the city, and may not have any conflict of interest with the complainant or respondent. The city clerk must set a date for the hearing, which shall be no later than sixty (60) days from the date the complaint was filed. Public notice of the date, time, and location of each hearing, and the nature of the complaint must be posted in the office of the city clerk and made available online no less than seven (7) business days before the date of the hearing.
- (d) A complainant is not a party to the city clerk's initial review or any proceedings before a hearing officer, as described in this Section.
- (e) All testimony must be under oath. The respondent and the city clerk may present evidence to the hearing officer in the form of testimony, documents, rebuttal testimony, and opening and closing statements. The hearing officer is entitled to examine any witness and request the submission of additional evidence and arguments.
- (f) The city clerk and upon referral to a hearing officer, a hearing officer are authorized

to issue subpoenas to compel the attendance of witnesses and the production of documents. Upon a failure of any witness to obey the subpoena, the city clerk may petition the appropriate district court for relief. Upon a proper showing, the court may enter an order compelling the witness to appear and testify or produce evidence. Failure to obey the order of the court is punishable as a contempt of court.

- (g) All records of hearings under this Section are public records and must be made available online on a publicly accessible website.

**Sec. 54-108. - Sanctions.**

- (a) In accordance with the process in Section 54-107, a hearing officer must determine by a preponderance of the evidence if a violation of this Article has occurred and issued a final determination that includes all findings of fact and conclusions of law. Upon a finding against a respondent, the hearing officer must impose all necessary penalties under this Section. The respondent may appeal the hearing officer's final determination to the municipal court within thirty (30) days of the decision.
- (b) The city clerk will impose a penalty of fifty dollars (\$50.00) per day for each of the first three (3) days that a statement, report, or other information required by this Article is not filed by the day due. Thereafter the penalty for late filing will be one hundred dollars (\$100.00) per day until the statement, report, or other information is filed with the city clerk. The city clerk must, by the close of business on the next business day, send notice of such late filing and penalty to the person who is required to file. The penalties will begin accruing immediately, regardless of whether this notice is received. A person who fails to file three (3) or more successive statements or reports required by Sections 54-103, 54-104, or 54-105.5 of this Code is subject to a penalty of up to five hundred dollars (\$500.00) for each day that a statement or report is not filed by the day due. A person who knowingly fails to file three or more reports due under section 54-105.5 of this Code will be subject to a penalty of up to one thousand dollars (\$1,000.00) for each day that the report is past due. All notices of late filings and penalties must be publicly posted on the city clerk's page on the city of Aurora website. If the penalty is not paid within thirty (30) days of demand, the matter must be referred to a hearing officer in accordance with the procedure specified in section 54-107 and subsection (a) of this Section.
- (c) Failure to comply with the provisions of this Article will not invalidate any election.
- (d) Any individual volunteering time on behalf of a candidate or committee is exempt from any liability for a penalty imposed according to this section in any proceeding that is based on an act or omission of such volunteer if:
  - (1) The volunteer was acting in good faith and within the scope of such volunteer's official functions and duties for the candidate or committee; and
  - (2) The violation was not caused by willful and intentional misconduct by the volunteer.
- (e) Waiver.
  - (1) A person who has been assessed a late filing penalty under subsection (b) of this Section may request that the city clerk grant a waiver or reduction of the penalty within ten (10) business days of the penalty's final accrual. The waiver request must include the following information:
    - a. The reason for the delinquency in filing, including all relevant information related to the delinquency
    - b. Remedial actions taken to avoid future delinquencies.
    - c. Any other information relevant to the waiver request.

- (2) The city clerk must consider the waiver request and respond to the request with a written final decision within five (5) business days.
- (3) Before issuing a final decision on a waiver request, the clerk may consider:
  - a. The requesting person's history of delinquency.
  - b. Circumstances that made complying with the deadline impractical, including whether the city clerk's electronic filing system was operational at the time of the delinquency.
  - c. Outstanding penalties owed by the requesting person.
  - d. The date when the requesting person filed the waiver request.
- (f) Any person who disputes the clerk's assessment of a penalty against that person under subsection (b) of this Section may petition the city clerk for a hearing concerning the decision no later than thirty (30) days after having been notified of any such decision. The hearing will be resolved by administrative hearings procedures according to section 50-26, with the city clerk or a hearing officer appointed by the clerk to serve as designated by and under the authority of the municipal court.
- (g) Unpaid debts. Any unpaid debt owed to the city resulting from a penalty imposed under this section will be collected by the city in accordance with the requirements of Section 50-138 of the City Code.
- (h) Any person who knowingly violates any provision of this Article, including the prohibitions and limits on contributions in Sections 54-101 and 54-105 of this Code, or who gives or accepts any contribution or donation in such a way as to hinder or prevent identification of the true contributor or donor, in addition to any other penalties provided by law, will be subject to a penalty of ten thousand dollars (\$10,000.00) or three (3) times the amount of the contribution, donation, or expenditure that was illegally accepted or made, whichever is greater.
- (i) The city clerk satisfies all notice requirements of this Article by sending notice to the mailing addresses provided under section 54-103(c) or 54-105.5(a) of the City Code, as applicable.

**Sec. 54-109. - Duties of the city clerk—Enforcement.**

- (a) The city clerk must :
  - (1) Prepare forms and instructions to assist candidates, committees, and members of the public in complying with the requirements of this Article;
  - (2) Maintain a filing and indexing system consistent with the purposes of this Article;
  - (3) Make the reports and statements filed with the city clerk's office available to the public on the clerk's pages within the city website within three (3) business days of their filing. The city clerk may charge a reasonable fee for printing copies of reports and statements in compliance with city policy. No information copied from such reports may be sold or used by any person to solicit contributions or for any commercial purpose.
  - (4) Conduct hearings or designate a hearing officer, as provided in Section 54-107 of the City Code;
  - (5) Adopt procedures to carry out the purposes of this Article;
  - (6) Keep a copy of any report or statement required to be filed by this Article following the municipal records retention schedule.

**Sec. 54-110. - Municipal elections activity. Limitations on municipal officers and elected officials.**

- (a) No city agency, department, board, division, bureau, commission, or council may

**make a contribution or expenditure in connection with the nomination, retention, election, or recall of any person to any public office of the city, nor may any such entity expend any public monies from any source, or make any contributions, to urge electors to vote in favor of or against any:**

- (1) Ballot issue or ballot question;**
  - (2) Measure for the recall of any elected officeholder of the city, upon the final determination of sufficiency.**
- (b) However, a city agency, department, board, division, bureau, commission, or council may respond to questions about any such issue described in subsection (a) if the public entity or its member or employee has not solicited the question. Members or employees of any such agency, department, board, division, bureau, commission, or council who have policy-making responsibilities may expend not more than fifty dollars (\$50.00) of public monies in the form of letters, telephone calls, or other activities incidental to expressing their opinions on any such issue described in subsection (a) of this Section.**
- (c) Nothing in subsection (a) of this Section may be construed as prohibiting a city agency, department, board, division, bureau, commission, or council from expending public monies to dispense a factual summary, which must include arguments both for and against the proposal, on any issue of official concern before the electorate in the city. Such a summary may not contain a conclusion or opinion in favor of or against any particular issue. As used herein, an issue of official concern will be limited to issues and questions that will appear on a municipal election ballot.**
- (d) Nothing in subsection (a) may be construed to prevent an elected official from expressing a personal opinion on any issue.**
- (e) Nothing in subsection (a) may be construed as prohibiting a city agency, department, board, division, bureau, commission, or council from:**
- (1) Passing a resolution or taking a position of advocacy on any issue described in subsection (a); or**
  - (2) Reporting the passage of or distributing such resolution through established, customary means, other than paid advertising, by which information about other proceedings of such city agency, department, board, division, bureau, commission, or council thereof is regularly provided to the public.**
- (f) Nothing in subsection (a) of this Section may be construed as prohibiting a member or an employee of a city agency, department, board, division, bureau, commission, or council from expending personal funds, making contributions, or using personal time to urge electors to vote in favor of or against any issue described in subsection (a) of this Section.**
- (g) Any person who violates this Section is subject to the sanctions authorized in Section 54-108 of the City Code.**

Secs. 54-111—54-120. - Reserved.

### Section 3. Severability.

The provisions of this Ordinance are hereby declared to be severable. If any Section, paragraph, clause, or provision of this Ordinance is, for any reason, held to be invalid or unenforceable by a court of competent jurisdiction, the invalidity or unenforceability of such Section, paragraph, clause, or provision does not affect any of the remaining provisions of this Ordinance.

### Section 4 Transition Rule for Current Election Cycle.

A candidate may be considered to be in compliance with this Ordinance's limits and restrictions on

campaign contributions, notwithstanding the acceptance of contributions before the date of enactment that would, absent this Section, make the candidate out of compliance, provided that the candidate complies with all requirements in this Act beginning on the effective date.

Section 5. Publication.

Pursuant to Section 5-5 of the City Charter, the second publication of this Ordinance will be by reference, utilizing the ordinance title. Copies of this Ordinance are available at the office of the city clerk.

Section 6. Effective date and applicability.

This Ordinance becomes effective on the first day of the campaign finance reporting period for Aurora candidates for municipal office that follows the end of the campaign finance reporting period for Aurora candidates for municipal office that is current during final passage by the Aurora City Council or Aurora voters.

Section 7. All acts, orders, resolutions, ordinances, or parts thereof, in conflict with this Ordinance or with any of the documents hereby approved, are hereby repealed only to the extent of such conflict. This repealer shall not be construed as reviving any resolution, ordinance, or part thereof, heretofore repealed.

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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> Proposed Local Minimum Wage Ordinance
<b>Item Initiator:</b> Council Member Coombs
<b>Staff Source:</b> Terri Velasquez, Finance Director
<b>Deputy City Manager Signature:</b> Roberto Venegas
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

Council Member Coombs has proposed a local minimum wage ordinance.

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

The proposed local minimum wage ordinance is attached and Council Member Coombs has provided the following summary of the proposed ordinance.

The purpose of the local minimum wage proposal is to ensure that workers in our city are able to afford the cost of living with one job. Currently, minimum wage workers in our city would need to work approximately 75 hours per week with the current minimum wage to afford a studio apartment, based on HUD fair-market pricing and cost of living estimates. Even with a minimum wage of \$20/hr, a person would need to work 45 hour per week to afford a studio apartment. Further, depending on whether or not one has children, the Colorado Center on Law and policy estimates a minimum of \$14.27/hr for a single individual for basic subsistence, and between 21 and 25 dollars per hour for a single adult with a child, depending on childcare costs. These estimates are well beyond what low-wage workers in our city are making.

In addition to the benefits to workers, this increase will also benefit the local economy. Minimum wage increases also stimulate local economies. An article published in a Federal Reserve Bank of Chicago publication finds that a federal minimum wage hike would boost the real income and spending of minimum wage households and lead to an increase in aggregate household spending. A 2011 study by the Chicago Federal Reserve Bank finds that minimum wage increases raise incomes and increase consumer spending.



The study concluded that every dollar increase for a minimum wage worker results in \$2,800 in new consumer spending by his or her household over the following year. A 2014 study examining the impacts of local minimum wage laws on workers, families and businesses states that low-wage workers and their families are likely to spend a significant portion of their increased earnings. Given our projected decrease in revenues due to COVID, the increased spending of the more than 29,000 Aurora workers would be a benefit to our economy and tax revenues.

Council Member Coombs has included a public outreach schedule with this agenda item.

Finance and HR departments have provided the following information and financial analysis related to the proposed ordinance.

It is anticipated that there will be an impact to City wages, contracts, and enforcement requirements. Without going through all existing contracts and requesting salary details, Purchasing is unable to determine the potential cost impact to city contracts. A financial analysis of the impacts to the City's contracts/purchases requires a detailed audit of all professional service, hard service, and construction contracts.

Since the minimum wage rates would be higher than the state of Colorado's minimum wage, monitoring and/or auditing of compliance (based on alleged violations) will fall to the City. Based on discussions with Denver, the Tax and Licensing Manager estimates the following annual enforcement costs.

Supervisor \$135,000  
2 Staff Analysts \$190,000  
Expenses and Training \$8,000  
Total \$333,000

In addition, the HR Director has prepared the estimated cost to city salaries and the analysis is attached. The overall cost to implement is approximately \$672,420 over a 7 year period and affects 489 employees. This amount would continue to increase annually after 2027 based on an amount corresponding to the prior year's increase, if any, in the Consumer Price Index (Urban Wage Earners and Clerical Workers, Denver-Aurora-Lakewood) or its successor index as published by the U.S. Department of Labor or its successor agency ("CPI").

Chair Gruber has asked that impacts to local businesses be discussed by the Business Advisory Board (BAB) and by proponents. On August 18, 2020 the BAB met and took an official position and voted to not support the ordinance in its current format. However, the vote was not unanimous.

#### **QUESTIONS FOR Committee**

Does the Committee support moving the proposed local minimum wage ordinance forward to Study Session?

#### **EXHIBITS ATTACHED:**

8-12-2020 Ordinance Local Minimum Wage - draft.pdf  
Outreach Meetings on Aurora Local Minimum Wage.pdf  
Rev. HR Analysis - Local Minimum Wage Ordinance.pdf

ORDINANCE NO. 2020-\_\_\_\_\_

A BILL

FOR AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO, ENACTING A NEW CHAPTER OF THE CITY CODE PERTAINING TO ESTABLISHING A MINIMUM WAGE IN AURORA ABOVE THE STATE MINIMUM WAGE AND PROVIDING REMEDIES FOR VIOLATIONS

WHEREAS, as a home rule government under Article XX Section 1 of the Colorado Constitution, the City of Aurora, Colorado (the “City”) has broad authority through its police powers to enact regulation to further the public health, safety, and general welfare; and

WHEREAS, increasing the minimum wage directly promotes the health, safety, and welfare of those who work within the City's borders; and

WHEREAS, State law grants local governments the authority to enact minimum wage laws, Colorado Revised Statutes (C.R.S.) Section 8-6-101; and

WHEREAS, enacting a minimum wage for workers in the City that exceeds the floor established in the state minimum wage law advances the stated purpose therein to “adopt local minimum wage laws requiring a higher minimum wage than the state when local governments determine that such laws are in the best interest of their jurisdiction;” and

WHEREAS, income inequality, low wages, and a high cost of living relative to other parts of the state are serious economic and social problems facing the City; and

WHEREAS, many residents of the City work long hours but cannot afford housing, food, medical care, and other basic necessities; and

WHEREAS, according to the National Low-Income Housing Coalition, a person living in Colorado would need to earn seventeen dollars and fifty-two cents (\$17.52) to afford the rent for the average studio apartment. That number is twenty-five dollars and thirty-three cents (\$25.33) for the average two-bedroom apartment; and

WHEREAS, without action to raise the wage floor in the City, the problems caused by incomes that are inadequate to sustain working families will become more acute and the gap between low wages and the cost of a basic standard of living in the City will continue to widen; and

WHEREAS, when workers earn decent wages, such wages can also boost the growth of the local economy; and

WHEREAS, the City has recognized that income inequality, particularly between white and non-white workers, is one of the most pressing economic and social issues

facing the City. Increasing the minimum wage is one of the primary ways the City can act to reduce economic and racial disparities; and

WHEREAS, an increase in the minimum wage to 20.00 per hour would impact many of the low wage workers in the city, particularly low wage workers of color who would disproportionately benefit. 28.7 percent of Latino workers and 5.1 percent of black workers in the state are in low-wage jobs though they represent only 19.6 and 4.2 percent of workers overall, respectively. Therefore, these workers would benefit from an increase to 20.00 per hour; and

WHEREAS, research and economic data show that poverty is concentrated among people of color, children, people with lower educational attainment, and female-headed households. Higher wages for these families would mean parents could work fewer jobs or hours. The benefits to children would accrue through more parenting time, including time for involvement in their children's education and family recreation. Better economic conditions for Colorado families would mean longer and healthier lives, and ultimately more stable communities; and

WHEREAS, numerous studies document a strong relationship between income and health. Income is consistently shown to be one of the strongest predictors of health status. Poverty and low income have been linked with premature mortality and low life expectancy. A rise in household income stemming from an increase in the minimum wage would result in significant public health benefits for workers in the city; and

WHEREAS, numerous studies indicate minimum wages benefit employers and the economy as a whole by improving employee performance, reducing employee turnover, lowering absenteeism, and thereby improving productivity and the quality of the services furnished by employees; and

WHEREAS, the public welfare, health, and prosperity of the City require wages sufficient to ensure a decent and healthy life for all Aurora workers and their families.

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

Section 1. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a new chapter, to be numbered 27, which chapter reads as follows:

**Chapter 27. Wages**

**Article 1. Aurora Minimum Wage**

Section 2. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-1, which section reads as follows:

**Sec. 27-1. Definitions.**

***Definitions.*** For purposes of this article, the following definitions shall apply:

**"Adverse action" shall mean denying a job or promotion, demoting, terminating, failure to rehire after a seasonal interruption of work, threatening, penalizing, retaliating, engaging in unfair immigration-related practices, filing a false report with a government agency, changing an employee's status to a nonemployee, and any other negative change to an aspect of employment, including modification of pay, work hours, responsibilities, or other material change in the terms or conditions of a person's employment;**

**"Aggrieved party" means a worker who suffers tangible or intangible harm due to an employer's violation of this article;**

**"City" shall mean the City of Aurora, Colorado;**

**"Complaint" shall mean a written complaint, claim, or assertion of right by an employee, or aggrieved party, regarding the payment of wages as required under this article, that is discussed with or made to: the employer or a supervisor; a manager; a foreperson employed by the employer; an individual with apparent authority to alter the terms or conditions of the complainant's employment; a local, state, or federal enforcement agency; a court; and an elected official or their staff;**

*Director of Finance* is the department director given the authority to enforce this article. The term "Director" will be used in this article to refer to the Director of Finance and shall include such person's designee;

**"Employer" has the same meaning as set forth in the federal Fair Labor Standards Act, 29 U.S.C. sec. 203(d), and includes a foreign labor contractor and a migratory field labor contractor or crew leader, except that the provisions of this article do not apply to the federal government;**

**"Food and beverage worker" shall mean a worker for any business or enterprise that prepares and offers for sale food or beverages for consumption either on or off an employer's physical premises;**

**"Tips" shall mean a verifiable sum presented directly and customarily by customers as a gift or gratuity in recognition of some service performed for customers by the person receiving the tip;**

**"Unemancipated minor" shall mean a person less than eighteen (18) years of age who does not maintain sole or primary responsibility for his or her own support, is not married or domiciled separately from his or her parents or guardian, and is unable to show that his or her well-being is substantially dependent on being gainfully employed;**

**"Work" shall mean any services performed on behalf of or for the benefit of an employer whether on an hourly, piecework, commission, time,**

task, or other basis but shall not include services performed as an independent contractor; and

**"Worker" means any person, including a migratory laborer, performing labor or services for the benefit of an employer. For the purpose of this article, relevant factors in determining whether a person is a worker include the degree of control the employer may or does exercise over the person and the degree to which the person performs work that is the primary work of the employer; except that an individual primarily free from control and direction in the performance of the service, both under his or her contract for the performance of service and in fact, and who is customarily engaged in an independent trade, occupation, profession, or business related to the service performed is not a "worker".**

Section 3. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-2, which section reads as follows:

**Sec. 27-2. Aurora Minimum Wage.**

- (1) **An employer shall pay a worker a wage of no less than the hourly rates set under the authority of this article.**
- (2) **The Aurora minimum wage shall be calculated as follows:**
  - a. **On January 1, 2021, the hourly wage shall be increase by 5% to twelve dollars and sixty cents (\$12.60).**
  - b. **On January 1, 2022, the hourly wage shall be increased by 5% to thirteen dollars and twenty-three cents (\$13.23).**
  - c. **On January 1, 2023, the hourly wage shall be increased by approximately 10% to fourteen dollars and fifty-five cents (\$14.55).**
  - d. **On January 1, 2024, the hourly wage shall be increased by approximately 10% to sixteen dollars (\$16.00).**
  - e. **On January 1, 2025, the hourly wage shall be increased by 10% to seventeen dollars and sixty cents (\$17.60).**
  - f. **On January 1, 2026, the hourly wage shall be increased by 10% to nineteen dollars and thirty-six cents (\$19.36).**
  - g. **On January 1, 2027, the hourly wage shall be increased by approximately 3.3%% to twenty dollars (\$20.00).**
- (3) **In order to prevent inflation from eroding the value of the last minimum wage increase prescribed by this article the Aurora minimum wage rate shall increase by an amount corresponding to the prior year's increase, if any, in the Consumer Price Index (Urban Wage Earners and**

**Clerical Workers, Denver-Aurora-Lakewood) or its successor index as published by the U.S. Department of Labor or its successor agency ("CPI"). Annually thereafter, on the first of January, the Aurora minimum wage rate shall increase by an amount corresponding to the prior year's increase, if any, in CPI.**

**(4) Food and beverage workers. Tips regularly and actually received by a food and beverage worker may be applied to an employer's obligation to pay such food and beverage worker the Aurora Minimum Wage. However, no more than three dollars and two cents (\$3.02) per hour in tip income ("tip credit") may be used to partially offset payment of the Aurora Minimum Wage.**

Section 4. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section to be numbered 27-3 which section reads as follows:

**Sec. 27-3. Application of the Aurora Minimum Wage.**

- (1) The provisions of City Code section 27-2 shall apply only to employers who have business licenses issued by the City, and only to work performed physically within the geographic boundaries of the City, and for all the time worked within the geographic boundaries of the City.**
- (2) The provisions of City Code section 27-2 shall not apply to a worker performing work in the City when the work totals less than four (4) hours in any given week.**
- (3) The provisions of City Code section 27-2(2) shall not apply to work that occurs within the geographic boundaries of the City which is solely for the purpose of traveling through the City from a point of origin outside of the City to a destination outside of City, with no work-related or commercial stops in the City except for refueling or the worker's personal meals or errands.**
- (4) The provisions of City Code section 27-2 shall not apply to an unemancipated minor performing work in the City.**

Section 5. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-4 which section reads as follows:

**Sec. 27-4. Notice and posting.**

**(1) On an annual basis and by May 1 each year, the City shall publish and make available to employers, in all languages spoken by more than five (5) percent of the workforce in the City (as calculated by the City) notices suitable for posting by employers in the workplace informing workers of the current minimum wage rate and their rights under this article.**

(2) Employers may comply with this section by displaying the poster in a conspicuous and accessible place, in English and in any language spoken by at least five (5) percent of workers, in each establishment where workers are employed, if applicable. An employer that provides an employee handbook to its workers must include in the handbook the notice of rights required under this section.

Section 6. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-5 which section reads as follows:

**Sec. 27-5. *Recordkeeping requirements and inspection.*** All employers shall retain sufficient payroll records concerning work performed for a period of at least three (3) years. After a worker or third-party complaint determined credible by the Director has been received, referral of a complaint from the State of Colorado or any agency thereof, referral of a complaint from a City agency specifically authorized to receive complaints made pursuant to this article, pursuant to an investigation in accordance with section 27-7, or a private right of action has been initiated by a worker against an employer pursuant to this article, the employer shall promptly allow the Director access to such records at a reasonable time during normal business hours to review and assess employer's compliance with the requirements of this article. The Director's review of an employer's records following receipt of a credible worker or third-party complaint, referral of a complaint from the State of Colorado or any agency thereof, referral of a complaint from a City agency specifically authorized to receive complaints made pursuant to this article, pursuant to an investigation in accordance with section 27-7, or initiation of a private right of action shall not be limited to workers who have filed complaints. Should an employer not maintain or retain adequate records documenting the manner and amount of wages paid for work performed pursuant to this article, or not allow the Director reasonable access to such records within thirty (30) days of an Director request, there shall be a presumption, rebuttable by clear and convincing evidence, that the employer violated this article for the periods and for each worker for whom adequate records were not retained or access to such records was not timely provided.

Section 7. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-6 which section reads as follows:

**Sec. 27-6. *Retaliation prohibited.***

No employer shall interfere with, restrain, deny, assist another person or entity, or attempt to deny the exercise of any right protected under this article. Any attempted or actual retaliation shall be regulated as follows:

**(1) No employer or any other person shall take any adverse action against any person because the person has exercised in good faith rights described in this article. Such rights include, but are not limited to: the right to file and pursue a private cause of action alleging a violation of this article; the right to make inquiries about rights protected under this article; the right to inform an employer, a union or similar organization, and/or the person's legal counsel or any other person about an alleged violation of this article; the right to file a written complaint with the Director; the right to cooperate with the Director in any investigations pursuant to this article; the right to testify in a proceeding related to an investigation pursuant to this article; the right to refuse to participate in an activity that would result in a violation of this article; and the right to oppose any policy, practice, or act that is unlawful pursuant to this article.**

**(2) No employer or any other person shall communicate to a worker exercising rights protected under this article, directly or indirectly, the willingness to inform a government employee that the person is not lawfully in the United States, or to report, or to make an implied or express assertion of a willingness to report, suspected citizenship or immigration status of a worker or a family member of the worker to a federal, state, or local agency because the worker has exercised a right pursuant to this article.**

**(3) It shall be a rebuttable presumption of retaliation if an employer or any other entity or person takes an adverse action against a worker within ninety (90) days of the worker's exercise of rights protected in this article. However, in the case of seasonal work that ended before the close of a 90-day period, the presumption also applies if the employer or other person or entity fails to rehire a former worker at the next opportunity for work in the same position. The employer may rebut this presumption by establishing by a preponderance of the evidence that the adverse action was taken for a lawful purpose.**

**(4) Proof of retaliation shall be sufficient upon a showing that an employer or any other person or entity has taken an adverse action against a worker and the worker's exercise of rights protected in this article was a motivating factor in the adverse action, unless the employer can prove by clear and convincing evidence that the action would have been taken in the absence of such protected activity.**

Section 8. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-7 which section reads as follows:



**Sec. 27-7. Enforcement.**

**(1) *In general.*** The implementation, administration, and enforcement of this article shall be the responsibility of the City. The City shall publish, maintain, and make available to the public any rules and regulations adopted pursuant to this article.

**(2) *Worker complaints.*** Subject to any rules and regulations that may be issued by the Director, any worker may submit a complaint of a violation of this article by her or his employer to the Director. The burden of demonstrating to the Director's satisfaction that a violation has occurred rests with the person making the complaint and shall be demonstrated by a preponderance of the evidence. Any such complaint shall be made in writing to the Director and shall include all information relied upon by such person. If a worker filing a complaint pursuant to this section 27-7(2) is unable to reasonably file her or his complaint in writing, a complainant may request the Director to assist him or her with documenting any allegations to satisfy the written complaint requirement. A worker may also consult with an attorney or other third-party for assistance when filing a complaint. The Director shall prioritize complaints received pursuant to rules established by the Director and may investigate any credible complaints. For any credible complaint investigated by the Director, the Director shall notify any employer alleged to have violated this article of any credible complaint and shall provide a summary of findings regarding any such complaint to both the complainant and the employer. Any determination by the Director pursuant to this article is reviewable by the complained-of party, pursuant to section 27-7(5). Any complaint must be submitted to the Director within one (1) year of the date the employer was alleged to have violated the requirements of this article, and shall include: the worker's name and/or the name of their duly authorized representative, if applicable; the worker's contact information; a detailed statement of the employer's alleged violation of the requirements of this article, including readily available supporting documentation demonstrating a violation; and any additional information requested by the Director or pursuant to rules issued by the Director. Employers shall be subject to penalties and other consequences pursuant to this article for any actual violation(s) that occurred within one (1) year of the date a credible complaint was first and timely submitted to the Director pursuant to this section 27-7(3) and within three (3) years of the date an investigation of an employer by the Director (not limited to a specific complaint) is initiated following the earlier of receipt of a credible worker complaint concerning a specific employer by the Director, referral of a complaint from the State of Colorado or any agency thereof, referral of a complaint from a City agency specifically authorized to receive complaints made pursuant to this article, or filing of a private right of action by a worker against an employer pursuant to this article. At any time, the Director may refer a worker complaint to an appropriate state or federal

agency to coordinate resources with respect to such complaint or otherwise assist a worker alleging a violation of this article or other law.

(3) *Third party complaints.* Subject to any rules and regulations that may be issued by the Director, any person or entity may submit a complaint of a violation of this article to the Director. The burden of demonstrating to the Director's satisfaction that a violation has occurred rests with the person or entity making the complaint and shall be demonstrated by a preponderance of the evidence. Any non-worker complaint shall be made in writing to the Director and shall include all information relied upon by such person or entity. The Director shall prioritize complaints received pursuant to rules established by the Director and may investigate any credible complaints. For any credible complaint investigated by the Director, the Director shall notify any employer alleged to have violated this article of any credible complaint, and shall provide a summary of findings regarding any such complaint to both the complainant (unless the complaint was filed anonymously) and the employer. Any determination by the Director pursuant to this article is reviewable by the complained-of party, pursuant to section 27-7(5). Any complaint must be submitted to the Director within one (1) year of the date an employer was alleged to have violated the requirements of this article, and shall include: a detailed statement of the employer's alleged violation of the requirements of this article, including readily available supporting documentation demonstrating a violation; and any additional information requested by the Director or pursuant to rules issued by the Director. Employers shall be subject to penalties and other consequences pursuant to this article for any actual violation(s) that occurred within one (1) year of the date a credible third-party complaint was first and timely submitted to the Director pursuant to this section 27-7(3) and within three (3) years of the date an investigation of an employer by the Director (not limited to a specific complaint) is initiated following receipt of a credible third-party complaint concerning a specific employer by the Director. At any time, the Director may refer a third-party complaint to an appropriate state or federal agency to coordinate resources with respect to such complaint or otherwise secure assistance for persons or entities alleging a violation of this article or other law.

(4) *Investigations in the absence of a complaint.* On and after January 1, 2022, the Director may utilize data collected and received concerning noncompliance with this article to investigate and enforce the terms of this article against employers and industries without issuance of a prior credible complaint consistent with rules established by the Director and as follows:

Prior to an investigation absent a credible complaint, the Director must determine that based on available information a reasonable basis exists

**for a belief that a violation of this article has occurred or will occur due to any or all the following:**

- a. The owner or partial owner of a legal entity has violated the terms of this article with respect to another entity with common ownership interests;**
- b. A pattern and practice, including, but not limited to, receipt of multiple credible complaints filed against an industry, demonstrates an increased likelihood that certain workers within an industry are regularly not paid wages as required by this article;**
- c. The Director receives credible information from a state or federal agency that demonstrates an increased likelihood that a particular employer or industry has failed to comply with the terms of this article; or**
- d. The Director, relying upon data collected or received by the City, establishes a reasonable basis to conclude that a particular employer or industry is likely to have failed to comply with the terms of this article.**

**(5) *City-initiated enforcement; appeals.* Any determination of the Director related to the payment of the Aurora minimum wage and an employer's strict adherence to the requirements of this article including, but not limited to, determinations of worker status, determinations of underpayment or misreporting, and the imposition of penalties pursuant to this article shall be reviewable as follows:**

- a. Any employer who disputes any determination made by or on behalf of the City pursuant to the authority of the Director, which determination adversely affects such employer, may petition the Director for a hearing concerning such determination no later than thirty (30) days after having been notified of any such determination. Compliance by an employer with the provisions of this section 27-7(5)(a) shall be a jurisdictional prerequisite to appeal any determination made by the Director pursuant to this article, and failure of compliance shall forever bar any such appeal. The foregoing in no way shall preclude or limit a worker from initiating a private cause of action pursuant to this article.**
- b. The Director shall designate as a hearing officer a person retained by the City for appeal purposes.**

- c. The petition for a hearing shall be in writing, and the facts and figures submitted shall be submitted under oath or affirmation either in writing or orally at a hearing scheduled by the hearing officer. The hearing, if any, shall take place in the City, and notice thereof and the proceedings shall otherwise be in accordance with rules and regulations issued by the Director. The petitioner shall bear the burden of proof, and the standard of proof shall conform with that in civil, nonjury cases in state district court.
- d. The designated hearing officer may hold hearings pursuant to this article, subpoena witnesses and compel their attendance, administer oaths and take the testimony of any person under oath and compel witnesses to produce for examination books and papers related to the subject matter of the appeal.
- e. Following a hearing, the hearing officer shall make a final, written determination. Such final determination shall be considered a final order and may be appealed to the Aurora Municipal Court under Rule 106(a)(4) of the state rules of civil procedure by the employer or by the city.

**(6) *Administrative enforcement and relief.*** If an employer is found to have violated this article the City shall order the employer to cease and desist from engaging in the violative practice and shall order any appropriate relief, including, but not limited to:

- a. For failing to pay the minimum wage as required under this article, payment to each aggrieved party of the unpaid wages in addition to twice the unpaid wages as liquidated damages, less any amount actually paid to the aggrieved party by the employer.
- b. For retaliation in violation of City Code section 27-6, compensatory damages payable to each aggrieved party equal to twice the actual damages, including but not limited to unpaid wages and benefits; punitive damages payable to each aggrieved party of no less than \$2,650; and a civil penalty payable to the City of no less than \$1,000 per aggrieved party.
- c. Payment of a civil penalty payable to the City of:
  - I. A minimum of \$50 and a maximum of \$750 when the amount of unpaid wages amounts to at least \$50 but less than \$300.
  - II. A minimum of \$250 and a maximum of \$1,000 when the amount of unpaid wages amounts to at least \$300 but less than

**\$750;**

**III. A minimum of \$500 and a maximum of \$5,000 when the amount of unpaid wages amounts to at least \$750 but less than \$2,000.**

**IV. When the amount of unpaid wages is \$2,000 or more the penalty will be more than \$2,000 and a maximum of \$2,650.**

**V. In determining the amount of the civil penalty, the hearing officer shall consider the size of the employer and the gravity of the violation.**

**d. Reimbursement to the City for all appropriate costs expended in enforcing this article, unless the payment of costs would impose an extreme financial hardship on the employer, in which case the hearing officer may order the payment of a percentage of costs expended which will not cause extreme financial hardship on the employer.**

**e. Payment to the City of a fine of up to one thousand dollars (\$1,000.00) for each failure to comply with City Code section 27-5, Employer Records. In determining the amount of the fine, the size of the employer and the gravity of the violation shall be considered.**

**f. Payment to the City of a fine of up to one thousand dollars (\$1,000.00) for each failure to comply with City Code section 27-4, Notice and Posting. In determining the amount of the fine, the size of the employer and the gravity of the violation shall be considered.**

**f. Additional appropriate legal or equitable relief.**

**(7) *Private right of action, authorization, and scope.* Within three (3) years of an alleged violation of this article, any aggrieved party may bring a civil action in the Aurora Municipal Court or other court of competent jurisdiction against an employer alleged to have violated this article, and, upon prevailing, shall be entitled to such legal and equitable relief as may be appropriate to fully remedy the violation including, without limitation: the payment of any wages unlawfully withheld and any unpaid overtime based on those wages (including amounts that accrued after the filing of the civil action), interest on unpaid wages and overtime compensation at a rate of twelve (12) percent per annum from the date such wages were first due, the payment of an additional sum as a penalty in the amount of one hundred dollars (\$100.00) to each worker whose rights under this article were violated for each day that the violation occurred or continued, liquidated damages in an amount equal up to three (3) times the amount of unpaid wages and overtime compensation in connection with such wages, reinstatement of employment (if applicable)**

**and/or other injunctive relief, and shall be awarded reasonable attorney fees and costs. Nothing in this section 27-7(7) shall be interpreted as restricting, precluding, or otherwise limiting a separate or concurrent investigation by the Director of an alleged violation of this article pursuant to city code. Jeopardy shall not attach as a result of any administrative or civil enforcement action initiated pursuant to this article.**

Section 9. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-8 which section reads as follows:

**Sec. 27-8. Confidentiality**

**The City shall encourage reporting pursuant to this article by keeping confidential, to the extent permitted by the Colorado Open Records Law and other applicable laws, the name and other identifying information of the worker or person reporting the violation. The City may disclose the worker's or complainant's name and identifying information with the person's authorization or as necessary to enforce this article, comply with a court order, or for other appropriate purposes.**

Section 10. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-9 which section reads as follows:

**Sec. 27-9. No assumption of liability.**

**In undertaking the adoption and enforcement of this article, the City is undertaking only to preserve and protect safety, health, and general welfare. The City is not assuming liability, nor is it imposing on its officers and employees an obligation for breach of which it is liable in money damages to any person who claims that such breach proximately caused injury. This article does not create a legally enforceable right against the City.**

Section 11. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-10 which section reads as follows:

**Sec. 27-10. Preemption**

**Nothing in this article shall be interpreted or applied to create any power or duty in conflict with federal or state law. In the event of a conflict of laws, federal or state law shall prevail.**

Section 12. The City Code of the City of Aurora, Colorado, is hereby amended by enacting a section, to be numbered 27-11 which section reads as follows:

**Sec. 27-11. Severability.**

**If any of the parts or provisions of this article or the application thereof to any person or circumstance is held invalid or unconstitutional by a decision of a court of competent jurisdiction, the remainder of this article, including the application of such part or provisions to persons or circumstances other than those to which it is held invalid, shall not be affected thereby and shall continue in full force and effect. To this end, the provisions of this article are severable.**

Section 13. Severability. The provisions of this Ordinance are hereby declared to be severable. If any section, paragraph, clause, or provision of this Ordinance shall, for any reason, be held to be invalid or unenforceable by a court of competent jurisdiction, the invalidity or unenforceability of such section, paragraph, clause, or provision shall not affect any of the remaining provisions of this Ordinance.

Section 14. Pursuant to Section 5-5 of the Charter of the City of Aurora, Colorado, 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.

Section 15. All acts, orders, resolutions, ordinances, or parts thereof, in conflict with this Ordinance or with any of the documents hereby approved, are hereby repealed only to the extent of such conflict. This repealer shall not be construed as reviving any resolution, ordinance, or part thereof, heretofore repealed

INTRODUCED, READ, AND ORDERED PUBLISHED this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

PASSED AND ORDERED PUBLISHED BY REFERENCE this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
MIKE COFFMAN, Mayor

ATTEST:

\_\_\_\_\_  
SUSAN BARKMAN, Interim City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
Rachel Allen, Client Group Manager

### **Outreach Meetings on Aurora Local Minimum Wage**

Havana BID- 7/16

1<sup>st</sup> Community Town Hall with Colorado People's Alliance- 8/15

Business Advisory Board Meeting- 8/17

Business Town Hall with Business Advisory Board- 8/26

2<sup>nd</sup> Community Town Hall- TBD

Aurora Chamber of Commerce Governmental Affairs Committee- 9/3

Labor Town Hall- TBD

3<sup>rd</sup> Community Town Hall- TBD





**TO:** Dianna Giordano, Director of Human Resources  
**FROM:** Keisha Roberts, Human Resources Supervisor  
 Tawny Kemerling, Compensation Analyst  
**DATE:** August 18, 2020  
**SUBJECT:** Local Minimum Wage Ordinance

In response to the proposal of adopting a local minimum wage for city employees that exceeds the established state minimum wage law, below is a summary of the cost impact and number of affected employees:

YEAR	# EES AFFECTED	ANNUAL COST	ACCUMULATIVE COST
2021	21	\$2,444.64	
2022	348	\$13,458.80	\$15,903.45
2023	402	\$124,325.06	\$140,228.50
2024	416	\$147,639.38	\$287,867.89
2025	423	\$167,924.74	\$455,792.63
2026	489	\$205,337.94	\$661,130.57
2027	489	\$11,289.11	\$672,419.68

**NOTE:** Data based on current status, 1/3 capacity; averaging 360 hours annually. Assumption of approximately accumulative cost of \$2,017,259.05 increased to reflect normal capacity.

The Aurora minimum wage analysis was calculated as follows:

**January 1, 2021**, the hourly wage shall be increase by 5% to twelve dollars and sixty cents (\$12.60)

- A 2% COLA was factored into the current hourly rate, decreasing the percentage adjustment to 3%
- 21 temporary/seasonal employees have rates lower than the recommended \$12.60/hour
- Annual cost impact of \$2,444.64

**January 1, 2022**, the hourly wage shall be increased by 5% to thirteen dollars and twenty-three cents (\$13.23).

- A 3% COLA was factored into the current hourly rate, decreasing the percentage adjustment to 2%
- 348 temporary/seasonal employees have rates lower than the recommended \$13.23/hour
- Annual cost impact of \$13,458.80

**January 1, 2023**, the hourly wage shall be increased by approximately 10% to fourteen dollars and fifty-five cents (\$14.55).

- A 3% COLA was factored into the current hourly rate, decreasing the percentage adjustment to 7%
- 402 temporary/seasonal employees have rates lower than the recommended \$14.55/hour
- Annual cost impact of \$124,325.06

**January 1, 2024**, the hourly wage shall be increased by approximately 10% to sixteen dollars (\$16.00).

- A 3% COLA was factored into the current hourly rate, decreasing the percentage adjustment to 7%
- 416 temporary/seasonal employees have rates lower than the recommended \$16.00/hour

- Annual cost impact of \$147,639.38

**January 1, 2025**, the hourly wage shall be increased by 10% to seventeen dollars and sixty cents (\$17.60).

- A 3% COLA was factored into the current hourly rate, decreasing the percentage adjustment to 7%
- 423 temporary/seasonal employees have rates lower than the recommended \$17.60/hour
- Annual cost impact of \$167,924.74

**January 1, 2026**, the hourly wage shall be increased by 10% to nineteen dollars and thirty-six cents (\$19.36).

- A 3% COLA was factored into the current hourly rate, decreasing the percentage adjustment to 7%
- 484 temporary/seasonal employees have rates lower than the recommended \$19.36/hour
- *5 FT employees have rates lower than the recommended \$19.36/hour*
- Annual cost impact of \$205,337.94

**January 1, 2027**, the hourly wage shall be increased by approximately 3.3% to twenty dollars (\$20.00).

- A 3% COLA was factored into the current hourly rate, decreasing the percentage adjustment to .3%
- 484 temporary/seasonal employees have rates lower than the recommended \$20.00/hour
- *5 FT employees have rates lower than the recommended \$20.00/hour*
- Annual cost impact of \$11,289.11

**Factors to consider:**

1. Per the analysis, the overall cost to implement is approximately \$672.4 thousand over a 7 year period and affects 489 employees.
2. An annual COLA adjustment was factored into all hourly rates prior to the minimum wage adjustment being applied.
3. The spread between the minimum wage and the supervisor will decrease significantly due to the mandated increase in minimum wage. This would require the adjustment of all wages (primarily in the PROS & Library department) to reduce compression amongst various classifications.
4. Assumptions are based on current personnel as of pay period 17 and do not reflect full capacity.

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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> A resolution of the City Council of the City of Aurora, Colorado approving the 2021 Employee Pay Schedule and Classifications.
<b>Item Initiator:</b> Dianna Giordano
<b>Staff Source:</b> Dianna Giordano, Director of Human Resources
<b>Deputy City Manager Signature:</b> Nancy Freed
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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 2021 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 (will be amended post negotiations), 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 2021 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 2021 Pay Schedule and Classifications, and sending it for full Council consideration at a regular meeting?

### **EXHIBITS ATTACHED:**

2021 Pay Schedule.pdf  
Resolution Pay Schedule 2021.pdf

# 2021



# PAY SCHEDULE



2021 SALARY SCHEDULE  
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**2021 SALARY SCHEDULE  
ELECTED OFFICIALS - PAY GRADES**

TITLE	JOB CODE	SALARY SCHEDULE	PAY GRADE	ANNUAL SALARY
Mayor	1010	ELES	290	\$ 85,140.63420
Mayor Pro-Tem	1020	ELES	300	\$ 21,870.85020
Council Member	1030	ELES	310	\$ 19,689.07020

\*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.

2021 SALARY SCHEDULE  
CAREER SERVICE PAY GRADES

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

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

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



**2021 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	BB02	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
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

**2021 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
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
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

**2021 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
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	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	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	2
Forensic	Lead Crime Analyst	2	AE28	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0028	2
Forensic	Criminalist	1	AB28	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	0028	2
Forensic	Senior / Lead Criminalist	2	AF28	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	0028	2
Forensic	Forensic Specialist	1	BA28	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0028	2
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
Human Resources	Labor Relations Officer	S/A	AE32	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	0032	3
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	AJ34	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	1	BA36	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	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
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

**2021 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	Fire Inspector	1	BJ36	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	0036	2
Inspection	Senior Fire Inspector	2	BK36	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	0036	2
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	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	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 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
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

**2021 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
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	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	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
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

**2021 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
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	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	0078	2
Surveying	Surveyor	2	AB78	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	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

**2021 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		Information Technology	0034	3
Accountant *	4	AD26	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	EX	Finance	0026	3
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
AMI Specialist*	4	BD82	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Utility Operations	0082	1
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	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	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
Chief Court Reporter	2	BF38	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	Judicial	0038	2

\* = working title



**2021 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 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	C30	\$93.39010	\$140.14180	\$194,251	\$291,495	EX	Director	0022	5
Chief Information and Strategy Officer *	8	AH22	C30	\$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	2
Crime Scene Investigator I - III *	1	BA28	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Forensic	0028	2
Criminal Prosecution Manager	4	AF10	D70	\$54.67240	\$82.00860	\$113,719	\$170,578	EX	City Attorney	0010	6
Criminalist I - II	2	AB28	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Forensic	0028	2
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
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

\* = working title



**2021 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
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 Process Improvement Manager *	3	AC48	B50	\$43.57930	\$65.36380	\$90,645	\$135,957	EX	Management	0048	16
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	A30	\$25.50280	\$35.69980	\$53,046	\$74,256	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
Diversity, Equity, and Inclusion Officer *	3	AC22	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	Director	0022	5
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
Electrical Specialist *	3	BC80	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Trades	0080	1

\* = working title

**2021 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 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	A10	\$17.72630	\$24.85390	\$36,871	\$51,696	NON-EX	Fire	FIRS	9
Fire Chief	S/A	AE27	C15	\$64.81790	\$97.21140	\$134,821	\$202,200	EX	Fire Chief	0027	5
Fire Inspector I - II	1	BJ36	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	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 Specialist	1	BA28	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	NON-EX	Forensic	0028	2
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
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

\* = working title

**2021 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
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
Labor Relations Officer	S/A	AE32	A60	\$45.53630	\$66.05390	\$94,716	\$137,392	EX	Human Resources	0032	3
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	A40	\$29.56100	\$42.83770	\$61,487	\$89,102	NON-EX	Judicial	0038	2
Lead Crime Analyst	2	AE28	A45	\$32.33170	\$46.89590	\$67,250	\$97,543	EX	Forensic	0028	2
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
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

\* = working title

**2021 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
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 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 Housing and 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
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

\* = working title

**2021 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 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
Physical Security Manager *	3	AC62	A55	\$40.65410	\$58.97780	\$84,561	\$122,674	EX	Project Management	0062	3
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
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

\* = working title

**2021 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
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
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

\* = working title



**2021 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
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 / Lead Criminalist	2	AF28	A50	\$35.15390	\$51.00560	\$73,120	\$106,092	EX	Forensic	0028	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	BK36	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
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

\* = working title

**2021 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 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	A25	\$23.17500	\$32.38320	\$48,204	\$67,357	NON-EX	Surveying	0078	2
Surveyor	2	AB78	A35	\$27.18170	\$39.36660	\$56,538	\$81,883	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
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

\* = working title



**2021 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
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	BJ38	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

**2021 Salary Schedule  
Civil Service Fire**

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

**2021 Salary Schedule  
Civil Service Fire**

<b>SALARY RANGE</b>			
	<b>MIN</b>		<b>MAX</b>
<b>BATTALION CHIEF (24 HOUR) 9120 Grade 865</b>	\$122,655 \$10,221 \$49.14058	-	\$135,403 \$11,284 \$54.24786
<b>BATTALION CHIEF (8 HOUR) 9130 Grade 866</b>	\$122,655 \$10,221 \$58.96870	-	\$135,403 \$11,284 \$65.09744
<b>FIRE COMMANDER (24 HOUR) 9121 Grade 869</b>	\$124,494 \$10,375 \$49.87760	-	\$147,996 \$12,333 \$59.29309
<b>FIRE COMMANDER (8 HOUR) 9131 Grade 870</b>	\$124,494 \$10,375 \$59.85312	-	\$147,996 \$12,333 \$71.15171
<b>DEPUTY CHIEF (8 HOUR) 1227 Grade 75</b>	\$129,735 \$10,811 \$62.37276	-	\$160,726 \$13,394 \$77.27228

**2021 Salary Schedule  
Civil Service Police**

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

**2021 Salary Schedule  
Civil Service Police**

SALARY RANGE			
<b>COMMANDER</b> Grade 074 1268	\$138,905		\$150,583
	\$11,575	-	\$12,549
	\$66.78110		\$72.39571
<b>DIVISION CHIEF</b> Grade 075 1206	\$152,066		\$164,136
	\$12,672	-	\$13,678
	\$73.10876		\$78.91158
<b>DEPUTY CHIEF</b> Grade 076 1258	\$167,273		\$180,549
	\$13,939	-	\$15,046
	\$80.41979		\$86.80253

\*Data subject to change due to negotiations

**2021 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

\*Temporary rates subject to change based on state minimum wage data for 2021

**2021 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

**2021 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



**2021 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

**2021 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

**2021 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

**2021 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

**2021 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

**2021 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

**2021 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

**2021 Salary Schedule  
Career Service Appendix**

**CAREER SERVICE JOB CODES DEFINED**

1st DIGIT = Unit Number <u>CODE</u> <u>STATUS Definition</u>	2nd DIGIT = Job Family Level Designator - Sequential within JF (required to distinguish between titles) example: titles sorted by level to start	3rd and 4th DIGITS -Job Family <u>CODE</u> <u>JOB FAMILY</u>
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		08    Building Compliance
F    Seasonal/Cont Other		10    City Attorney
G    Appointed Exempt	HR Tech = <b>BA32</b>	11    City Clerk
H    Appointed Non-Exempt	HR Analyst = <b>AB32</b>	12    Code Enforcement
I    Appointed Other	HR Program Analyst = <b>AC32</b>	14    Communications & Marketing
J    Elected Exempt	HR Program Super = <b>AD32</b>	16    Community Programs
K    Elected Non-Exempt	if added 5th TITLE = <b>AE32</b> or <b>CE32</b>	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. R2020-\_\_\_\_\_

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA,  
COLORADO, APPROVING THE 2021 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 2021 Employee Pay Schedule and Classifications; and

WHEREAS, the 2021 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; and

WHEREAS, the collective bargaining contracts for police and fire have not yet been ratified by the members of the certified employee organizations; and

WHEREAS, the City Council wishes to condition its approval of the City’s rate of pay for police and fire employees who are members of the collective bargaining units on the ratification of such contracts by the members of the certified employee organization.

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

Section 1. Except as stated below, the 2021 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. Conditioned on the ratification of the applicable collective bargaining contract by the members of the certified employee organization for the police and fire departments, the 2021 Pay Schedule and Classifications as to the members of the police and fire bargaining units is hereby adopted in substantially the form filed with the City Clerk and presented at this meeting.

Section 3. The Director of Human Resources or City Attorney may make such technical additions, deletions, and variations to the 2021 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 \_\_\_\_\_, 2020.

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MIKE COFFMAN, Mayor

ATTEST:

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SUSAN BARKMAN, Interim City Clerk

APPROVED AS TO FORM:

*Rachel Allen*  
\_\_\_\_\_  
Rachel Allen, Client Group Manager

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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> Introduction of an ordinance to change Sec. 2-667(f) Disqualified vendor or contractor.
<b>Item Initiator:</b> Bryn Fillinger
<b>Staff Source:</b> Bryn Fillinger
<b>Deputy City Manager Signature:</b> Roberto Venegas
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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 change to City Code Sec. 2-667(f) Disqualified vendor or contractor, was first discussed at the April 28, 2020, Management and Finance Committee meeting.

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

Staff is following up on the item presented at the April 28, 2020 Management and Finance Committee regarding changes to City Code Sec. 2-667(f) Disqualified vendor or contractor. At this time, we are proposing the following changes to the ordinance:

*Sec. 2-667(f) Disqualified vendor or contractor.*

Vendors or contractors who have performed unsatisfactorily **under published rules or procedures of the Purchasing and Contracting Division as contained within the City's Purchasing Procedure Letters, who have defaulted on terms of their bids/proposals, or who have contacted City Council Members, City Management and City Staff other than in the Purchasing and Contracting Division about a pending contract award during the evaluative period between submittal of bids or proposals and the award, and against specific written direction in the requests for proposals** may be declared ~~excluded~~, **debarred or suspended** bidders/offerors and may be **precluded from participation in future contracting opportunities and** disqualified from receiving any business from the ~~city~~ **City** for a specified time period. No vendor or contractor shall be declared an ~~excluded~~

**debarred or suspended** bidder until an opinion regarding such has been obtained from the city attorney's office.

The specific procedures for implementing 2-667(f) are contained in the attached Purchasing Procedure Letter (PPL) 4-2, which sets forth the authority for making the determination and identifies the specified periods of time. This PPL was established in February 2017 and the proposed changes are noted in track changes.

**QUESTIONS FOR Committee**

Does the Committee approve this change to the ordinance?

**EXHIBITS ATTACHED:**

04-2020 Management and Finance Minutes.pdf  
SUSPENSION AND DEBARMENT PROCEDURES TBD Revised 06 15 2020.docx



## CITY OF AURORA, COLORADO

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### PURCHASING PROCEDURES LETTER 4-2

**Subject:** Suspension and Debarment Procedures

**Effective Date:** ~~February 7, 2017~~ TBD

**Purpose:** The purpose of PPL 4-2 is to establish written suspension and debarment procedures.

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#### *Preliminary matters*

Section 2-667 (f) of the City Code authorizes disqualification of vendors or contractors from bidding on City Contracts. That Section reads as follows:

*Disqualified vendor or contractor.* Vendors or contractors who have performed unsatisfactorily under published rules or procedures of the Purchasing and Contracting Division as contained within the City's Purchasing Procedure Letters ~~or who have~~ defaulted on terms of their bids/proposals, or who have contacted City Council Members, City Management and City Staff other than in the Purchasing and Contracting Division about a pending contract award during the evaluative period between submittal of bids or proposals and the award, and against specific written direction in the requests for proposals may be declared ~~excluded-debarred or suspended~~ bidders/offerors and may be precluded from participation in future contracting opportunities disqualified from receiving any business from the eCity for a specified time period. No vendor or contractor shall be declared an ~~excluded-debarred or suspended~~ bidder until an opinion regarding such has been obtained from the city attorney's office.

Aurora's Section 2-667(f) has a strong analog in Section 24-109-105 of the Colorado Revised Statutes.

## ***In General***

Unsatisfactory performance as set forth in Section 2-667(f) of the City Code or as used in this PPI shall include, but shall not be limited to: violating the spirit or intent of City Code Sections 2-667(a)(b) & (c); and/or not adhering to or honoring terms, conditions, and/or written directions in requests for bids or proposals which have been published by the Purchasing and Contracting Division, specifically including directions to communicate about a published proposal only with Purchasing Staff during the evaluative period between submission of proposals and notice of awards, if that direction has been A Contractor can be found to have performed without their having been a determination that there was a material breach of the contract.

Any contractor, vendor or supplier of any goods, materials or services may be debarred and/or suspended from contracting with the City of Aurora if after reasonable inquiry by the Manager of Purchasing and Contracts for the City of Aurora they are found, in the sole and exclusive opinion of the Manager of Purchasing and Contracts: to have performed unsatisfactorily; or to have defaulted on essential or material terms of the contract or bids and proposals; or they meet any of the conditions set forth in Section 24-109-105(2) of the Colorado Revised Statutes.

### ***Notice of Pending Debarment or Suspension Determination***

Prior to making a Debarment or Suspension determination the Manager of Purchasing and Contracts shall provide written notice to the contractor or vendor of the pending determination. The notice shall be sent by ~~certified mail to the~~ email to the address of the contractor or vendor noted on the contract or purchase order, or updated in the contract file kept by Purchasing and Contracts or by the City's Project Manager in instances where the latter provision is applicable.

### ***Provisions of Notice***

The written notice of a pending determination shall include sufficient information to identify the contract in question. At the discretion of the Manager of Purchasing and Contracts this condition may be met by including with the Notice a copy of the contract in question. The notice shall set forth succinctly the reason for considering suspension or termination referencing provisions from that portion of this procedure captioned "*In General*". Additionally, the notice shall briefly cite any supporting documents or testimonial allegations supporting the allegation causing consideration of suspension or terminationdebarment. The specificity of notice in the supporting documents or allegations shall be such that the contractor may reasonably respond to the allegations. In cases where there are supporting documents those documents shall be included with the notice so long as they do not contain confidential information or protected work product.

### ***Opportunity for the Contractor to be Heard***

The Contractor shall have five (5) business days in which to respond. The response shall be in writing and shall be submitted to the Manager of Purchasing and Contracts ~~in such a manner that the response is actually received~~ by email as confirmed by the Manager of Purchasing and Contracts. The response must contain a comprehensive list of all contracts the Contractor currently holds with the City and must contain also a comprehensive list of any active bids currently before the City for consideration. Beyond this mandatory requirement the Contractor can include whatever material or argumentation they see fit to include. Responses not received or not received in a timely fashion shall not be considered by the Manager of Purchasing and Contracts in making a determination to suspend or debar a contractor. A contractor may ask permission to be heard by means of electronic communications or telecommunications, ~~or may ask to be heard in person~~. If, in the sole and exclusive opinion of the Manager of Purchasing and Contracts there is a valid reason to hear the contractor other than in writing the Manager may do so.

### ***Determination***

The Manager of Purchasing and Contracts shall make a determination as to whether a contractor is debarred or suspended from contracting with the City of Aurora. The determination shall come only after the City Attorney has rendered a written opinion on the propriety of a suspension and or debarment. The determination of the Manager of Purchasing and Contracts shall be in writing and shall be transmitted by ~~certified mail to the contractor email~~ in the same manner in which the original notice of the pending determination was transmitted. ~~The determination shall take effect immediately upon posting of the same in the U.S. mail.~~ The written determination need only cite that the Manager of Purchasing and Contracts has considered the propriety of making the determination and that they have found to at least a preponderance of the evidence that the determination is justified. There need be no additional summary of the facts or the law. The determination shall give notice that absent hearing from a Court of competent jurisdiction within 20 days that the City shall publish the contractor's name on a suspension or debarment list which is available to the public. The determination shall clearly state the time period of the suspension or debarment.

### ***Suspension***

Suspension shall mean that the City of Aurora will make no awards on any bids or proposals submitted by the suspended contractor for a one-year period. The suspended contractor shall have no recourse against the City for being denied the opportunity to bid or propose during the period of suspension. The purchasing and contracting process will not be held up, and it will not wait for suspension periods to come to an end.



Suspension shall be used in those instances where performance has been unsatisfactory but has not risen to the level of default or breach of a material term of the contract.

### ***Debarment***

Debarment shall mean that the City has made a determination that the contractor fulfills the conditions set forth in Section 2-667 (f) of the City Code and the conditions of this Suspension and Debarment Procedure, and that there are no known pending actions likely to change that status. Debarment shall be the appropriate course only when Contractor has defaulted on, or breached a material term of the Contract or bid or proposal. Determining materiality of a ~~contract~~ term shall be within the sole discretion of the Manager of Purchasing and Contracts. Debarment shall be for a stated period of time but in no instance longer than three years absent a new debarment determination. New debarment determinations may be based on the impact of the facts from the initial debarment still prevailing, there need not be new facts alleged.

### ***Suspension and Debarment List***

The lists shall set forth the name and address of the contractor debarred or suspended and the date upon which they are to come off the list. No additional information shall be on the list.

### ***Scope of Debarment or Suspension***

Contractors debarred or suspended shall not allow themselves to be subcontractors on City contracts. Failure to comply with this provision shall be sufficient cause to extend a debarment or suspension. Contractors using entities on the suspension or debarment list as subcontractors will themselves be subject to debarment or suspension.

want however maybe they can send the financial projections information to us before it goes to Study Session so that you can feel more comfortable.

CM Gruber recommended that it moves forward but include more information on the financial part before it goes to Study Session.

#### Outcome

The Committee recommended that this item be forward to Study Session. Staff will include a financial model of the property.

#### Follow-up Action

Staff will forward this to Study Session, May 2020.

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### **CHANGE TO CITY CODE SEC.2-66(f) DISQUALIFIED VENDOR OR CONTRACTOR**

Considering recent events, staff is proposing to expand Sec. 2-667(f), *Disqualified vendor or contractor*, to include those firms who have attempted to influence a bid/proposal evaluation or award process by contacting City Council Members, City management and City staff other than in the Purchasing and Contracting division outside or apart from the regular purchasing process.

Does the Committee approve this change to the ordinance?

CM Gruber said the concern he has is that were trying to fix this at the wrong level and it's too broad. He agreed people who violate and try to influence the evaluation team after bid proposals are closed there should be consequence regardless who they are whether it's a council member or someone else. So, contractors shouldn't be talking to the evaluation team and neither should senior management or City Council.

CM Gardner agreed. However, what's being proposed is that anybody outside the City who may at some point have business would be restricted to contact City Council Members, City management or City staff and this may be a step going too far.

CM Gruber asked what's the point in time or start time a contractor can't speak to a Council Member, City Management or staff? Because every sales person in the world wants to influence in winning a bid whether it's shaping a proposal or putting their best foot forward. B. Fillinger replied its when the solicitation process starts. D. Lathers added, it's when the matter is put out to bid in Bidnet but it's not on every contract. It's only on those that have a valuative component or are subjective based bids therefore limited time on limited bids.

CM Gruber suggested that more information be added for clarification specifically when it starts with a bid value of x amount of dollars and requires an evaluation. Staff agreed that they will update the ordinance, and the revision will be sent to the Committee before it goes to Study Session.

Outcome

The Committee recommended that this item be brought back to Committee before going to Study Session. Staff will update the ordinance and the revision will be provided to the Committee before it goes to Study Session.

Follow-up Action

Staff will bring the revised ordinance to the Committee before taking it to Study Session.

**2019 EXTERNAL AUDIT PRE-AUDIT LETTER**

BKD, LLP, the city's external auditors, provide this pre-audit letter to communicate various matters related to the scope and timing of the 2019 financial statement audit, and compliance with requirements applicable to federal grant programs. BKD, LLP also provided an engagement letter dated November 25, 2019 that was presented at the January 28, 2020 Management & Finance Policy Committee meeting. The engagement letter is the contract for the upcoming audit and defines auditor and city management responsibilities as well as fees. The pre-audit letter communicates audit matters that are more appropriately communicated as the engagement begins.

The pre-audit letter is required auditor communication to the city's audit committee at the beginning of the engagement. The letter outlines audit risk areas and the corresponding audit approach to address those risks. The pre-audit letter also outlines areas that governance should be particularly aware of as it oversees the financial reporting process. Finally, the pre-audit letter discusses how the auditors address the risk of fraud.

CM Gardner asked, how long has the City been with BKD? N. Wishmeyer replied we started with them back in 2006. It was a three year plus two-year option contract, consequently we're on our third five-year contract with BKD. In the fall there will be another review that will be brought to you to determine whether we go another three years plus two or if we go out with an RFP.

Outcome

The Committee thanked staff.

Follow-up Action

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

**COVID-RELATED GRANT OPPORTUNITIES**

Michael Lawson, Manager of Special Projects and Nancy Wishmeyer, Controller presented an overview on grant opportunities City staff are pursuing related to COVID 19 pandemic.

**I. Expansion of Block and Entitlement Grants**

Via CARES Act

**CDBG-CV**

- \* Allocation of **\$1.73 million**
- \* Eligible for: Assistance for rent, mortgage, and utilities, emergency home maintenance and rehab, emergency public housing maintenance
- \* Meals and medicine delivery

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## Management and Finance Policy Committee Agenda Item Commentary

<b>Item Title:</b> Review of outstanding Moral Obligations in accordance with adopted policies.
<b>Item Initiator:</b> Andrew Jamison
<b>Staff Source:</b> Andrew Jamison, Interim Debt, Investment and Treasury Manager
<b>Deputy City Manager Signature:</b> Roberto Venegas
<b>Outside Speaker:</b>
<b>Council Goal:</b> 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.)*

In the fall of 2010 and spring of 2011, the City studied, proposed, and adopted a Policy on Moral Obligations (“MO”). See attachment A for a copy of the Policy and attachment B for more details.

An MO is a non-binding commitment of the City to provide financial support for a project that may need support, even though the project is intended to be self-supporting. According to the policy, projects that are unable to show they are viable and self-supporting should not be supported by an MO. MOs are typically used for projects that are considered important to achieving City goals and which would not otherwise occur or would be much more costly. The policy also states there be a shared balance of risk/reward among participants.

Over the years, the City has had very few moral obligations. At the present time the City has one related to the Hyatt Regency Hotel and Conference Center (“Hyatt”) and one related to the FRA BioScience III project. The other three, that no longer exist, were related to the Public Market Project (south of the Aurora Town Center), the Aurora Housing Authority related to a CHFA line of credit supporting the development of affordable housing, and the Gaylord Project.

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

One of the requirements in the City’s Moral Obligation Policy is to review outstanding MOs on an annual basis. The purpose of this item is to review the City’s outstanding MOs: the Hyatt Conference Center and the BioScience III building on the Fitzsimons Campus.

As part of the Hyatt transaction, the City funded a \$2.1 million debt service reserve fund (DSRF) held at NBH Bank, which is available for debt service payments if needed. Should this DSRF be drawn upon the City will be obligated to replenish the DSRF – as required by the MO.

As Council members may recall, in 2014 NBH provided \$27.75 million in financing for the construction of the conference center and parking garage. The loan was interest-only until 2018 and principal payments commenced in 2019. In 2020, Principal and Interest due is slightly less than \$1.5 million. TIF revenues from the site (property, lodgers, and sales taxes) and net operational revenues are pledged to service the debt.

Since opening in 2016, the Hyatt hotel conference center experienced modest but promising growth in occupancy and event bookings. Unfortunately, the COVID-19 pandemic was devastating to the hospitality industry. Significant decreases in hotel occupancy have impacted TIF revenues, parking revenues have declined materially, and nearly all 2020 conferences were cancelled.

Based on the information summarized above, staff anticipates the conference center operation will require additional external capital or debt relief by the end of the year. Staff believes it is in the best interest of the City and this project to avoid draws under the debt service reserve fund or the moral obligation. Staff is currently exploring options such as a loan from AURA and a restructuring of the NBH loan in order to keep the conference center operating until the pandemic subsides.

The City has also provided a Moral Obligation in support of Biosciences III, a \$39M state of the art facility constructed by the Fitzsimons Redevelopment Authority (FRA). The FRA has a debt service reserve fund of \$2.5M, to which the MO supports. Just as with the NBH MO described above, the City has the obligation to replenish any used portion of the DSRF. The initial deposit of the DSRF is the responsibility of the FRA; the MO expires at the earliest of the repayment of the loan, declaration of default by the lender, or December 31, 2024.

Construction of the facility was completed in early 2020 and tenants have started using the building. Regrettably, the COVID-19 pandemic has impacted the FRA's ability to lease the space and collect rents. Luckily, the FRA is renegotiating the terms of its construction loan covenants and the FRA has ample liquidity to meet the debt service requirements. In conclusion, Staff currently does not foresee a draw on this Moral Obligation but continues to monitor the situation closely.

#### **QUESTIONS FOR Committee**

N/A - Information Only

#### **EXHIBITS ATTACHED:**

- A. Moral Obligation Policy May 2011.pdf
- B. What is a Moral Obligation.pdf

# City of Aurora

## Policies With Regard to Moral Obligation Pledges

### 1. A moral obligation pledge should be viewed as a financial obligation of the city

A moral obligation is considered by both creditors and rating agencies to be a financial commitment (albeit non-binding) by the city to support debt. The city should view it in the same manner. A moral obligation should normally be viewed by the city as a commitment that must be honored by the city.

The city should perform due diligence on any proposed moral obligation to assure itself that it is 1) not going to have to make payments under its moral obligation, and 2) if it does it has a means to make the payments or otherwise honor the moral obligation pledge.

### 2. Moral obligation pledges should be used very infrequently and the cumulative outstanding amount should be limited

Because of the risks and the difficulty assessing the risk that moral obligations have to the city's financial strength and to the budget associated with moral obligation pledges and the impact on the city's financial standing, moral obligations should only rarely be used and only after thorough research and analysis. Moral obligations should generally be used only to support extremely important and special public projects or special public infrastructure, whether for individual projects or for a class of projects that serves that purpose (e.g., a revolving fund). Moral obligations should be used for projects only if they are expected to be self-supporting. Moral obligations should not be used for private projects (a project owned and operated by a for-profit entity), even if there is a public purpose or for normal public infrastructure associated with the private project.

In any event, the city should limit the cumulative amount of all outstanding moral obligations in order to limit the risk to the city's budget and limit the adverse impact on the city's bond rating and financial flexibility. The total amount of the anticipated expected worst case budget impact should not be more than City Council considers tolerable to the budget and to financial reserves. In addition, the impact of all outstanding moral obligations should not change or come close to changing the city's underlying rating. Leeway in the rating should be left for the normal ups and downs of the city's financial status and for additional bond issuance, all without causing a change in the city's rating.

Projects that do not meet the basic criteria should not be brought forward for consideration by City Council.

### 3. The city should be willing to adjust its budget and/or use reserves should it become necessary to honor its moral obligation pledges

Before entering into a moral obligation, City Council should determine that it would be willing to

reduce future services, use reserves, or otherwise provide funds to honor the moral obligation, should that become necessary, up to both the annual and full multi-year amount of the obligation. Each successive outstanding moral obligation becomes an additional potential impact and a new moral obligation should be viewed as having a cumulative impact. The likelihood of the level of obligations should be taken into account, but the City Council should also consider that the full cumulative obligation is a possibility, although very unlikely. The potential budgetary impact should be analyzed on a case-by-case basis, including possible work-out scenarios and their impacts. This analysis will be valuable not only for a decision on whether or not to use a moral obligation for a project, but also to develop risk mitigation approaches as a financing structure and agreement is developed and negotiated. As part of an analysis of the potential impact on the budget, the city should tentatively identify sources of funds and actions it would take in support of a call on its outstanding and proposed moral obligations. If it approves a moral obligation, the city should be prepared, if necessary, to take those actions.

#### 4. A proposed moral obligation should be fully analyzed

A proposed moral obligation should be analyzed from several different viewpoints as identified below. Independent experts are likely to be needed for at least some of the analysis. Consideration should be given to assigning the cost of the analysis to the project or to the proposer of the project.

- The project should be self supporting — This is a basic condition for a moral obligation pledge. There should be an independent analysis that shows that the project would be self-supporting under any likely scenario. The analysis should show that a call on a moral obligation would only be needed in extremely adverse situations.
- The moral obligation pledge will not be used to solve a temporary problem — A moral obligation pledge should not normally be used to solve a temporary financing problem. There should be an independent analysis that shows a proposed project requires a moral obligation pledge in order to be financed (or financed at an interest rate that is critical to meeting city goals anytime) in the reasonable future.
- The moral obligation pledge has a very low risk of being called — This is another basic condition of a moral obligation pledge. The overall chances of a call on the moral obligation should be independently evaluated using several approaches.
  - The likelihood of a call should be identified based on a thorough analysis of the project, its proposed financing and operating structures and any other relevant facts and conditions.
  - All key factors should be independently and separately analyzed (sensitivity analysis). The goal of this analysis is to determine what level of failure would have to occur in each key factor in order for a moral obligation call to occur.
  - The types of events that could result in a maximum call should be identified, the likelihood of those scenarios analyzed, and the associated impact on the city should be analyzed.
- There should be common risk and a balance of risk/reward among participants — The proposed project and overall financing should be analyzed in terms of the respective risk and the balance of risk and reward for all parties involved. This is particularly important in assessing whether or not the parties have similar concerns and would work in concert toward ensuring that a moral obligation call does not occur or whether their concerns are



potentially disparate. Any issues will help determine overall risk and may also identify approaches to risk mitigation in any final agreement.

- There should be no impact on bond rating — There should be an evaluation of the impact of both the individual moral obligation and the cumulative impact of all outstanding moral obligations on the city's financial strength, bond rating, financial flexibility, and potential impact on the budget. The benefits to providing a moral obligation should be greater than the costs, risk, and potential impact on the budget — There should be an analysis and assessment that compares the benefits to the adverse impact on the city and the associated risks. The benefits and risks may or may not be fully quantifiable. The benefits may relate to achieving a major city goal that is considered of paramount importance but cannot be quantified. The risks may be difficult to put into hard dollars and still make sense. In such a case, as much quantification as feasible should be done along with a clear description of the qualitative benefit or qualitative risk for Council to have as clear a comparison as possible of the overall benefits and the overall costs and risks.

5. The structure of a moral obligation should be designed to minimize the risk to the city, minimize the impact on the city's finances and budget, and potentially provide a benefit designed to compensate for the city's risk

The details of a moral obligation pledge should be designed to minimize the risk to the city and minimize the potential annual and long-term impact on the city's finances and budget. This includes both the likelihood of having to make payment under the moral obligation, and, if payment is necessary, minimizing the impact on the city. Experts should be utilized as necessary to develop approaches to minimize the risk and assist in any negotiations that may be necessary. Much of the analysis suggested in these policies to help make a go/no go decision for a moral obligation can also be used to help identify ways to reduce risk to the city.

With support of any for-profit project, consideration should be given to providing a specific benefit to the city in order to offset the risk and adverse impact on the city's bond rating and financial strength. Some kind of profit sharing should be considered, where feasible.

6. Outstanding moral obligations should be reviewed by staff and Council

Because of the potential financial impact of moral obligation pledges and because they are often hidden financial obligations, outstanding moral obligations should be reviewed annually by staff. Rating agencies would generally recommend such a review. The review would assess whether there are any changes in the risk level and whether there is compliance with agreements and terms for the moral obligations. As a due diligence process, the city should provide resources for and staff should actively monitor any moral obligation transactions/projects that are large or whose status is changing. Projects should be actively monitored if there are non-stable or poorly performing. The results of the annual review and any ongoing reviews should be presented to the Management and Finance Committee along with any staff recommendations and then forwarded to the full Council.

## Attachment 1 Background

### What is a moral obligation?

A moral obligation is a non-binding commitment of the city to provide financial support for a project in the event that it needs support, even though the project is intended to be self-supporting. This non-binding commitment can make it possible to finance a project that cannot otherwise be financed or it can substantially reduce the cost of financing. A moral obligation is NOT a legally binding commitment and the decision to honor it or not is always at the sole discretion of City Council. Therefore a moral obligation pledge does not technically qualify as a multi-year financial obligation or debt under TABOR. As a result, a moral obligation pledge by Aurora does not require a vote of the citizens even though, from the viewpoint of the market, the city is pledging general resources of the city. While a moral obligation pledge is “non-binding,” failure to honor that pledge would have very serious consequences as described in the paragraph on risks.

A moral obligation is essentially a “backstop” for the normal revenue source and that backstop would not be used except under extraordinary conditions that are unlikely to occur. A moral obligation can be used to back a public project (e.g., a parking garage for public parking) and it may also be used to support a for-profit project as long as a public purpose can be shown. A moral obligation pledge by the city is an extremely valuable addition to any debt transaction but it has costs in terms of lowered financial flexibility and financial risks to the city and its budget. It will always be in the financial interests of a developer to have the city provide a moral obligation pledge. It will often not be in the best interests of the city to provide one.

In Colorado, moral obligations are typically structured so that their technical purpose is to replenish a required debt service reserve fund after it has been drawn down to pay debt service because the main revenue sources were inadequate to pay debt service. Typically, the moral obligation pledge would provide that the city would budget and then expend funds to restore the debt service reserve. Ideally, the city would have a year to budget for this, so there may not be an instant impact on the budget and the amount in any one year would typically not exceed one year’s debt service.

### Why is a moral obligation pledge valuable?

A moral obligation is typically attached to a debt issuance for a project where the market interest rate would be too high because the market considers the project to have too much risk. A moral obligation pledge by a financially strong entity such as Aurora will result in a much lower interest rate. Essentially, debt with the city’s moral obligation takes on the strength of the city’s underlying credit and not that of the project itself. The buyer of debt with a moral obligation pledge can look to the underlying moral obligation pledge as a strong backup if the primary revenue source fails. As a result, the underlying strength of the primary revenue source will not be as important to a buyer of debt that carries a moral obligation. The investor will be relying on the strength of the city and its pledge to pay debt service if something goes wrong.

Why is a moral obligation a significant risk to the city and its budget?

A moral obligation is not legally considered debt. There is NO legal requirement to appropriate money with a moral obligation or to replenish a reserve fund if it gets drawn down. However, the bond markets and investors have an understanding that the city will always honor a moral obligation. If the city fails to make good on a moral obligation, the financial markets would almost certainly severely penalize the city. A failure to honor a moral obligation would likely lower the city's bond ratings across the board, inclusive of Aurora Water debt, and make the issuance of new debt by the city more difficult and expensive. The adverse financial impact might reach beyond the issuance of new debt to include creditors becoming uncomfortable with providing the city and Aurora Water letters of credit or favorable terms on specialized transactions.

Notwithstanding the problems of failing to honor moral obligations, the honoring of a moral obligation can have a significant impact on the city budget and adversely impact services or city reserves or both.

What is a moral obligation typically used for?

Moral obligations are typically used for projects that governments consider key to achieving important goals and which would not otherwise occur or would be much more costly. In most cases the governments have presumably evaluated the risk and have determined it to be very low. In other higher risk situations the governments presumably have determined that the risk and potential negative impact is justifiable and acceptable. A low risk example might be a state revolving-loan program that uses a moral obligation pledge to keep interest costs low to participants. Higher risk examples would be hotels, convention facilities and a variety of other public/private projects.

Where have we used a moral obligation in the past?

The city has used a moral obligation twice. The first time the city backed bonds issued by the AURA for its first TIF district known as the Public Market Project, located south of the Aurora Town Centre on Exposition. At one time, the moral obligation appeared as if it might be called on in the future, but the retail ended up being successful enough that from a financial viewpoint the bonds were easily paid off with the expected revenue source. That moral obligation expired in 2007. The second moral obligation is currently outstanding. That one is for \$5 million and is associated with the Aurora Housing Authority and its acquisition of properties.

What would happen if there is a financial problem with the project for which a moral obligation is pledged?

A moral obligation would typically be triggered when revenues for a project are not sufficient to pay debt service and there is a resulting draw on a pre-established debt service reserve fund. As soon as the reserve fund is drawn on, the city, under the moral obligation provision, is asked to budget for (appropriate) and then replenish that fund. In any year this would normally be no

more than one year's debt service. An appropriation may be needed for several years if the associated project continues to struggle.

As soon as a call on the moral obligation occurs (or perhaps even before), it can be expected that the city would begin to work with all parties involved to develop a solution that would end the call on the moral obligation. Such a solution is called a "work-out." It is likely that a work-out would be found and the call would end after a year or two. A work-out does not necessarily result in lowering the total costs to the city, although the timing of costs will often change. The basic work-out options include extending the term of the debt (and extending the sources of the debt services payments), lowering current debt service by increasing it during the term of the debt in the hope that the higher revenues will eventually show up, or adding a new revenue source. Another option would be to use a threat of not making good on the moral obligation to force a lowering of the costs, at least to the city. This last option may have similar impacts to not honoring the moral obligation.

#### Why should the city have a policy on moral obligations?

The city will likely see more requests for a moral obligation, primarily from developers seeking support for the public aspects of their projects. Staff recommends that Council have a policy that allows Council to distinguish those requests it wishes to consider from those it does not. In addition, the policy should play a key role in determining which requests are approved. As a result of the recent financial crisis, many developers are finding it extremely difficult to secure financing for their economic development projects. Consequently, projects are on hold or developers are looking at alternative financial arrangements. This increased level of requests appears to be a growing national trend. The use of traditional incentives such as the pledging of incremental tax revenues generated by the project, e.g., TIF creation or a sales tax incentive may not be enough to allow a developer to proceed on a project or provide the developer with his desired rate of return. The project may be viewed as too risky by normal funding sources, lenders may require more equity than the developer can or wants to provide and/or the developer may simply want a higher rate of return or less risk. A moral obligation can help address these developer issues.

However, developers are not the only potential source of a request for a moral obligation. The city received a request from the Aurora Housing Authority for a moral obligation pledge and the city could receive similar requests from other unrelated public entities or city enterprises such as from the city's golf system to lower the cost of its outstanding public debt. Moral obligations could also be used to make existing projects less costly or allow them to go forward. Fence financing or the Pier Point sewer would be an example of projects that could benefit from moral obligations, all with the typical risk of a moral obligation, i.e., the effective moral (but not legal) commitment of general (i.e., taxpayer) support if something goes wrong.

Without a policy and controls, it could be expected that the city would see many developers (and others) requesting a moral obligation to make their projects less risky for them, to increase profitability, or to allow their project to be financed in the first place. Without a policy and limits, the city could find itself with moral obligations that could expose the city to serious financial risks and problems that could significantly and even materially impact services.