



AGENDA

MANAGEMENT AND FINANCE POLICY COMMITTEE

August 24, 2021

1:00 pm

VIRTUAL MEETING

City of Aurora, Colorado

15151 E Alameda Parkway

Public Participant Dialing Instructions

Dial Access Number: 1-408-418-9388

Enter Participant Code: 146-162-5254

Council Member Gardner, Chair

Council Member Gruber

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.

Pages

1. **Call to Order**

2. **Approval of Minutes**

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3. **Consent Items**

3.a. **July 2021 Sales Tax Chart**

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Greg Hays, Budget Officer (5 minutes)

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| 4. | General Business | |
| 4.a. | Proposed 2021 Changes to Service Fees | 17 |
| | Greg Hays, Budget Officer (10 minutes) | |
| 4.b. | A resolution of the City Council of the City of Aurora, Colorado approving the 2022 Employee Pay Table and Classification. | 95 |
| | Ryan Lantz, Interim Director of Human Resources (10 minutes) | |
| 4.c. | 2022 Employee Benefits Program | 135 |
| | Ryan Lantz, Interim Director of Human Resources (10 minutes) | |
| 4.d. | An ordinance of the City Council of the City of Aurora, Colorado, amending section 2-2 of the city code pertaining to legal holidays and the city aurora employee handbook section 5.4. Proposal to designate June 19th as Juneteenth and a legal holiday. | 153 |
| | Ryan Lantz, Interim Director of Human Resources (10 minutes) | |
| 4.e. | 2022 GID BUDGETS ITEMS | |
| 4.e.1. | Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 2-2011 (Aurora Conference Center) adopting an operating budget, establishing the tax levy, and appropriating sums of money | 167 |
| | Andrew Jamison, Debt & Treasury Senior Analyst (10 minutes) | |
| 4.e.2. | Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 1-2007 (Cherry Creek Racquet Club) adopting an operating budget, establishing the tax levy, and appropriating sums of money | 171 |
| | Andrew Jamison, Debt & Treasury Senior Analyst | |
| 4.e.3. | Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of Cobblewood General Improvement District 1-2016 adopting an operating budget, establishing the tax levy, and appropriating sums of money | 175 |
| | Andrew Jamison, Debt & Treasury Senior Analyst | |

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| 4.e.4. | Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 1-2008 (Peoria Park) adopting an operating budget, establishing the tax levy, and appropriating sums of money | 179 |
| | Andrew Jamison, Debt & Treasury Senior Analyst | |
| 4.e.5. | Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of Pier Point 7 General Improvement District 2-2009 adopting an operating budget, establishing the tax levy, and appropriating sums of money | 183 |
| | Andrew Jamison, Debt & Treasury Senior Analyst | |
| 4.e.6. | Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 3-2008 (Meadow Hills Country Club) adopting an operating budget, establishing the tax levy, and appropriating sums of money | 187 |
| | Andrew Jamison, Debt & Treasury Senior Analyst | |
| 4.f. | Formal Appointment of Brendan Morgan to the Aurora Investment Advisory Committee | 191 |
| | Andrew Jamison, Debt & Treasury Senior Analyst (5 minutes) | |
| 4.g. | Renewal of an Agreement with Wells Fargo for Various Banking Services | 193 |
| | Teresa Sedmak, City Treasurer (10 minutes) | |
| 4.h. | Internal Audit 2nd Quarter 2021 Progress Report | 201 |
| | Wayne Sommer, Internal Audit Manager (10 minutes) | |
| 5. | Miscellaneous Matters for Consideration | |
| | <ul style="list-style-type: none"> • Next meeting tentatively scheduled for September 28 at 1:00 pm WebEx Meeting | |
| 6. | Adjournment | |
| | <i>Total projected meeting time: 80 minutes</i> | |

**MANAGEMENT AND FINANCE POLICY COMMITTEE
WEBEX**

Members Present: Council Member Gardner – Chair, Council Member Gruber

Others Present: R. Venegas, T. Velasquez, G. Hays, C. Dancy, J. Cox, S. Newman, R. Allen, H. Hernandez, D. Brotzman, S. Shanks, C. Waldron, T. Sedmak, B. Fillinger, M. Franks, K. Skaggs, A. Jamison, D. Hudson, M. Murphy, M. Franks, K. Claspell, L. Schmidt, B. Rulla, R. Lantz, L. Schmidt, J. Prosser, L. Dalton, K. Skaggs, Z. Zaslow, M. Ruddock, and T. Hoyle

INTRODUCTIONS AND MINUTES

June 22, 2021 minutes were approved.

CONSENT ITEMS

June of 2021 was 21.8 percent higher than June of 2020.

Outcome

The Committee thanked staff. Information only.

Follow-up Action

No follow-up needed.

A BALLOT QUESTION TO RAISE TAXES TO FUND AURORA’S EMERGENCY ACTION MENTAL HEALTH FUND

Summary of Issue and Discussion

Council Member Gardner gave a brief summary and introduced the two outside speakers. Zach Zaslow, Senior Director of Government Affairs of Children’s Hospital and Michael Ruddock of Healthier of Colorado.

The COVID-19 pandemic exacerbated the mental health and substance use crisis in Aurora. This resolution will refer to voters a .25% sales tax increase (\$17.4 million annually) to fund mental health services, suicide prevention programs, substance use disorder services and restorative justice programs through a separate fund and creation of a Board to make recommendations to Council on allocation of monies in the Fund. Funding from this measure will supplement rather than supplant current mental health, suicide prevention, and substance use disorder services.

Committee Discussion

Council Member (CM) Gruber: Children’s hospital is affiliated with the University of Colorado hospital. Children’s hospital and Colorado University hospital have done everything possible to dissociate themselves from Aurora. Colorado University Hospital is on the Anschutz Medical Campus and if you look at the web page. I don’t see by Google, that Aurora is on the web page and so, I’m a little bit concerned . I agree with everything you said, and this is a major problem. But I am wondering why Aurora would be funding a hospital that doesn’t even recognize Aurora as their location.

Zach Zaslow, Senior Director of Government Affairs of Children's hospital: CM Gruber thank you for the question. I would have to go and look, but I think the website is fairly clear that our main campus is in Aurora. We just built over the past couple of years a new health pavilion down on Potomac Street, that's primarily intended to serve the surroundings in Aurora. We have invested in that location to provide care to kids primarily in zip code 80010, 80011, and 80012. So, we're proud to be an important part of the Aurora community. At the same time, we also serve kids all over the state, all 64 counties and typically all 50 states every year. So, our main campus is in Aurora and we're proud of that. We're regional and a national provider. The other thing that I would just clarify. Our faculty is contracted through Colorado University of Medicine. We're separate, fully separate entity from University Colorado Hospital or University Colorado Health.

CM Gruber: Okay. Let's drill down a little bit into the funding sources. Children's Hospital is one of many that would be supported by this ordinance. The way this ordinance is written it's fairly loose with regard to the 5 or 6 priorities the money would be allocated. But with Children's Hospital, could you explain your normal source of funding? I know the state provides money and I know that Health Human Services at the county provides money. What would be the normal funding and what is deficit now?

Z. Zaslow: Thank you CM Gruber for the question. I think it's a good one. So, to be clear we're supporting this measure because it will invest in resources for the community. There's no guarantee that our organization will directly receive funds. We're supporting it because it's good for kids. To answer your question. We treat all kids regardless of their ability to pay. About half of our payers for their kids have commercial insurance. About half are kids who have Medicaid, CHIP or Tricare, so some form of public insurance that typically pays well below the costs of actually providing the care. That's the main revenue source that we have as a hospital that's providing direct services. The analogy I typically use is that if you look at a college athletics program or something. There are some programs that make money and some programs that lose money. All of them are important. And again, we provide services to all children regardless of their ability to pay. On mental health services in particular, we consistently lose money every year. Both Medicaid and commercial health plans do not reimburse very well for medical health services. I think that is partly why we have such a desperate shortage of providers in the state of Colorado and such long waiting lists for kids that needs services. We still provide those services and we do it at a significant loss of multiple millions of dollars a year.

CM Gruber: Okay, thank you. I read through the ordinance and the resolution. I didn't see anything in there saying that the tax monies that Aurora would provide will be limited to Aurora residents. Is there anything that addresses that? You talked about Colorado being the 6th in the nation for suicides and Colorado having many problems. But the money we're talking about specifically is money that will come from the pockets of Aurora taxpayers. How do we protect the Aurora taxpayer?

Michael Ruddock, Healthier of Colorado: That's a great question Councilman. Thank you. So, with the overseeing board that will be appointed impart by the Council and by the City Manager. There are protocols that have yet to be determine and it will be determined by that board. So, under applications provision. It gives the power to the board to establish policies and procedures for evaluating and prioritizing the applications for funding. So, within that process is likely where you would see the stipulation on awarding funds to local entities and organizations.

CM Gruber: Okay, so I'm concern about that. We're talking about having board members which will consist of professionals, drug users and people in drug recovery, as well as several others. I would like

to see something in there that will guarantee at the resolution level. The ballot language saying that this Aurora money will be used for Aurora residents. Are we CM Gardner going to have another discussion about all the elements of the bill, or are we just talking mental health right now?

CM Gardner: I'm not sure what you mean.

CM Gruber: Let me read it. The allocation revenues from the funds will be used for mental health prevention services the treatment for children, youth, adults, seniors, homeless individuals, veterans, suicide prevention programs and I'm good with that. A non-policing model for mental health response. This sounds like Crisis Assistance Helping Out on The Streets (CAHOOTS) program that we're trying to create. A separate funding source for CAHOOTS program that's tied to the police. That's interesting the ordinance that we're going to modify in result of this provided for the 2 per thousand police funding. However, if we're significantly short in the amount of money necessary on the tax revenues to support the 2 per thousand. So, to create another police organization. I'm a little bit concerned about the funding there. Opioid and substance abuse prevention treatment and recovery programs the issue that I have there is that the Attorney General has announced that Colorado is going to receive a significant, and I'm not going to say windfall, but a significant payment from the opioid companies. And that money will be distributed. Now I understand that Aurora is going to receive a substantial amount of that to be determined. But it's going to be well in the tens of millions of dollars. What I'm concerned about is that the specific language of this resolution talks to the fact that this ballot initiative will supplement the money that is already in the program. But if we get additional tens of millions of dollars into the Aurora budget as result of the opioid crisis and opioid settlement. I'm a little bit concerned about how we deal with that. Finally, the last one was on restored justice programs which I don't see as a mental health issue at all. Again, mental health is an absolute crisis and I understand that. I agree everything that's been said as far as mental health. I'm concerned about the Aurora taxpayer. About how the money is going to be allocated and as importantly, that this is a competing priority. I see health in human services as a county responsibility. We're a home rule city. I understand that and we can have our own programs. What I'm concerned about is mission creep and the idea that because this is a good idea that we should fund it. Whereas we still have significant road deficiencies, significant capital improvement deficiencies, and this will take the only remaining tool away from the city to pay for some of those capital improvements that we're talking about. We've had presentations to Council from Parks and Recreation and we're having other presentations about IT and other areas we need capital funding. And then we talk about the fact of putting a capital campaign together to create a separate fund whether its 25% or 50%. Yet to be determined. But another ballot initiative that would go forward next year or the year after, that ballot initiative would fund priorities of the city that is directly responsible for right now. If this passes that .25% increase will raise to Aurora to a combined 9% sales tax in the city. And raising that even further could be a nonstarter and dramatically affect many of the programs that we hope to fund with additional taxes in the future. Bottom line I'm very supportive of trying to help mental health and trying to help these problems that have been identified. But I'm also very concern about protecting the Aurora taxpayer. Again, we're talking retail sales tax, a very regressive tax. I want to protect the Aurora taxpayer and also look at other city priorities.

CM Gardner: First of all, I don't want to make what are these needs of the city the enemy of these needs of the city. I agree with you. I think there's transportation and capital related needs that the city has but this also is at least an equal need that we have here in the city. People have been talking about this as long as I've been around in Aurora. And that we're going to do this for transportation and we're going to do about a ballot measure. Council actually previously hired somebody and then change their mind.

This has been an ongoing conversation for well over a decade and here we are now halfway through 2021 and still have done nothing. So, it feels like we're getting to this point where we're just doing nothing about anything. Because nobody ever wants to move forward with a decision. And while I do, I'm sensitive to the fact that one item might make us uncompetitive compared to another item. I guess I don't think either one is less important than the other and frankly as for accountability to taxpayers that is why I'm always a proponent of whenever taxes are increased. It needs to be at the lowest level of government possible. Local government is the best place for taxes. I much rather have accountability here in our community than at the state level or in Washington DC. It does help Aurora address this issue but still having that local accountability as close to the borders as possible. And again, I think it's important to point out that I'm not asking Council to vote to increase taxes. I'm asking Council to let the voters decide if this is an important priority to them. I've heard from my constituents and I've heard from the community that this is something that is needed. I've talked to school counselors and I've talked to people in mental health commission and the resources are just not there. While I understand that we have these transportation and capital needs we need to build the case for that. And while we're going through the process, I don't think that it necessarily means we shouldn't take care of this other problem that we have in the community.

CM Gruber: I agree with what you're saying. I'm very sympathetic to the points that you're making. I will say this now. I don't think I'm going to support moving this forward. Since there are only us two members. Technically it would be a no vote. I would recommend you move it forward to Council for a full review. Because if we did have three, there would have been a good chance this would have gotten three votes. But having said that, I would like to have some more protection as to revenue that we were not anticipating that just showed up. Opioid lawsuit for example. I know that Congress and the President are working on a separate fund that is supposed to bring additional money. A lot of that money will be targeted to these areas. So, I would like to see language in there. The word supplement always concerns me because it means that it will go in here regardless of what else happens in the world. I would like that to be a little bit softer to state if we do receive additional money from either the federal government or state government or the opioid lawsuits that there can be something that Council can do with those funds other than be forced to put them into this pot. Does that make sense?

CM Gardner: Yes, it does, and I appreciate that. Also, I agree with you on that we can add some language to ensure that the services are for Aurora residents. I think that's a good point as well.

CM Gruber: That was my 2nd point. Thank you.

H. Hernandez: CM Gardner I just want to clarify. That this is a two-step process. Our ballot question will go first, if it's approved by the voters this ordinance presented to you was to give you an idea of more or less how that would look. We can always include all those comments into that ordinance to ensure that it's clear. The ordinance is not going to be moving forward until the ballot question is approved.

CM Gardner: I will move this forward. I believe I have it scheduled to be on the August 2nd Study Session so the full Council could review it. I want to also thank my two guests for taking the time to be here. Thank you.

Outcome

CM Gardner will forward the item to August 2, 2021 Study Session.

Follow-up Action

CM Gardner will forward the item to August 2, 2021 Study Session.

GERP UPDATESummary of Issue and Discussion

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

- Created in 1967 for the exclusive benefit of employees of the City and their beneficiaries
- Covers general employees which excludes fire, police and elected officials
- A defined benefit plan designed to provide a steady monthly income in retirement
- Managed by seven voting trustees with input from fur non-voting representatives of the City

| | <u>1/1/2021</u> | <u>1/1/2020</u> | <u>Change</u> |
|--|-----------------|-----------------|----------------|
| <u>Actuarial Value Plan net assets:</u> | \$539,466,232 | \$ 504,806,469 | \$34,659,763 |
| <u>Unfunded liability:</u> | \$45,211,689 | \$ 62,199,637 | (\$16,987,948) |
| <u>Actuarial funded ratio:</u> (actuarial value assets ÷ actuarial liability) | 92.3% | 89.0 % | 3.3% |
| Actual contribution rate | 14.0% | 14.0% | 0.0% |
| Required contribution rate | <u>14.1%</u> | <u>15.3%</u> | <u>(1.2%)</u> |
| Difference | (0.1%) | (1.3%) | (1.2%) |

Mostly due to higher than expected investment gains and a lower than expected cost of living

Committee Discussion

CM Gruber: This is very good news. I'm very pleased with the results and I'm very pleased with the management of the program. I think that right now we're in a world that I don't think we're in a free market anymore. What I mean is that with the government pumping trillions of dollars in the economy. I know that everything I've predicted as far as stocks has been wrong. They have gone up astronomically and I keep my fingers crossed that it stays that way. But some point in time the free market will return that's really what I'm concerned about. I don't think we'll ever know. Let me go back a little bit in a broader scale. Aurora is built out 50% to 60% percent and now we expect to see major development on the northeast side. We're approaching our annex limits in some of the areas on the east. The reason I'm bringing this up, is that city staff right now has had a pretty linear growth. The growth of city staff has

mirrored in some respect the growth of the city's population. At some point in time whether it's 20 or 30 years from now Aurora is going to be built out. At that point in time, I suspect that what will happen the number of employees will flatten out, so we won't see a growth in employees. Because I think growth in employees does help GERP returns. Have you looked at that factor, or am I reaching for something that doesn't really make sense?

S. Shanks: It definitely makes sense. We haven't specifically projected that yet, such as we would look to get estimates for when the change in growth would occur. Like you were saying that basically our projections out now are linear. We have experience studies every five years and at that time we're looking back at what has happened. But then we're also looking forward to what changes we expect to be there. So, we just had one of those studies within the past 2 years. So, within 3 years and when that happens. We would work with the City to see what the projections are as far as hiring and level of staff and salaries and such going forward. So, each 5 years we do look at that and see if projections for the future need to be changed going forward.

CM Gruber: Again, the concern that I have that when we flatten out and have filled in all of the space of the city and the number of employees no longer increases in the linear rate. Would the flattening of the number of employees impact the revenue model then have an impact on GERP? I know on the city budget the fact that we're growing every year is very important to the City. That if we stopped growing and we didn't see the additional revenues as result of that growth. We would have some serious problems within the city. I just wanted to make sure that GERP is looking at that as well.

S. Shanks: Yes, we do consider it and have those studies at least every five years and if something comes up in between, such as we expect a very fast growth in employees then we would have it earlier. But right now, I guess it isn't a giant concern of ours because we would have enough time to adjust to what the increases are and just keep an eye on it. Luckily, Terri is very retirement plan positive and for retirement plans. She keeps us well informed on City's aspect of this so that if we need to have an earlier experience study. We would get that information in plenty of time.

CM Gardner: My question only was on the expected rate of return the 7%. Has that been the expected rate for a long time? How often do we look at that? Can you tell me a little about that process? Just because I know from what I read other pensions plans have gotten into trouble for having an expected rate of return that's too aggressive.

S. Shanks: Yes. So that is looked at annually. It generally gets looked at every year or when we talk with the actuaries on what our assumptions are going to be for the next actuarial evaluation. We do look at that and it has gone down. For 2020 it didn't decrease but for 2019 it did go from 7.25% down to 7%. And before that, it was at 8% years ago and has been going down since then. Yes, there's always discussion and I'm sure for this year it'll be a lengthy discussion based on what the next 10 years looks like. As a plan, we're always looking very long term because we don't want to make changes. Say if we make a change based on a low expected return for the next 10 years. That can make it look like we need to change benefits or something like that. So, we don't want to make a change based only on the next 10 years. If that 10 years is going to be lower just because we had good returns better than we had forecast. Or like CM Gruber has mentioned we're going to come back to a free market at some point. And it could look quite different than what it looks like now with all the extra money pumped in. So, we do look at that hard. The good news is that after these good years that we had we would still grow up and be funded at a 6.50% rate also. That doesn't include a cost of living adjustment (COLA) for tier 2 people. But just assuming

the assumptions that we have the projection that we received as of January 1, 2020, showed that even with a 6.50% expected return that we would continue to improve our funding with the current assumptions. So, we're not in bad shape even if we lower that projected return.

CM Gardner: I appreciate that. Also thank you for the presentation and how well we are in the plan. Great job.

Outcome

The Committee thanked Steve. Information only.

Follow-up Action

The Committee thanked Steve. Information only.

WINDLER BUSINESS IMPROVEMENT DISTRICTS NOS. 1&2

Summary of Issue and Discussion

Cesarina Dancy, Development Project Manager introduced the proposed service plans. The City Council for the City of Aurora approved a Service Plan for WH Metropolitan District No. 1 and a Service Plan for WH Metropolitan District No. 2 on August 30, 2004. WH Metropolitan District No. 2 subsequently changed its name to Windler Homestead Metropolitan District. The City Council approved an Amended and Restated Service Plan for WH Metropolitan District No. 1 and an Amended and Restated Service Plan for Windler Homestead Metropolitan District on June 28, 2021. WH Metropolitan District No. 1 and GVP Windler, LLC have requested the City Council approve a Second Amended and Restated Service Plan for WH Metropolitan District No. 1 together with the Consolidated Service Plan for WH Metropolitan District Nos. 2-10 at a public hearing on August 2, 2021.

Metropolitan Districts are used throughout the city to assist in the financing of public improvements. However, Metropolitan Districts (MDs) are subject to certain restrictions that limit projects, especially those that include commercial development, which may require a wide array of public improvements and amenities. In such cases having a Business Improvement District (BID) along with the MD offers several advantages. BIDs unlike MDs can provide marketing and advocacy services, may offer additional flexibility related to types of public improvements it can fund and allows for the imposition of special assessments that can be tailored to the types of businesses.

Pursuant to the provisions of the Business Improvement District Act of Colorado Revised Statutes, the property owner, GVP Windler LLC is petitioning to organize the Windler Business Improvement Districts Nos. 1 and 2.

Per Colorado State Statute approval for creation of a BID must be given by the governing body of the municipality

if the City Council finds that:

- The petition has been signed and presented in conformity with state statute;
- The allegations of the petition are true; and
- The types of services or improvements to be provided by the district are those that best satisfy the purposes set forth in the state statute, then the City Council shall, by ordinance declare the district organized.

The petitions for the proposed Windler Business Improvement Districts Nos. 1 and 2 and the proposed Initial Operating Plans and Budgets are attached. The petitions state that the initial services and improvements to be furnished by the BIDs include economic development services, district identity/image enhancement and advocacy on behalf of business and property owners within the districts. The petitions also state that the initial services and improvements will be funded by a mill levy on commercial property not to be greater than 50 mills.

The Operating Plan and Budget anticipates the initial maximum debt authorization for the Districts to be \$100,000,000 each. The initial budgets advanced by the developer for the year ending December 31, 2021 are \$50,000 each and are included as Exhibit B of the Operating Plan and Budgets.

The BID may be used to fund and construct public improvements in place of the MD. Therefore, an Intergovernmental Agreement (IGA) between the City and the BID is also being proposed (attached). The IGA includes language from the city's MD model service plan regarding imposition of the ARI Mill Levy (or payment in lieu) for areas of the BID that are not also within the MD. This will ensure that the city's intent for provision of regional infrastructure through the imposition of the Aurora Regional Improvements mill levy (ARI) is being met for this project.

City Council will appoint the initial members of the Board of Directors. This appointment is based on the recommendation of the petitioners. The members must be qualified electors of the proposed District. After this initial appointment, the new Board of Directors will address subsequent elections to the Board within the requirements set by City Council and State law.

Does Council wish to forward this item to the August 16, 2021 Study Session?

Committee Discussion

CM Gruber: You mentioned there would be two independents and the mills would be different. So, I want to make sure I understand. My understanding is that if a building goes up that building will pay the metro district their share of metro district taxes until the 40 years. If a Business Improvement District (BID) goes in, that BID goes on top of the mill. There is going to be additional mills applied and those will go on top of the metro district's mill. Do I have that right?

C. Dancy: I will defer that to Clint Waldron or Megan Murphy to answer exactly about how they're structured. But with my understanding that it was one or the other, but I've been wrong before.

M. Murphy: So right now, the proposed structure of the BIDs is that they're going to overlay the boundaries of Windler, or WH Metropolitan District No.1 or WH Metropolitan District No.2. Just little corners in the project because he has a lot of development to do before we have businesses that need improving to the business improvement district. Eventually, they will overlay property that's likely to be located in the metro district as well. Then the mil levies will stack or both that's being proposed. But please remember that the BIDs funding is slightly different improvements from the metro district.

CM Gruber: Thank you. That was my only question.

CM Gardner: I don't have any questions. I'm okay with moving this forward. Are you okay moving this forward CM Gruber?

CM Gruber: Yes, I am.

Outcome

The Committee recommended the item move forward to Study Session.

Follow-up Action

Staff will forward the item to August 16, 2021 Study Session.

INFORMATION TECHNOLOGY UPDATE

Summary of Issue and Discussion

Scott Newman, Chief Information Officer presented an update highlighting IT project accomplishments year to date, upcoming milestones, and cybersecurity status.

Completed Projects

Covid-19 Response

- Virtual Desktops for Staff
- Laptops
- Collaboration Tools
- E-Signatures / Remote Workflow

CARES Projects

- Device Deployments
- Cybersecurity Tools
- Network Infrastructure
- Citizen Engagement
- Continuity of Operations Planning Tool

Citywide Projects

- PCI-DSS Certification
- Accela Phases 1, 2 and 3

Committee Discussion

CM Gruber: You talked about Accela which was a money pit for a long time. We were dealing with Accela itself and then we brought in a contractor which was writing out workflow diagrams with the understanding city staff would pick that up. Where are we now and is city staff writing the Accela workflow routines or are we still outsourcing some of that?

S. Newman: It's a combination of both CM Gruber. Accela, the company, was falling down as you may be aware. They were falling down on the job in terms of implementation. So, we did outsource with a company called TruePoint to help with the scripting and the workflow process and at the same time cross training the City staff as well. Mostly the IT staff but some of the business units as well. As they're building it out at the same time showing them. So, IT staff has taken on a big chunk of that development

work, but we divvied it up and said these are the areas that we can accomplish, and these are the areas TruePoint will accomplish and here's the areas that the business units will help with. So, we have been marching forward with that. Probably since Phase 2 maybe a little bit prior to that. And it's been a good balance working it out. We do still have TruePoint on board right now but Phase 4 of Accela is the last big lift and the biggest phase to go live. So, after Phase 4 goes live later this year towards the end of this year or potentially the beginning of next year. We have to count holidays, vacations and what not. Once that's done then we anticipate that a lot of the TruePoint work will come to a close at that point.

CM Gruber: I think you're doing a really good job on this. I think you may have heard. I used to teach computer security at Colorado state, and I was a computer security guy most of my career. I'm happy that you've got the governance tools in here and the processes you're working on. Ransomware still bothers me like everybody fears. I think Dallas is being hit now with a ransomware attack. The critical part of that is backups. Backups that are independent of the network so you're downloading and breaking the chain so the ransomware can't find it. We didn't talk about that so are you doing something like that as well?

S. Newman: That's also on the radar CM Gruber. Thanks for asking that. Again, it's something that we have on the radar to get funding to do. You may be aware of already of Comm Vault. It's not one of the leading in the industry but it's one of the top backup vendors. And they do have some additional capabilities that we can leverage. But we need to look at how we approach that because today we do more the traditional backup method that most organization's do. And to your point we want to look at leveraging some cloud storage to off load some of that as well as the security approach to doing it, so we don't have that risk.

CM Gruber: I definitely recommend looking at something where you offload the critical and have at least one backup in the cloud away from anything that would be infected by the ransomware. Personnel retention, hiring folks on, could you talk about where you are with that? How are we doing as a city?

S. Newman: Sure. So probably the first 5 months of the year it was rough. We did have about 17% turnover in IT for various reasons. A couple were disciplinary, the rest were early retirements or other job opportunities, but it has balanced out. I was feeling a little bit worried. We did see some data from a lot of different research from firms in general across the workforce that there is a lot of turnover because of COVID, but that has balanced out now. We haven't had any turnover since May, and the last one in May was a disciplinary issue so I'm hoping now that has passed. Because the folks that wanted to move on and take early retirement have done so.

CM Gruber: Are you adequately manned?

S. Newman: Honestly, we could use additional staff. But it's part of the 2022 process that we submitted for a number of staff in different areas. We're actually looking at using professional services to augment staff. Specifically, we have a security operations center today that monitors the logs and monitors some of the activity. So, taking that same kind of concept and maybe taking some of the day to day just general administration tasks. Allowing a contractor company to handle those which would free up our staff to really dig into the new products and the projects that we need to implement and give them more time to do that. So that's the strategy that we're looking at. A little bit of an expansion of our staff footprint but then also automating their ability but a managed service provider that actually works 24-7.

CM Gardner: So, since we deal with personal information such as water billing, PROs, and other City departments. Are we subject to Gramm-Leach-Bliley Act (GLBA) or is that for private sector?

S. Newman: I believe that it's for private sector. But I would need to double check that with my cybersecurity officer, therefore I will do so.

CM Gardner: You talked about auditing and some of the training's we do. I'm curious, do we do actual testing, i.e. phishing testing and Clean Desk Policy those type of things. Just to make sure that we don't have a weak link, so to speak within the organization. Because a lot of times that's often the culprit for cyber security type incidents.

S. Newman: Yes, that's a very good question. We did our first phishing campaign this year. I can't remember the exact month, but it was early on. Also, we did our own phishing campaign and unfortunately the results were not good. They really weren't. And that's what showed us that the training wasn't being effective. So that's why we specifically deployed the new training model and are planning to roll that out in August. So that was not good and that's what we are planning to measure. We will continue to do those campaigns on a periodic basis. We have set up a new process to report that out through the management meetings with the rest of the departmental directors. So, we can get their support and additional strategies on how we can make the program more effective overall. In respect to the clean desk, that's something we have said repeatedly, we as a city we need to do better. We just haven't had the opportunity to get to that point yet.

CM Gardner: I know that's something that the private sector deals with a lot. Obviously, we have personal information as well, so I would assume that any testing that we can do is going to help strengthen our organization. Just as a comment and I don't need to tell you Scott, or CM Gruber about how complex all this is, but kudos to you and your group for last year. Especially, with the significant number of city employees that moved to remote and from my perspective as a council member. It was a relatively seamless process but I'm sure it wasn't quite as easy as you made it look. But moving so many staff remote and ensuring we have the proper security protocols in place and hardware and all that. I think it was incredibly complex task so just again kudos to the work you and your team did.

S. Newman: For the record, that I just love my staff. They're very hardworking and they're passionate and they really care about their jobs and what they're doing. And there's no way we could have been successful if it hadn't been for them. So really appreciate the comments. Thank you.

CM Gardner: I heard from the City Manager that because we're going to allow some of our staff to stay remote. We have been able to attract some good employees from other cities and that type of thing. So again, having a good process in place I think is benefiting the City all a around. So, thanks again for your presentation.

Outcome

The Committee thanked staff. Information only.

Follow-up Action

No follow-up needed.

RESOLUTION TO ENTER LEASE-PURCHASE AGREEMENT FOR SOFTWARE RENEWAL**Summary of Issue and Discussion**

The Information Technology department has an annual requirement to renew software licenses for the VMWare virtual server environment. This technology is required to run over 95% of the servers in use at the City. New licenses have been added over the years, resulting in multiple license renewals each calendar year with an escalating annual cost.

By entering a lease-purchase agreement, the Information Technology department can consolidate the renewals into a single renewal, and lock in the annual cost for the next 3 years. This will save the City over \$200,000 over the 3-year term. The proposed lease-purchase agreement requires an ordinance or resolution authorizing this agreement.

Does Council wish to forward this item to the August 16, 2021 Study Session.

Committee Discussion

CM Gruber: I have worked deals like this before when I was in the industry. I think it's good for us and it's good for the company that is selling it to us. The questions I have is does the deal lock in the company? Because we have our own leasing company within the City that we use for our heavy equipment and things like that. But is it a package deal where the leasing company is tied to it?

S. Newman: No sir. We just went with this leasing company because it's one that the reseller has worked with before. We actually were able to enter into a much smaller renewal through the same company back in May. But it didn't require a resolution because it was a much smaller one. It made it easy on that aspect. Teresa, I know is on the call so Teresa if I misspeak please let me know. When we spoke with Finance before regarding the leasing company that we use with the City. It's usually for larger purchases than what we're talking about here. So, this allowed us to move forward in an easier manner than if we used one of the companies for the larger items that the city normally uses.

GM Gruber: I can see doing it on here. Like you said the interest cost is \$11,000. I wonder whether or not it would be worth the City's effort to determine in the future if there were a way to do this. When I worked deals with Microsoft, and I worked deals with Cisco or other type deals where we did multiyear, we would do it the same way that you're working right now with the VMWare. And if the City was the leasing agent opposed to a third party, we would simply keep that additional savings. So, I think that trying to do it now, I agree with you. We would have to invent a better process which would probably take too much time. But it might be something worth looking at into the future for some of the other products that you're going to do. It works in addition to VMWare. It works with many the other tools that you're going to be buying or already operate.

S. Newman: Thanks for that CM Gruber that's one of the things we're considering. Not for the minor stuff but those large renewals that we have coming. We want to see if we have an option to do that as well, to your point save that costs over 3 years. And again, we spent time with Teresa and Andrew and some of the other staff on Terri's team and discussed how we can structure the financing potentially through the City's options. But we're still looking into that. And Teresa again I don't know if I am misspeaking or if there is anything that you want to add to that.

T. Sedmak: You’re doing great. I would just add that time is an issue here. It would have taken us longer to go through the City’s internal lease program. Also, there are legal documents and things like that, that need to be drawn up. This is just a more efficient way to do it. It allows the deal to get done within the deadlines. Certainly, we know that the City’s financing is an option, but this is a better choice for this particular deal.

CM Gruber: I understand thank you. I’m good with moving this forward.

CM Gardner: I don’t have any questions. I’m good as well. Thank you, Scott, appreciate your time.

Outcome

The Committee recommended the item move forward to Study Session.

Follow-up Action

Staff will forward the item to August 16, 2021 Study Session.

MISCELLANEOUS MATTERS FOR CONSIDERATION

- The next meeting is on Tuesday, August 24, 2021 at 1:00 PM (WebEx)

THESE MINUTES WERE APPROVED AS SUBMITTED

Curtis Gardner, Chair of the Management & Finance (M&F) Committee

Date



CITY OF AURORA

Council Agenda Commentary

| |
|--|
| Item Title: July 2021 Sales Tax Chart |
| Item Initiator: Greg Hays |
| Staff Source/Legal Source: Greg Hays, Hans Hernandez, Assistant City Attorney |
| Outside Speaker: N/A |
| Council Goal: 2012: 6.0--Provide a well-managed and financially strong City |

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: n/A

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

- Approve Item as proposed at Study Session
 - Information Only
 - Approve Item and Move Forward to Regular Meeting
 - Approve Item as proposed at Regular Meeting
 - Approve Item with Waiver of Reconsideration
- Why is a waiver needed?[Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Does Not Recommend Approval
- Forwarded Without Recommendation
- Recommendation Report Attached
- Minutes Attached
- Minutes Not Available

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 2021 was 11.9 percent higher than July of 2020.

QUESTIONS FOR COUNCIL

Info Only

LEGAL COMMENTS

The city charter requires that the city manager shall keep the council advised of the financial condition and future needs of the city and make such recommendations to the council for adoption as he may deem necessary or expedient. This item is informational only. See Aurora City Charter Sec. 7-4 (f). (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

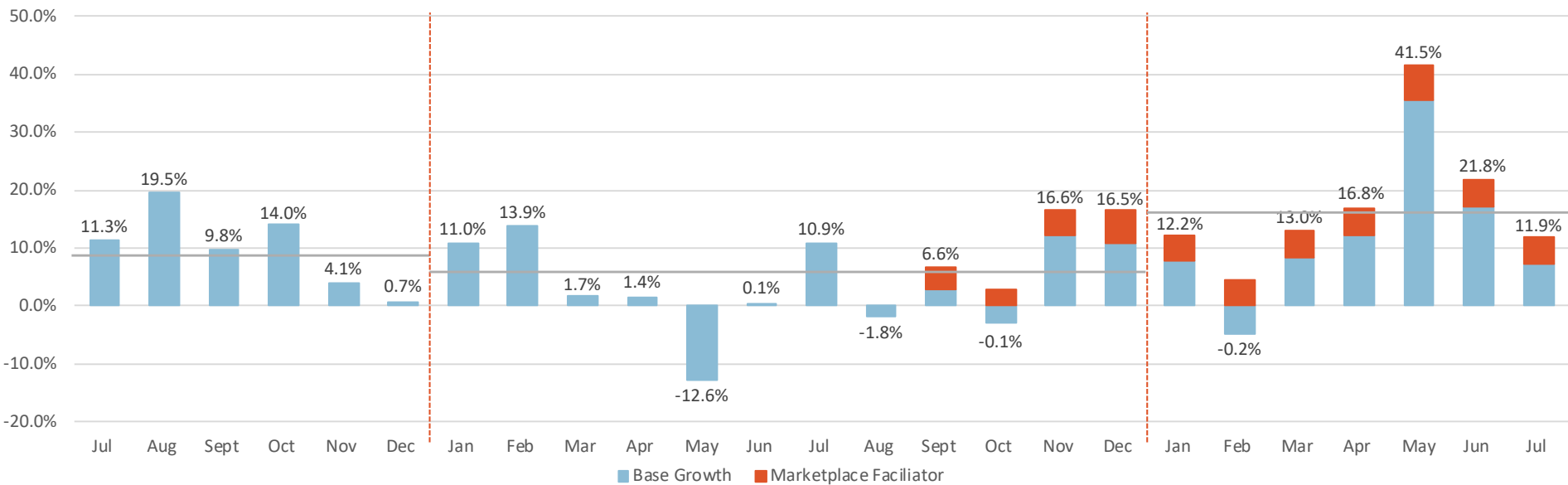
If Significant or Nominal, explain: N/A

July 2021 Sales Tax Performance



Percent Change from Prior Year By Month

July YTD Variance to
Budget: \$29.1M (25.6%)
2020: \$19.4M (15.7%)



2019
8.7%

2020
5.3%

2021
15.7%



CITY OF AURORA

Council Agenda Commentary

| |
|--|
| Item Title: Proposed 2021 Changes to Service Fees |
| Item Initiator: Greg Hays |
| Staff Source/Legal Source: Greg Hays, Budget Officer |
| Outside Speaker: N/A |
| Council Goal: 2012: 6.0--Provide a well-managed and financially strong City |

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item and Mover Forward to Study Session Information Only
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?[Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available
-

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 2022 Service Fees for your information. The proposed service fee changes are incorporated in the 2022 budget proposal and are consistent with department revenue expectations.

QUESTIONS FOR COUNCIL

Are there any questions or comments concerning the 2022 service fees?

LEGAL COMMENTS

n/a

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: n/a

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: n/a



MEMORANDUM

Office of Budget and Financial Planning
15151 E. Alameda Parkway, 5th Floor
Aurora, CO 80012
303-739-7072

To: Members of the Management and Finance Committee
Through: Terri Velasquez, Finance Director
From: Greg Hays, Budget Officer
Date: August 1, 2021
Subject: **PROPOSED 2022 CHANGES TO THE SERVICE FEES**

As part of the 2022 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 2022. These fees were submitted to the City Manager for approval and inclusion in the 2022 Proposed Budget.

This memo transmits a list of proposed changes to the 2022 Service Fees for your information. The proposed service fee changes are incorporated in the 2022 budget proposal and are consistent with department revenue expectations.

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 2022 fees are indexed using a 2.0 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.

In addition, city staff is working with a consultant, Wildan, to take a much more detailed look at costing fees. This process is still being done, so it was decided to have both fee processes run parallel to each other. Once the detailed Wildan study is done, management will decide which fees to update as appropriate. This version of fees is silent to the Wildan process.

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 2022 fee rates, the change in the fee from 2021 to 2022, 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 1-90);
- 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 184-289);
- In General Management, fees in the Oil and Gas Division were built in 2021 and kept static for 2022 (lines 414-420)
- In Housing and Community Services, certain fees were adjusted to round to the nearest dollar;
- Several fees in Library and Cultural Services fees were kept static with 2021 due to previous adjustments or market tolerance (found throughout Library and Cultural Services, lines 543-687);
- Most Municipal Court fees are not changing in order to preserve comparability to like jurisdictions. In addition, certain court surcharges were adjusted due to program reorganization (lines 688-714);
- Certain fees in Police remain stable as they are restricted by State law or for ease of use (found throughout Police, lines 1006-1056);
- Public Works solar photovoltaic fees were kept at 2021 level as it is capped by state regulations (lines 1217-1218). Fees associated with temporary certificate of occupancy were kept at 2021 level as it is a refundable deposit (lines 1231-1232). In addition, all parking and mobility fees were kept static (lines 1260-1281).

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 indexes. In addition, General Management, Library, and PROS have fee increases related to these being in the third year of a three-year ramp-up;
- Several Aurora Water fees were increased due to increases in actual costs (found throughout Aurora Water, lines 1-90);
- Various finance business license fees were adjusted up for rounding (found throughout Finance, lines 184-289);
- Fire scene mitigation labor costs were increased in accordance with the 2022 CBA (lines 344-347);
- In Housing and Community Services, certain fees were adjusted to round to the nearest dollar;
- In Information Technology, the OSB / 4x8 sheet cost was increased to keep up with increased sheet costs (line 524);
- Several Library and Cultural Services fees were increased due to increases in actual costs (found throughout Library and Cultural Services, lines 543-687);

- In Municipal Courts, one Court Surcharge was adjusted as the program was reorganized (lines 712);
- 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 715-900);
- In Planning, several Aurora Small Business Development Center (SBDC) fees were increased due to COVID impacts (lines 998 and 1002); and
- In Public Works, the Water heater Replacement fee was increased due a previous typographical error (Public Works line 1210).

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 Aurora Water, new pressure and check valve replacements are included (lines 91-101);
- In Communications, a new film permit fee waiver associated with students and non-profits and a web streaming fee were added (lines 108 and 175);
- In Finance, new marijuana fees associated with store delivery and social equity were added. Also, state application fees were moved to separate lines (lines 276-289);
- In Fire, the treat no transport fee was eliminated (line 341);
- In General Management, several Oil and Gas Division fees were moved from Planning (lines 414-415);
- In Library, a new fundraising and special events fee was added (line 548). In addition, several Fox Theater fees and piano tuning fees were turned into ranges and a Thursday show was added (lines 599-640);
- In Municipal Courts, Aurora for Youth education fees were eliminated as the program was reorganized (line 711);
- In Parks, Recreation, and Open Space (PROS), several obsolete fees associated with park entry and a boat launch fee were eliminated (lines 742-745, 788); and
- In Planning, several Oil and Gas Division fees were moved to General Management and Several SBDC fees were eliminated/added (lines 985-986, 995-1004).

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. 2022 is the third and final 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 2.

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: 2022 Service Fee Changes

Attachment 2: Capital Impact Fee Summary

cc: Jim Twombly, City Manager



BMS: Service Fee

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|---------------------|------------------|--|----------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|--|----------|
| Aurora Water | | | | | | | | | | | | |
| 1 | Aur Water | High Zone Fee (per acre) | \$92.00 | \$93.84 | 3 | \$93.75 | (\$1.75) | \$92.00 | \$0.00 | True | based on a contract should not be increased | |
| 2 | Aur Water | Service Connection and Suspension | | | | | | | | | | |
| 3 | Aur Water | Service Turn-On/Off | \$28.30 | \$28.87 | 3 | \$28.75 | (\$0.45) | \$28.30 | \$0.00 | True | No increase necessary | |
| 4 | Aur Water | Damaged meter and/or related equipment | \$100.00 | \$102.00 | 4 | \$102.00 | (\$2.00) | \$100.00 | \$0.00 | True | Actual costs no increase necessary | |
| 5 | Aur Water | Cut Yoke | | | | | | | | | | |
| 6 | Aur Water | Cut Yoke 5/8 | \$286.00 | \$291.72 | 4 | \$292.00 | \$5.00 | \$297.00 | \$11.00 | True | Actual costs - increase in yoke costs | |
| 7 | Aur Water | Cut Yoke 3/4 | \$299.00 | \$304.98 | 4 | \$305.00 | \$13.00 | \$318.00 | \$19.00 | True | Actual costs - increase in yoke costs | |
| 8 | Aur Water | Cut Yoke 1 | \$391.00 | \$398.82 | 4 | \$399.00 | (\$8.00) | \$391.00 | \$0.00 | True | Actual costs no increase necessary | |
| 9 | Aur Water | Trip charge for other services by customer request | | | | | | | | | | |
| 10 | Aur Water | Meter Pit/Vault Inspection | | | | | | | | | | |
| 11 | Aur Water | 5/8" through 1" meters | | | | | | | | | | |
| 12 | Aur Water | Initial - No Charge | | | | | | | | | | |
| 13 | Aur Water | Re-inspection (all inspections after initial inspection) Small Meter 5/8-1 meters | \$51.00 | \$52.02 | 3 | \$52.00 | \$4.00 | \$56.00 | \$5.00 | True | Actual Costs/FEMA rate and wages increases | |
| 14 | Aur Water | 1 1/2" and larger | | | | | | | | | | |
| 15 | Aur Water | Initial - No Charge | | | | | | | | | | |
| 16 | Aur Water | Re-inspection (all inspections after initial inspection) Large Meters 1 1/2 and Larger | \$128.00 | \$130.56 | 4 | \$131.00 | (\$3.00) | \$128.00 | \$0.00 | True | Actual Costs - no increase necessary | |
| 17 | Aur Water | Meter testing (by meter size) | | | | | | | | | | |
| Num Rows: 1295 | | | | | | | | | | | | |
| 18 | Aur Water | 5/8 through 1 meters (witnessed by customer) | \$121.00 | \$123.42 | 4 | \$123.00 | \$2.00 | \$125.00 | \$4.00 | True | Actual Cost - increase in FEMA rate and wages | |
| 19 | Aur Water | 5/8 through 1 meters (not witnessed by customer) | \$110.00 | \$112.20 | 4 | \$112.00 | \$2.00 | \$114.00 | \$4.00 | True | Actual cost - increases in FEMA rate and wages | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-----------|------------------|---|---|---|-----|---|-------------------|---|------------|--------------|---|----------|
| 20 | Aur Water | 1 1/2 meter (shop - includes cost of removing meter to bring to shop and reinstallation) | \$239.00 | \$243.78 | 4 | \$244.00 | (\$5.00) | \$239.00 | \$0.00 | True | Actual costs | |
| 21 | Aur Water | 1 1/2 meter (field) | \$129.00 | \$131.58 | 4 | \$132.00 | (\$3.00) | \$129.00 | \$0.00 | True | Actual costs | |
| 22 | Aur Water | 2 meter (shop - includes cost of removing meter to bring to shop and reinstallation) | \$242.00 | \$246.84 | 4 | \$247.00 | (\$5.00) | \$242.00 | \$0.00 | True | Actual Costs | |
| 23 | Aur Water | 2 meter (field) | \$145.00 | \$147.90 | 4 | \$148.00 | (\$3.00) | \$145.00 | \$0.00 | True | Actual Costs | |
| 24 | Aur Water | 3 through 4 meters (shop - includes cost of removing meter to bring to shop and reinstallation) | \$523.00 | \$533.46 | 4 | \$533.00 | (\$10.00) | \$523.00 | \$0.00 | True | Actual Cost | |
| 25 | Aur Water | 3 through 4 meters (field) | \$329.00 | \$335.58 | 4 | \$336.00 | (\$7.00) | \$329.00 | \$0.00 | True | Actual Costs | |
| 26 | Aur Water | 6 through 8 meters (shop - includes cost of removing meter to bring to shop and reinstallation) | \$3,346.00 | \$3,412.92 | 4 | \$3,413.00 | (\$66.00) | \$3,347.00 | \$1.00 | True | Actual Costs | |
| 27 | Aur Water | 6 through 8 meters (field) | \$375.00 | \$382.50 | 4 | \$383.00 | (\$3.00) | \$380.00 | \$5.00 | True | Actual Costs | |
| 28 | Aur Water | Hydrant meter deposit (for construction water dust control) | \$1,140.00 | \$1,162.80 | 4 | \$1,163.00 | (\$23.00) | \$1,140.00 | \$0.00 | True | This fee should remain at existing 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 | \$20.40 | 3 | \$20.50 | (\$0.50) | \$20.00 | \$0.00 | True | This by law can not be more than \$20 | |
| 30 | Aur Water | Irrigation Plans Review | | | | | | | | | | |
| 31 | Aur Water | Irrigation Plan Sheet (per sheet) up to 3 reviews | \$260.00 | \$265.20 | 4 | \$265.00 | \$8.00 | \$273.00 | \$13.00 | True | Actual Cost | |
| 32 | Aur Water | Additional Review and Resubmittals (per Sheet) | \$100.00 | \$102.00 | 4 | \$102.00 | \$2.00 | \$104.00 | \$4.00 | True | Actual Cost | |
| 33 | Aur Water | Water Transmission Pipeline Application | \$6,944.00 (plus any cost for outside services) | \$7,082.88 (plus any cost for outside services) | | \$7,083.00 (plus any cost for outside services) | | \$7,083.00 (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 | \$57.38 | 3 | \$57.50 | (\$1.25) | \$56.25 | \$0.00 | True | Actual Costs | |
| 36 | Aur Water | Re-Issuance of hydrant meter fee | \$42.75 | \$43.60 | 3 | \$43.50 | (\$0.50) | \$43.00 | \$0.25 | True | Actual Costs | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-----------|------------------|---|--|--|-----|--|-------------------|--|------------|--------------|---|----------|
| 37 | Aur Water | Hydrant meter confiscation fee for delinquency, non renewal of permit or non compliance of hydrant usage requirements | \$70.50 | \$71.91 | 3 | \$72.00 | (\$1.41) | \$70.59 | \$0.09 | True | Actual Costs | |
| 38 | Aur Water | Damaged hydrant meter and related equipment fees | \$22.75 trip charge plus cost for material and labor | \$23.21 trip charge plus cost for material and labor | | \$23.25 trip charge plus cost for material and labor | | \$23.25 trip charge plus cost for material and labor | | | | |
| 39 | Aur Water | Sod/Seed/Irrigation Permit Fee | | | | | | | | | | |
| 40 | Aur Water | Sod/seed/Irrigation permit (Residential) (per permit) | \$34.50 | \$35.19 | 3 | \$35.25 | \$1.00 | \$36.25 | \$1.75 | True | Actual Costs | |
| 41 | Aur Water | Sod/seed permit (Commercial) (1-Year permit) | \$150.00 | \$153.00 | 4 | \$153.00 | \$5.00 | \$158.00 | \$8.00 | True | Actual Costs | |
| 42 | Aur Water | Reinspection fee - (sod/seed/irrigation) - Residential | \$34.50 | \$35.19 | 3 | \$35.25 | \$1.00 | \$36.25 | \$1.75 | True | Actual Costs | |
| 43 | Aur Water | Reinspection fee - (sod/seed/irrigation) - Commercial | \$150.00 | \$153.00 | 4 | \$153.00 | \$5.00 | \$158.00 | \$8.00 | True | Actual Costs | |
| 44 | Aur Water | Construction Water Fee | \$47.00 | \$47.94 | 3 | \$48.00 | (\$1.00) | \$47.00 | \$0.00 | True | Based on Commercial rate proposed rate increase in 2022 | |
| 45 | Aur Water | Temporary irrigation meter deposit | \$21,412.00 | \$21,840.24 | 4 | \$21,840.00 | (\$428.00) | \$21,412.00 | \$0.00 | True | no increase necessary | |
| 46 | Aur Water | Temporary irrigation meter Administrative fee | \$281.00 | \$286.62 | 4 | \$287.00 | (\$6.00) | \$281.00 | \$0.00 | True | No increase necessary | |
| 47 | Aur Water | Water Smart Reader Deposit | \$32.25 | \$32.90 | 3 | \$33.00 | (\$0.75) | \$32.25 | \$0.00 | True | No increase necessary | |
| 48 | Aur Water | Wet Tap Fees- Main Extensions and Pipelines | | | | | | | | | | |
| 49 | Aur Water | Wet Tap Fees- 4 tap on 6 thru 12 | \$2,334.00 | \$2,380.68 | 4 | \$2,381.00 | \$195.00 | \$2,576.00 | \$242.00 | True | Based on Cost-parts increased over 20% | |
| 50 | Aur Water | Wet Tap Fees 4 tap on 16 thru 24 | \$2,478.00 | \$2,527.56 | 4 | \$2,528.00 | \$193.00 | \$2,721.00 | \$243.00 | True | Based on Cost-parts increased over 20% | |
| 51 | Aur Water | Wet Tap Fees 4 tap on 30 thru 36 | \$2,478.00 | \$2,527.56 | 4 | \$2,528.00 | \$193.00 | \$2,721.00 | \$243.00 | True | Based on Cost-parts increased over 20% | |
| 52 | Aur Water | Wet Tap Fees 6 tap on 6 thru 12 | \$2,610.00 | \$2,662.20 | 4 | \$2,662.00 | \$254.00 | \$2,916.00 | \$306.00 | True | Based on Cost-parts increased over 20% | |

Attachment 1

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------|-------------|-----------------------------------|-----------------|----------------------|------------|-------------------------|--------------------------|---------------------------|-------------------|---------------------|--|-----------------|
| 53 | Aur Water | Wet Tap Fees 6 tap on 16 thru 24 | \$2,789.00 | \$2,844.78 | 4 | \$2,845.00 | \$250.00 | \$3,095.00 | \$306.00 | True | Based on Cost-parts increased over 20% | |
| 54 | Aur Water | Wet Tap Fees 6 tap on 30 thru 36 | \$2,789.00 | \$2,844.78 | 4 | \$2,845.00 | \$250.00 | \$3,095.00 | \$306.00 | True | Based on Cost-parts increased over 20% | |
| 55 | Aur Water | Wet Tap Fees 8 tap on 8 thru 12 | \$3,142.00 | \$3,204.84 | 4 | \$3,205.00 | \$328.00 | \$3,533.00 | \$391.00 | True | Based on Cost-parts increased over 20% | |
| 56 | Aur Water | Wet Tap Fees 8 tap on 16 thru 24 | \$3,394.00 | \$3,461.88 | 4 | \$3,462.00 | \$365.00 | \$3,827.00 | \$433.00 | True | Based on Cost-parts increased over 20% | |
| 57 | Aur Water | Wet Tap Fees 8 tap on 30 thru 36 | \$3,394.00 | \$3,461.88 | 4 | \$3,462.00 | \$365.00 | \$3,827.00 | \$433.00 | True | Based on Cost-parts increased over 20% | |
| 58 | Aur Water | Wet Tap Fees 12 x 12 | \$5,015.00 | \$5,115.30 | 4 | \$5,115.00 | \$675.00 | \$5,790.00 | \$775.00 | True | Based on Cost-parts increased over 20% | |
| 59 | Aur Water | Wet Tap Fees 12 x 16 | \$5,128.00 | \$5,230.56 | 4 | \$5,231.00 | \$695.00 | \$5,926.00 | \$798.00 | True | Based on Cost-parts increased over 20% | |
| 60 | Aur Water | Wet Tap Fees 12 tap on 24 thru 36 | \$5,309.00 | \$5,415.18 | 4 | \$5,415.00 | \$731.00 | \$6,146.00 | \$837.00 | True | Based on Cost-parts increased over 20% | |
| 61 | Aur Water | Wet Tap Fees 16 x 16 | \$9,974.00 | \$10,173.48 | 4 | \$10,173.00 | \$1,544.00 | \$11,717.00 | \$1,743.00 | True | Based on Cost-parts increased over 20% | |
| 62 | Aur Water | Wet Tap Fees 16 x 24 | \$10,310.00 | \$10,516.20 | 4 | \$10,516.00 | \$1,610.00 | \$12,126.00 | \$1,816.00 | True | Based on Cost-parts increased over 20% | |
| 63 | Aur Water | Wet Tap Fees 16 x 30 | \$10,310.00 | \$10,516.20 | 4 | \$10,516.00 | \$1,610.00 | \$12,126.00 | \$1,816.00 | True | Based on Cost-parts increased over 20% | |
| 64 | Aur Water | Wet Tap Fees 16 x 36 | \$10,310.00 | \$10,516.20 | 4 | \$10,516.00 | \$1,610.00 | \$12,126.00 | \$1,816.00 | True | Based on Cost-parts increased over 20% | |
| 65 | Aur Water | Wet Tap Fees 24 x 16 Weld-on | \$10,825.00 | \$11,041.50 | 4 | \$11,042.00 | \$1,495.00 | \$12,537.00 | \$1,712.00 | True | Based on Cost-parts increased over 20% | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-----------|------------------|---|----------------------------------|-------------------------------------|-----|----------------------------------|-------------------|----------------------------------|------------|--------------|--|----------|
| 66 | Aur Water | Wet Tap Fees 30 x 16 Weld-on | \$10,978.00 | \$11,197.56 | 4 | \$11,198.00 | \$1,374.00 | \$12,572.00 | \$1,594.00 | True | Based on Cost-parts increased over 20% | |
| 67 | Aur Water | Wet Tap Fees 36 x 16 Weld-on | \$11,043.00 | \$11,263.86 | 4 | \$11,264.00 | \$1,162.00 | \$12,426.00 | \$1,383.00 | True | Based on Cost-parts increased over 20% | |
| 68 | Aur Water | Stormwater Quality Construction Permits | | | | | | | | | | |
| 69 | Aur Water | SW Quality Permit Fee-Less than 1 Acre (3-year permit) | \$463.00 | \$472.26 | 4 | \$472.00 | | \$472.00 | \$9.00 | | | |
| 70 | Aur Water | Renewal Stormwater Quality Permit Fee - < 1 Acre (1 Year Permit) | \$154.00 | \$157.08 | 4 | \$157.00 | | \$157.00 | \$3.00 | | | |
| 71 | Aur Water | SW Quality Permit Fee- 1 to 5 Acres (3-year permit) | \$1,234.00 | \$1,258.68 | 4 | \$1,259.00 | | \$1,259.00 | \$25.00 | | | |
| 72 | Aur Water | Renewal Stormwater Quality Permit Fee - 1 to 5 Acres (1 Year Permit) | \$411.00 | \$419.22 | 4 | \$419.00 | | \$419.00 | \$8.00 | | | |
| 73 | Aur Water | SW Quality Permit Fee Greater than 5 Acres (3-year permit) | \$2,313.00 | \$2,359.26 | 4 | \$2,359.00 | | \$2,359.00 | \$46.00 | | | |
| 74 | Aur Water | Renewal Stormwater Quality Permit Fee Greater than 5 Acres (1-year Permit) | \$771.00 | \$786.42 | 4 | \$786.00 | | \$786.00 | \$15.00 | | | |
| 75 | Aur Water | Re-Inspection Fee (after second failure) | \$123.00 | \$125.46 | 4 | \$125.00 | | \$125.00 | \$2.00 | | | |
| 76 | Aur Water | Certified mailing fee | \$12.50 | \$12.75 | 3 | \$12.75 | | \$12.75 | \$0.25 | | | |
| 77 | Aur Water | Late Fee | 5% | 5% | | | | 5% | | | | |
| 78 | Aur Water | Sewer Mitigation (damage resulted from a public sewer backup) | Maximum of \$20,422 per property | Maximum of \$20,830.44 per property | | Maximum of \$20,830 per property | | Maximum of \$20,830 per property | | | | |
| 79 | Aur Water | Non-Potable Irrigation Water (Internal City of Aurora accounts only) | | | | | | | | | | |
| 80 | Aur Water | Reuse (Tertiary) Water (per 1,000 gallons) | \$1.40 | \$1.43 | 2 | \$1.45 | \$0.05 | \$1.50 | \$0.10 | True | Based on Cost-of-service study | |
| 81 | Aur Water | Raw Water (per 1,000 gallons) | \$2.19 | \$2.23 | 2 | \$2.25 | \$0.01 | \$2.26 | \$0.07 | True | Based on Cost-of-service study | |
| 82 | Aur Water | Diverted Stream Flow Water (DSF) (per 1,000 gallons) | \$0.70 | \$0.71 | 1 | \$0.71 | \$0.22 | \$0.93 | \$0.23 | True | Based on Cost-of-service study | |
| 83 | Aur Water | Water Sewer Line Inspection | | | | | | | | | | |
| 84 | Aur Water | Water Service-Meter Pit to Unit (Flat Fee) | \$142.00 | \$144.84 | 4 | \$145.00 | | \$145.00 | \$3.00 | | | |
| 85 | Aur Water | Sanitary Service-ROW to Unit (Flat Fee) | \$142.00 | \$144.84 | 4 | \$145.00 | | \$145.00 | \$3.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-----------|------------------|--|----------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|---|----------|
| 86 | Aur Water | Water, Sewer, and Stormwater Public Improvement Inspections | | | | | | | | | | |
| 87 | Aur Water | Inspection Normal Business Hours (up to 4 hours) | \$324.00 | \$330.48 | 4 | \$330.00 | (\$6.00) | \$324.00 | \$0.00 | True | Based on Costs no need for increase | |
| 88 | Aur Water | Additional Hour of Inspection (Normal Business Hours) | \$47.00 | \$47.94 | 3 | \$48.00 | (\$1.00) | \$47.00 | \$0.00 | True | Based on Cost no need for increase | |
| 89 | Aur Water | Inspection After hours and Weekends (up to 4 hours) | \$398.00 | \$405.96 | 4 | \$406.00 | (\$8.00) | \$398.00 | \$0.00 | True | Based on Cost no need for increase | |
| 90 | Aur Water | Additional Hour of Inspection (after hours and weekend) | \$65.00 | \$66.30 | 3 | \$66.25 | (\$1.25) | \$65.00 | \$0.00 | True | based on cost no need for increase | |
| 91 | Aur Water | Pressure and Check Valve Replacements (PRV) | | | | | | | | | | |
| 92 | Aur Water | 4 Inch PRV | | | | | | \$4,790.00 | | | New Fees-Based on Part and Labor Costs of installing Pressure or check valves | |
| 93 | Aur Water | 4 Inch Check Valve | | | | | | \$3,600.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 94 | Aur Water | 6 Inch PRV | | | | | | \$3,730.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 95 | Aur Water | 6 Inch Check Valve | | | | | | \$5,575.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 96 | Aur Water | 8 Inch PRV | | | | | | \$10,350.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 97 | Aur Water | 8 Inch Check Valve | | | | | | \$9,195.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|---------------------------------|------------------|---|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|---|----------|
| 98 | Aur Water | 10 Inch PRV | | | | | | \$14,355.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 99 | Aur Water | 10 Inch Check Valve | | | | | | \$13,200.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 100 | Aur Water | 12 Inch PRV | | | | | | \$21,980.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 101 | Aur Water | 12 Inch Check Valve | | | | | | \$20,820.00 | | | New Fees based on Part and Labor Costs of installing Pressure or check valves | |
| 102 | Aur Water | Fee in-Lieu of Annexation Groundwater Rights | | | | | | | | | | |
| 103 | Aur Water | Fee in-Lieu of Groundwater Rights | \$2,056.00 | \$2,097.12 | 4 | \$2,097.00 | | \$2,097.00 | \$41.00 | | | |
| City Attorney | | | | | | | | | | | | |
| 104 | City Att | Photocopying (per page) | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | Keep at 0.25 | |
| Civil Service Commission | | | | | | | | | | | | |
| 105 | Civ Svc | Applicant Testing Fee (per applicant) | \$15.00 | \$15.30 | 3 | \$15.25 | (\$0.25) | \$15.00 | \$0.00 | True | Keep fee at \$15.00 | |
| Communications | | | | | | | | | | | | |
| 106 | Communic | TELEVISION SERVICES | | | | | | | | | | |
| 107 | Communic | Film Permit Processing Fee | \$67.00 | \$68.34 | 3 | \$68.25 | | \$68.25 | \$1.25 | | | |
| 108 | Communic | Film Permit Student & Aurora Non-Profit (Up to two locations) | | \$0.00 | | | | \$0.00 | | True | New Fee | |
| 109 | Communic | Commercial Cable Time | | | | | | | | | | |
| 110 | Communic | Per 24, 30 Second Spots | \$967.00 | \$986.34 | 4 | \$986.00 | (\$266.00) | \$720.00 | (\$247.00) | True | Match Comcast Spotlight fees (have decreased over the past few years). | |
| 111 | Communic | Studio Video Recording - Single Camera | | | | | | | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------|---|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 112 | Communic | Per Hour | \$403.00 | \$411.06 | 4 | \$411.00 | | \$411.00 | \$8.00 | | | |
| 113 | Communic | Per Half Day | \$1,411.00 | \$1,439.22 | 4 | \$1,439.00 | | \$1,439.00 | \$28.00 | | | |
| 114 | Communic | Per Day | \$2,620.00 | \$2,672.40 | 4 | \$2,672.00 | | \$2,672.00 | \$52.00 | | | |
| 115 | Communic | Studio Video Recording | | | | | | | | | | |
| 116 | Communic | Each Additional Camera: | | | | | | | | | | |
| 117 | Communic | Per Hour | \$80.75 | \$82.36 | 3 | \$82.25 | | \$82.25 | \$1.50 | | | |
| 118 | Communic | Per Half Day | \$302.00 | \$308.04 | 4 | \$308.00 | | \$308.00 | \$6.00 | | | |
| 119 | Communic | Per Day | \$538.00 | \$548.76 | 4 | \$549.00 | | \$549.00 | \$11.00 | | | |
| 120 | Communic | Location Production (Remote) | | | | | | | | | | |
| 121 | Communic | Single Camera (with operator) | | | | | | | | | | |
| 122 | Communic | Per Hour | \$170.00 | \$173.40 | 4 | \$173.00 | | \$173.00 | \$3.00 | | | |
| 123 | Communic | Per Half Day | \$604.00 | \$616.08 | 4 | \$616.00 | | \$616.00 | \$12.00 | | | |
| 124 | Communic | Per Day | \$1,142.00 | \$1,164.84 | 4 | \$1,165.00 | | \$1,165.00 | \$23.00 | | | |
| 125 | Communic | Three Cameras/Seven Member Crew | | | | | | | | | | |
| 126 | Communic | Per Half Day | \$2,959.00 | \$3,018.18 | 4 | \$3,018.00 | | \$3,018.00 | \$59.00 | | | |
| 127 | Communic | Per Day | \$4,972.00 | \$5,071.44 | 4 | \$5,071.00 | | \$5,071.00 | \$99.00 | | | |
| 128 | Communic | Teleprompter System With Operator | | | | | | | | | | |
| 129 | Communic | Per Half Day | \$200.00 | \$204.00 | 4 | \$204.00 | | \$204.00 | \$4.00 | | | |
| 130 | Communic | Per Day | \$336.00 | \$342.72 | 4 | \$343.00 | | \$343.00 | \$7.00 | | | |
| 131 | Communic | Van Mileage Over 15 Miles (per mile) | \$1.40 | \$1.43 | 2 | \$1.45 | | \$1.45 | \$0.05 | | | |
| 132 | Communic | Post Production Non-Linear Editing | | | | | | | | | | |
| 133 | Communic | With Operator | | | | | | | | | | |
| 134 | Communic | Per Hour | \$135.00 | \$137.70 | 4 | \$138.00 | | \$138.00 | \$3.00 | | | |
| 135 | Communic | Per Half Day | \$472.00 | \$481.44 | 4 | \$481.00 | | \$481.00 | \$9.00 | | | |
| 136 | Communic | Per Day | \$876.00 | \$893.52 | 4 | \$894.00 | | \$894.00 | \$18.00 | | | |
| 137 | Communic | Without Operator | | | | | | | | | | |
| 138 | Communic | Per Hour | \$80.75 | \$82.36 | 3 | \$82.25 | | \$82.25 | \$1.50 | | | |
| 139 | Communic | Per Half Day | \$302.00 | \$308.04 | 4 | \$308.00 | | \$308.00 | \$6.00 | | | |
| 140 | Communic | Per Day | \$538.00 | \$548.76 | 4 | \$549.00 | | \$549.00 | \$11.00 | | | |
| 141 | Communic | Audio Recording Service | | | | | | | | | | |
| 142 | Communic | Hourly | \$80.75 | \$82.36 | 3 | \$82.25 | | \$82.25 | \$1.50 | | | |
| 143 | Communic | Half Day | \$302.00 | \$308.04 | 4 | \$308.00 | | \$308.00 | \$6.00 | | | |
| 144 | Communic | Full Day | \$538.00 | \$548.76 | 4 | \$549.00 | | \$549.00 | \$11.00 | | | |
| 145 | Communic | Miscellaneous Storage Media (USB Drive/ 16GB) | \$5.15 | \$5.25 | 2 | \$5.25 | | \$5.25 | \$0.10 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------|--|----------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|---|----------|
| 146 | Communic | Script Typing -Teleprompter (per hour) | \$40.50 | \$41.31 | 3 | \$41.25 | | \$41.25 | \$0.75 | | | |
| 147 | Communic | Character Generator Pre-Build (per hour) | \$40.50 | \$41.31 | 3 | \$41.25 | | \$41.25 | \$0.75 | | | |
| 148 | Communic | Set-Up & Pre-Light (2 Crew) (per hour) | \$94.00 | \$95.88 | 3 | \$96.00 | | \$96.00 | \$2.00 | | | |
| 149 | Communic | Pre-Production Planning-Production Services (per hour) | \$53.75 | \$54.83 | 3 | \$54.75 | | \$54.75 | \$1.00 | | | |
| 150 | Communic | Director Services | | | | | | | | | | |
| 151 | Communic | Per Hour | \$101.00 | \$103.02 | 4 | \$103.00 | | \$103.00 | \$2.00 | | | |
| 152 | Communic | Per Half Day | \$371.00 | \$378.42 | 4 | \$378.00 | | \$378.00 | \$7.00 | | | |
| 153 | Communic | Per Day | \$672.00 | \$685.44 | 4 | \$685.00 | | \$685.00 | \$13.00 | | | |
| 154 | Communic | Graphic Design Services | | | | | | | | | | |
| 155 | Communic | Per Hour | \$67.00 | \$68.34 | 3 | \$68.25 | | \$68.25 | \$1.25 | | | |
| 156 | Communic | Per Half Day | \$242.00 | \$246.84 | 4 | \$247.00 | | \$247.00 | \$5.00 | | | |
| 157 | Communic | Per Day | \$456.00 | \$465.12 | 4 | \$465.00 | | \$465.00 | \$9.00 | | | |
| 158 | Communic | Producer Services | | | | | | | | | | |
| 159 | Communic | Per Hour | \$101.00 | \$103.02 | 4 | \$103.00 | | \$103.00 | \$2.00 | | | |
| 160 | Communic | Per Half Day | \$371.00 | \$378.42 | 4 | \$378.00 | | \$378.00 | \$7.00 | | | |
| 161 | Communic | Per Day | \$672.00 | \$685.44 | 4 | \$685.00 | | \$685.00 | \$13.00 | | | |
| 162 | Communic | Technical Director Services | | | | | | | | | | |
| 163 | Communic | Per Hour | \$80.75 | \$82.36 | 3 | \$82.25 | | \$82.25 | \$1.50 | | | |
| 164 | Communic | Per Half Day | \$302.00 | \$308.04 | 4 | \$308.00 | | \$308.00 | \$6.00 | | | |
| 165 | Communic | Per Day | \$538.00 | \$548.76 | 4 | \$549.00 | | \$549.00 | \$11.00 | | | |
| 166 | Communic | Lighting Director Services (with lighting kit) | | | | | | | | | | |
| 167 | Communic | Per Hour | \$80.75 | \$82.36 | 3 | \$82.25 | | \$82.25 | \$1.50 | | | |
| 168 | Communic | Per Half Day | \$302.00 | \$308.04 | 4 | \$308.00 | | \$308.00 | \$6.00 | | | |
| 169 | Communic | Per Day | \$538.00 | \$548.76 | 4 | \$549.00 | | \$549.00 | \$11.00 | | | |
| 170 | Communic | Digital Server Playback (studio) | | | | | | | | | | |
| 171 | Communic | Per Hour | \$67.00 | \$68.34 | 3 | \$68.25 | | \$68.25 | \$1.25 | | | |
| 172 | Communic | Per Half Day | \$235.00 | \$239.70 | 4 | \$240.00 | | \$240.00 | \$5.00 | | | |
| 173 | Communic | Per Day | \$403.00 | \$411.06 | 4 | \$411.00 | | \$411.00 | \$8.00 | | | |
| 174 | Communic | Web Streaming Services | | | | | | | | | | |
| 175 | Communic | Per Hour | | | | | | \$60.00 | | True | New Fee: Began providing service to studio clients during the pandemic. | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|----------------|-----------------|---|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|--------------------------------------|----------|
| 176 | Communic | AV Technician Services | | | | | | | | | | |
| 177 | Communic | Per hour | \$67.00 | \$68.34 | 3 | \$68.25 | | \$68.25 | \$1.25 | | | |
| 178 | Communic | Per Half Day | \$242.00 | \$246.84 | 4 | \$247.00 | | \$247.00 | \$5.00 | | | |
| 179 | Communic | Per Day | \$456.00 | \$465.12 | 4 | \$465.00 | | \$465.00 | \$9.00 | | | |
| 180 | Communic | Council Chambers/Aurora Rm. Recording Svcs. | | | | | | | | | | |
| 181 | Communic | Per hour | \$222.00 | \$226.44 | 4 | \$226.00 | | \$226.00 | \$4.00 | | | |
| 182 | Communic | Per Half Day | \$776.00 | \$791.52 | 4 | \$792.00 | | \$792.00 | \$16.00 | | | |
| 183 | Communic | Per Day | \$1,330.00 | \$1,356.60 | 4 | \$1,357.00 | | \$1,357.00 | \$27.00 | | | |
| Finance | | | | | | | | | | | | |
| 184 | Finance | Returned Check Fee | \$20.00 | \$20.40 | 3 | \$20.50 | (\$0.50) | \$20.00 | \$0.00 | True | Statutorily 20 | |
| 185 | Finance | Paper tax return processing fee | \$10.00 | \$10.20 | 3 | \$10.25 | | \$10.25 | \$0.25 | | | |
| 186 | Finance | Non prescribed paper tax return fee. | \$25.00 | \$25.50 | 3 | \$25.50 | | \$25.50 | \$0.50 | | | |
| 187 | Finance | Business License | | | | | | | | | | |
| 188 | Finance | Application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Move in 50 cent or dollar increments | |
| 189 | Finance | Biennial license fee | \$26.00 | \$26.52 | 3 | \$26.50 | (\$0.50) | \$26.00 | \$0.00 | True | Increase next year | |
| 190 | Finance | Paper License Processing Fee | \$20.00 | \$20.40 | 3 | \$20.50 | (\$0.50) | \$20.00 | \$0.00 | True | Increase next year | |
| 191 | Finance | Location Change application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Increase next year | |
| 192 | Finance | Seasonal Business License | | | | | | | | | | |
| 193 | Finance | Amusement Device Distributors | | | | | | | | | | |
| 194 | Finance | Application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Move in 50 cent or dollar increments | |
| 195 | Finance | License fee | \$143.00 | \$145.86 | 4 | \$146.00 | | \$146.00 | \$3.00 | | | |
| 196 | Finance | Amusement Enterprise License - Carnival / Circus | | | | | | | | | | |
| 197 | Finance | Application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Increase next year | |
| 198 | Finance | License fee 1st day | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 199 | Finance | License fee additional day | \$73.00 | \$74.46 | 3 | \$74.50 | \$0.50 | \$75.00 | \$2.00 | True | Move in even increments | |
| 200 | Finance | Other Amusement Enterprise License | | | | | | | | | | |
| 201 | Finance | License fee 1st day | \$73.00 | \$74.46 | 3 | \$74.50 | | \$74.50 | \$1.50 | | | |
| 202 | Finance | License fee additional day | \$36.00 | \$36.72 | 3 | \$36.75 | | \$36.75 | \$0.75 | | | |
| 203 | Finance | Door to Door seller's | | | | | | | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|----------------|---|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|-------------------------|----------|
| 204 | Finance | Application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.50) | \$16.75 | (\$0.25) | True | Increase next year | |
| 205 | Finance | License fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Increase next year | |
| 206 | Finance | Sales tax deposit (every 90 days) | \$143.00 | \$145.86 | 4 | \$146.00 | | \$146.00 | \$3.00 | | | |
| 207 | Finance | Identification card fee (every 90 days) | \$37.00 | \$37.74 | 3 | \$37.75 | (\$0.75) | \$37.00 | \$0.00 | True | Move in even increments | |
| 208 | Finance | Stable License | | | | | | | | | | |
| 209 | Finance | Application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Increase Next Year | |
| 210 | Finance | License fee | \$143.00 | \$145.86 | 4 | \$146.00 | | \$146.00 | \$3.00 | | | |
| 211 | Finance | After Hours Club & Teen Club | | | | | | | | | | |
| 212 | Finance | Application fee | \$371.00 | \$378.42 | 4 | \$378.00 | | \$378.00 | \$7.00 | | | |
| 213 | Finance | License fee | \$529.00 | \$539.58 | 4 | \$540.00 | | \$540.00 | \$11.00 | | | |
| 214 | Finance | Managers license fee | \$76.00 | \$77.52 | 3 | \$77.50 | | \$77.50 | \$1.50 | | | |
| 215 | Finance | Escort Bureau application fee | | | | | | | | | | |
| 216 | Finance | Application fee | \$1,000.00 | \$1,020.00 | 4 | \$1,020.00 | (\$20.00) | \$1,000.00 | \$0.00 | True | Statutorily limited | |
| 217 | Finance | New license fee | \$4,000.00 | \$4,080.00 | 4 | \$4,080.00 | (\$80.00) | \$4,000.00 | \$0.00 | True | Statutorily limited | |
| 218 | Finance | License renewal fee | \$5,000.00 | \$5,100.00 | 4 | \$5,100.00 | (\$100.00) | \$5,000.00 | \$0.00 | True | Statutorily limited | |
| 219 | Finance | Escort/Runner application fee | \$200.00 | \$204.00 | 4 | \$204.00 | (\$4.00) | \$200.00 | \$0.00 | True | Statutorily limited | |
| 220 | Finance | Escort/Runner new license fee | \$300.00 | \$306.00 | 4 | \$306.00 | (\$6.00) | \$300.00 | \$0.00 | True | Statutorily limited | |
| 221 | Finance | Escort/Runner license renewal fee | \$500.00 | \$510.00 | 4 | \$510.00 | (\$10.00) | \$500.00 | \$0.00 | True | Statutorily limited | |
| 222 | Finance | Amusement Device Vendors | | | | | | | | | | |
| 223 | Finance | Application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Move in even increments | |
| 224 | Finance | License fee | \$35.00 | \$35.70 | 3 | \$35.75 | | \$35.75 | \$0.75 | | | |
| 225 | Finance | Christmas Trees | | | | | | | | | | |
| 226 | Finance | Temporary application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Increase next year | |
| 227 | Finance | Temporary license fee | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 228 | Finance | Temporary sales tax deposit | \$500.00 | \$510.00 | 4 | \$510.00 | (\$10.00) | \$500.00 | \$0.00 | True | Deposit not a fee | |
| 229 | Finance | Temporary clean up deposit | \$250.00 | \$255.00 | 4 | \$255.00 | (\$5.00) | \$250.00 | \$0.00 | True | Deposit not a fee | |
| 230 | Finance | Adjunct application fee | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Increase next year | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|----------------|-----------------------------------|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|--|----------|
| 231 | Finance | Adjunct license fee | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 232 | Finance | Fireworks | | | | | | | | | | |
| 233 | Finance | Stand license fee | \$940.00 | \$958.80 | 4 | \$959.00 | (\$19.00) | \$940.00 | \$0.00 | True | Maintain level fees as not permitted in 2020 | |
| 234 | Finance | Sales tax deposit | \$500.00 | \$510.00 | 4 | \$510.00 | (\$10.00) | \$500.00 | \$0.00 | True | Deposit not a fee | |
| 235 | Finance | Clean-up deposit | \$300.00 | \$306.00 | 4 | \$306.00 | (\$6.00) | \$300.00 | \$0.00 | True | Deposit not a fee | |
| 236 | Finance | Massage Facility | | | | | | | | | | |
| 237 | Finance | Application Fee | \$212.00 | \$216.24 | 4 | \$216.00 | | \$216.00 | \$4.00 | | | |
| 238 | Finance | Annual License Fee | \$52.00 | \$53.04 | 3 | \$53.00 | | \$53.00 | \$1.00 | | | |
| 239 | Finance | Manager License Fee | \$52.00 | \$53.04 | 3 | \$53.00 | (\$3.00) | \$50.00 | (\$2.00) | True | Align manager fee with cost for background investigation | |
| 240 | Finance | Pawnbroker | | | | | | | | | | |
| 241 | Finance | Application fee | \$2,944.00 | \$3,002.88 | 4 | \$3,003.00 | | \$3,003.00 | \$59.00 | | | |
| 242 | Finance | License fee | \$737.00 | \$751.74 | 4 | \$752.00 | | \$752.00 | \$15.00 | | | |
| 243 | Finance | Manager fee | \$73.00 | \$74.46 | 3 | \$74.50 | | \$74.50 | \$1.50 | | | |
| 244 | Finance | License transfer fee | \$3,680.00 | \$3,753.60 | 4 | \$3,754.00 | (\$74.00) | \$3,680.00 | \$0.00 | True | Align fee to cost | |
| 245 | Finance | Secondhand Dealer | | | | | | | | | | |
| 246 | Finance | Application fee | \$588.00 | \$599.76 | 4 | \$600.00 | | \$600.00 | \$12.00 | | | |
| 247 | Finance | License fee | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 248 | Finance | Sexually Oriented Business | | | | | | | | | | |
| 249 | Finance | Application fee | \$737.00 | \$751.74 | 4 | \$752.00 | | \$752.00 | \$15.00 | | | |
| 250 | Finance | License fee | \$295.00 | \$300.90 | 4 | \$301.00 | | \$301.00 | \$6.00 | | | |
| 251 | Finance | Manager fee | \$73.50 | \$74.97 | 3 | \$75.00 | | \$75.00 | \$1.50 | | | |
| 252 | Finance | License transfer fee | \$59.00 | \$60.18 | 3 | \$60.25 | | \$60.25 | \$1.25 | | | |
| 253 | Finance | Trash Haulers | | | | | | | | | | |
| 254 | Finance | Application fee | \$17.00 | \$17.34 | 3 | \$17.25 | \$2.75 | \$20.00 | \$3.00 | True | Recommend even dollar amount | |
| 255 | Finance | License transfer fee | \$17.00 | \$17.34 | 3 | \$17.25 | \$2.75 | \$20.00 | \$3.00 | True | Even dollar amount | |
| 256 | Finance | Certificate fee | \$74.00 | \$75.48 | 3 | \$75.50 | \$0.50 | \$76.00 | \$2.00 | True | Even dollar amount | |
| 257 | Finance | Liquor Licensing Fees | | | | | | | | | | |
| 258 | Finance | Tastings Permit Annual License | \$136.00 | \$138.72 | 4 | \$139.00 | (\$3.00) | \$136.00 | \$0.00 | True | Statutorily limited | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|----------------|--|-------------------|-------------------|-----|-------------------|---------------------|--------------------|-----------------|--------------|--|----------|
| 259 | Finance | New License Application Fee | \$1,000.00 | \$1,020.00 | 4 | \$1,020.00 | (\$20.00) | \$1,000.00 | \$0.00 | True | Statutorily limited | |
| 260 | Finance | Transfer of Ownership or Location Change Application Fee | \$750.00 | \$765.00 | 4 | \$765.00 | (\$15.00) | \$750.00 | \$0.00 | True | Statutorily limited | |
| 261 | Finance | Renewal Fee | \$100.00 | \$102.00 | 4 | \$102.00 | (\$2.00) | \$100.00 | \$0.00 | True | Statutorily limited | |
| 262 | Finance | Expired License Renewal Fee | \$500.00 | \$510.00 | 4 | \$510.00 | (\$10.00) | \$500.00 | \$0.00 | True | Statutorily limited | |
| 263 | Finance | Reissued License Fee / per day past 90 day expiration | \$25.00 | \$25.50 | 3 | \$25.50 | (\$0.50) | \$25.00 | \$0.00 | True | Statutorily limited | |
| 264 | Finance | Special Event Permit (per application fee) | \$100.00 | \$102.00 | 4 | \$102.00 | (\$2.00) | \$100.00 | \$0.00 | True | Statutorily limited | |
| 265 | Finance | Common Consumption Area New Application Fee | \$541.00 | \$551.82 | 4 | \$552.00 | \$8.00 | \$560.00 | \$19.00 | True | Even dollar amount | |
| 266 | Finance | Common Consumption Area Annual Renewal Fee | \$216.00 | \$220.32 | 4 | \$220.00 | | \$220.00 | \$4.00 | | | |
| 267 | Finance | Common Consumption Area Attachment Fee | \$55.00 | \$56.10 | 3 | \$56.00 | | \$56.00 | \$1.00 | | | |
| 268 | Finance | Annual Liquor License Fees | \$3.75 - \$100.00 | \$3.83 - \$102.00 | 2-4 | \$3.85 - \$102.00 | (\$0.10) - (\$2.00) | \$3.75 - \$100.00 | \$0.00 - \$0.00 | True | Statutorily limited | |
| 269 | Finance | Cabaret License Fees | | | | | | | | | | |
| 270 | Finance | Application Fee | \$216.00 | \$220.32 | 4 | \$220.00 | | \$220.00 | \$4.00 | | | |
| 271 | Finance | Cabaret License | \$541.00 | \$551.82 | 4 | \$552.00 | \$8.00 | \$560.00 | \$19.00 | True | Even dollar amount | |
| 272 | Finance | Regulated Marijuana Business Fees | | | | | | | | | | |
| 273 | Finance | Operating Fee (first time and annual renewal) | \$10,000.00 | \$10,200.00 | 4 | \$10,200.00 | (\$200.00) | \$10,000.00 | \$0.00 | True | Align fee to cost | 273 |
| 274 | Finance | Late Renewal Fee | \$5,000.00 | \$5,100.00 | 4 | \$5,100.00 | (\$100.00) | \$5,000.00 | \$0.00 | True | Align fee to cost | 274 |
| 275 | Finance | Change of Location Fee | \$1,000.00 | \$1,020.00 | 4 | \$1,020.00 | (\$20.00) | \$1,000.00 | \$0.00 | True | Align fee to cost | 275 |
| 276 | Finance | Store Delivery Permit | | | | | | \$2,800.00 | | True | New Fee: store delivery | |
| 277 | Finance | Social Equity Transporter License | | | | | | \$375.00 | | True | New Fee: Social Equity Transporter No Premises | |
| 278 | Finance | Social Equity Delivery Permit | | | | | | \$325.00 | | True | New Fee: Social Equity Delivery Permit | |
| 279 | Finance | Change of Ownership | | | | | | | | | | |
| 280 | Finance | Sale of Business to New Owner | \$2,500.00 | \$2,550.00 | 4 | \$2,550.00 | (\$50.00) | \$2,500.00 | \$0.00 | True | Align fee to cost | 280 |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------|----------------|--|--|--|-----|--|-------------------|--|------------|--------------|---|----------|
| 281 | Finance | Addition/Removal of Owner from Existing Ownership Group | \$1,500.00 | \$1,530.00 | 4 | \$1,530.00 | (\$30.00) | \$1,500.00 | \$0.00 | True | Align fee to cost | 281 |
| 282 | Finance | Change of Corporate Structure | \$800.00 | \$816.00 | 4 | \$816.00 | (\$16.00) | \$800.00 | \$0.00 | True | Align fee to cost | 282 |
| 283 | Finance | Change of Legal/Trade Name | \$100.00 | \$102.00 | 4 | \$102.00 | (\$2.00) | \$100.00 | \$0.00 | True | Align fee to cost | 283 |
| 284 | Finance | Modification of Premises Fee | \$100.00 | \$102.00 | 4 | \$102.00 | (\$2.00) | \$100.00 | \$0.00 | True | Align fee to cost | 284 |
| 285 | Finance | Application Fee (first time license) | \$2,500.00 | \$2,550.00 | 4 | \$2,550.00 | (\$50.00) | \$2,500.00 | \$0.00 | True | Statutorily limited | 285 |
| 286 | Finance | Application Fee Collected by the State | | | | | | | | | | |
| 287 | Finance | Application Fee for Marijuana Business License (for each type) | | | | | | \$2,500.00 | | True | Not new fee, moved to separate section; Statutorily limited | |
| 288 | Finance | Application Fee for Marijuana Transporter License | | | | | | \$500.00 | | True | Not new fee, moved to separate section; Statutorily limited | |
| 289 | Finance | Application Fee for Marijuana Testing Facility | | | | | | \$500.00 | | True | Not new fee, moved to separate section; Statutorily limited | |
| Fire | | | | | | | | | | | | |
| 290 | Fire | Fire Incident Reports | | | | | | | | | | |
| 291 | Fire | Maintain, Search, Retrieve and Print First 10 Pages | \$5.15 | \$5.25 | 2 | \$5.25 | | \$5.25 | \$0.10 | | | |
| 292 | Fire | Each page thereafter | \$0.26 | \$0.27 | 1 | \$0.27 | | \$0.27 | \$0.01 | | | |
| 293 | Fire | Redaction/every 50 pages | \$7.55 | \$7.70 | 2 | \$7.70 | | \$7.70 | \$0.15 | | | |
| 294 | Fire | Digital Photo (per picture) | \$1.70 | \$1.73 | 2 | \$1.75 | | \$1.75 | \$0.05 | | | |
| 295 | Fire | Flash Drive | Flash Drive Cost | Flash Drive Cost | | | | Flash Drive Cost | | | | |
| 296 | Fire | Research (per hour) | 1st hour free, each additional hour \$30.75 per hour | 1st hour free, each additional hour \$31.37 per hour | | 1st hour free, each additional hour \$31.25 per hour | | 1st hour free, each additional hour \$31.25 per hour | | | | |
| 297 | Fire | Fire Code Inspection Fees | | | | | | | | | | |
| 298 | Fire | Operational Permit Fees (Fees are in addition to schedules below) | | | | | | | | | | |
| 299 | Fire | Tents | \$100.00 | \$102.00 | 4 | \$102.00 | | \$102.00 | \$2.00 | | | |
| 300 | Fire | Carnival/Fair/Trade Show | \$200.00 | \$204.00 | 4 | \$204.00 | | \$204.00 | \$4.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-------------|---|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 301 | Fire | High Piled Storage | \$300.00 | \$306.00 | 4 | \$306.00 | | \$306.00 | \$6.00 | | | |
| 302 | Fire | Firework Sales | \$325.00 | \$331.50 | 4 | \$331.00 | | \$331.00 | \$6.00 | | | |
| 303 | Fire | Hazardous Materials | \$375.00 | \$382.50 | 4 | \$383.00 | | \$383.00 | \$8.00 | | | |
| 304 | Fire | Inspection Fee Schedule | | | | | | | | | | |
| 305 | Fire | Occupancy Group - Assembly (50 to 500 Occupants) | \$117.00 | \$119.34 | 4 | \$119.00 | | \$119.00 | \$2.00 | | | |
| 306 | Fire | Occupancy Group - Assembly (501 to 1000 Occupants) | \$175.00 | \$178.50 | 4 | \$178.00 | | \$178.00 | \$3.00 | | | |
| 307 | Fire | Occupancy Group - Assembly (1001 to 5000 Occupants) | \$234.00 | \$238.68 | 4 | \$239.00 | | \$239.00 | \$5.00 | | | |
| 308 | Fire | Occupancy Group - Assembly (Over 5001 Occupants) | \$1,170.00 | \$1,193.40 | 4 | \$1,193.00 | | \$1,193.00 | \$23.00 | | | |
| 309 | Fire | Occupancy Group - Factories/Storage (0 to 2500 square feet) | \$73.00 | \$74.46 | 3 | \$74.50 | | \$74.50 | \$1.50 | | | |
| 310 | Fire | Occupancy Group - Factories/Storage (2,501 to 10,000 square feet) | \$102.00 | \$104.04 | 4 | \$104.00 | | \$104.00 | \$2.00 | | | |
| 311 | Fire | Occupancy Group - Factories/Storage (10,001 to 50,000 square feet) | \$145.00 | \$147.90 | 4 | \$148.00 | | \$148.00 | \$3.00 | | | |
| 312 | Fire | Occupancy Group - Factories/Storage (Over 50,000 square feet) | \$293.00 | \$298.86 | 4 | \$299.00 | | \$299.00 | \$6.00 | | | |
| 313 | Fire | Occupancy Group - High Hazard (0 to 2,500 square feet) | \$73.00 | \$74.46 | 3 | \$74.50 | | \$74.50 | \$1.50 | | | |
| 314 | Fire | Occupancy Group - High Hazard (2,501 to 10,000 square feet) | \$117.00 | \$119.34 | 4 | \$119.00 | | \$119.00 | \$2.00 | | | |
| 315 | Fire | Occupancy Group - High Hazard (10,001 to 50,000 square feet) | \$234.00 | \$238.68 | 4 | \$239.00 | | \$239.00 | \$5.00 | | | |
| 316 | Fire | Occupancy Group - High Hazard (50,001 to 100,000 square feet) | \$350.00 | \$357.00 | 4 | \$357.00 | | \$357.00 | \$7.00 | | | |
| 317 | Fire | Occupancy Group - High Hazard (Over 100,000 square feet) | \$585.00 | \$596.70 | 4 | \$597.00 | | \$597.00 | \$12.00 | | | |
| 318 | Fire | Occupancy Group - Business / Mercantile / Undetermined (0 to 500 square feet) | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|------|---|----------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 319 | Fire | Occupancy Group - Business / Mercantile / Undetermined (501 to 900 square feet) | \$25.00 | \$25.50 | 3 | \$25.50 | | \$25.50 | \$0.50 | | | |
| 320 | Fire | Occupancy Group - Business / Mercantile / Undetermined (901 to 5,000 square feet) = Base Fee + \$2.50 per 1,000 sq. ft. | \$50.00 | \$51.00 | 3 | \$51.00 | | \$51.00 | \$1.00 | | | |
| 321 | Fire | Occupancy Group - Business / Mercantile / Undetermined (5,001 to 10,000 square feet) = Base Fee + \$2.50 per 1,000 sq. ft. | \$65.00 | \$66.30 | 3 | \$66.25 | | \$66.25 | \$1.25 | | | |
| 322 | Fire | Occupancy Group - Business / Mercantile / Undetermined (10,001 to 50,000 square feet) = Base Fee + \$2.50 per 1,000 sq. ft. | \$80.00 | \$81.60 | 3 | \$81.50 | | \$81.50 | \$1.50 | | | |
| 323 | Fire | Occupancy Group - Business / Mercantile / Undetermined (Over 50,000 square feet) = Base Fee + \$2.50 per 1,000 sq. ft. | \$115.00 | \$117.30 | 4 | \$117.00 | | \$117.00 | \$2.00 | | | |
| 324 | Fire | Occupancy Group - Institutional / Residential Assisted Living and Group Homes | \$60.00 | \$61.20 | 3 | \$61.25 | | \$61.25 | \$1.25 | | | |
| 325 | Fire | Occupancy Group - Institutional / Residential Daycare (Adult and Child) | \$60.00 | \$61.20 | 3 | \$61.25 | | \$61.25 | \$1.25 | | | |
| 326 | Fire | Occupancy Group - Institutional / Residential Nursing Homes | \$175.00 | \$178.50 | 4 | \$178.00 | | \$178.00 | \$3.00 | | | |
| 327 | Fire | Occupancy Group - Institutional / Residential Jails and Detention Centers | \$200.00 | \$204.00 | 4 | \$204.00 | | \$204.00 | \$4.00 | | | |
| 328 | Fire | Occupancy Group - Institutional / Residential Hospitals | \$750.00 | \$765.00 | 4 | \$765.00 | | \$765.00 | \$15.00 | | | |
| 329 | Fire | Occupancy Group - Educational (Number of Students = 0 to 100) | \$175.00 | \$178.50 | 4 | \$178.00 | | \$178.00 | \$3.00 | | | |
| 330 | Fire | Occupancy Group - Educational (Number of Students = 101 to 500) | \$234.00 | \$238.68 | 4 | \$239.00 | | \$239.00 | \$5.00 | | | |
| 331 | Fire | Occupancy Group - Educational (Number of Students = Over 500) | \$585.00 | \$596.70 | 4 | \$597.00 | | \$597.00 | \$12.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-------------|---|---------------------|---------------------|-----|---------------------|-------------------|---------------------|-------------------|--------------|---------------------|----------|
| 332 | Fire | Occupancy Group - Residential (Number of Stories = 0 to 3) | \$75.00 | \$76.50 | 3 | \$76.50 | | \$76.50 | \$1.50 | | | |
| 333 | Fire | Occupancy Group - Residential (Number of Stories = 4 to 10) | \$175.00 | \$178.50 | 4 | \$178.00 | | \$178.00 | \$3.00 | | | |
| 334 | Fire | Occupancy Group - Residential (Number of Stories = 11 to 20) | \$234.00 | \$238.68 | 4 | \$239.00 | | \$239.00 | \$5.00 | | | |
| 335 | Fire | Occupancy Group - Residential (Number of Stories = 21 to 30) | \$290.00 | \$295.80 | 4 | \$296.00 | | \$296.00 | \$6.00 | | | |
| 336 | Fire | Occupancy Group - Residential (Number of Stories = Over 31) | \$350.00 | \$357.00 | 4 | \$357.00 | | \$357.00 | \$7.00 | | | |
| 337 | Fire | Non-Compliance Re-Inspection Fee | | | | | | | | | | |
| 338 | Fire | First reinspection | \$55.00 | \$56.10 | 3 | \$56.00 | | \$56.00 | \$1.00 | | | |
| 339 | Fire | Additional reinspection | \$150.00 | \$153.00 | 4 | \$153.00 | | \$153.00 | \$3.00 | | | |
| 340 | Fire | EMS Fees | | | | | | | | | | |
| 341 | Fire | Treat No Transport | \$175.00 | \$178.50 | 4 | \$178.00 | | \$178.00 | \$3.00 | | Fee eliminated | |
| 342 | Fire | Scene Mitigation Billing for Auto Accidents and Hazardous Material Incidents | | | | | | | | | | |
| 343 | Fire | Labor Costs Per Hour | | | | | | | | | | |
| 344 | Fire | Fire Fighter | \$45.80 | \$46.72 | 3 | \$46.75 | \$2.83 | \$49.58 | \$3.78 | | Wages from 2022 CBA | |
| 345 | Fire | Engineer | \$50.39 | \$51.40 | 3 | \$51.50 | \$2.66 | \$54.16 | \$3.77 | | Wages from 2022 CBA | |
| 346 | Fire | Lieutenant | \$56.64 | \$57.77 | 3 | \$57.75 | \$6.11 | \$63.86 | \$7.22 | | Wages from 2022 CBA | |
| 347 | Fire | Captain | \$62.31 | \$63.56 | 3 | \$63.50 | \$7.83 | \$71.33 | \$9.02 | | Wages from 2022 CBA | |
| 348 | Fire | Battalion Chief | \$81.38 | \$83.01 | 3 | \$83.00 | | \$83.00 | \$1.62 | | | |
| 349 | Fire | Vehicle Equipment Costs Per Hour Including Overhead | | | | | | | | | | |
| 350 | Fire | Aerial Truck | \$315.60 | \$321.91 | 4 | \$322.00 | | \$322.00 | \$6.40 | | | |
| 351 | Fire | Pumper / Engine | \$235.60 | \$240.31 | 4 | \$240.00 | | \$240.00 | \$4.40 | | | |
| 352 | Fire | Heavy Rescue | \$235.60 | \$240.31 | 4 | \$240.00 | | \$240.00 | \$4.40 | | | |
| 353 | Fire | Decon Unit | \$235.60 | \$240.31 | 4 | \$240.00 | | \$240.00 | \$4.40 | | | |
| 354 | Fire | Shoring Unit | \$235.60 | \$240.31 | 4 | \$240.00 | | \$240.00 | \$4.40 | | | |
| 355 | Fire | Air Truck | \$235.60 | \$240.31 | 4 | \$240.00 | | \$240.00 | \$4.40 | | | |
| 356 | Fire | Haz-mat Van | \$235.60 | \$240.31 | 4 | \$240.00 | | \$240.00 | \$4.40 | | | |
| 357 | Fire | Tender | \$235.60 | \$240.31 | 4 | \$240.00 | | \$240.00 | \$4.40 | | | |
| 358 | Fire | Light Rescue | \$130.00 | \$132.60 | 4 | \$133.00 | | \$133.00 | \$3.00 | | | |
| 359 | Fire | Brush Truck | \$130.00 | \$132.60 | 4 | \$133.00 | | \$133.00 | \$3.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|---------------------------|------------------|---|------------------|------------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 360 | Fire | Command Vehicle | \$130.00 | \$132.60 | 4 | \$133.00 | | \$133.00 | \$3.00 | | | |
| 361 | Fire | Staff Car | \$55.00 | \$56.10 | 3 | \$56.00 | | \$56.00 | \$1.00 | | | |
| 362 | Fire | Meeting Room Fees (fee for maximum four hour use per rental) | | | | | | | | | | |
| 363 | Fire | 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. | | | | | | | | | | |
| 364 | Fire | Stations 1, 2, 3, 5, 11, 13, 14, 15, and 16 (fee per rental) | \$18.00 | \$18.36 | 3 | \$18.25 | | \$18.25 | \$0.25 | | | |
| 365 | Fire | Food and Beverage Impact Fees (per event) | | | | | | | | | | |
| 366 | Fire | 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. | | | | | | | | | | |
| 367 | Fire | Stations 1, 2, 3, 5, 11, 13, 14, 15, and 16 (fee per rental) | \$12.00 | \$12.24 | 3 | \$12.25 | | \$12.25 | \$0.25 | | | |
| 368 | Fire | CITY OF AURORA PUBLIC SAFETY TRAINING CENTER (CAPSTC) | | | | | | | | | | |
| 369 | Fire | Training | | | | | | | | | | |
| 370 | Fire | Aurora Fire Rescue Officer Development Program | \$551.00 | \$562.02 | 4 | \$562.00 | | \$562.00 | \$11.00 | | | |
| 371 | Fire | "Fire Capital Impact Fees" | | | | | | | | | | |
| 372 | Fire | Per Single Family Detached Unit | \$967.73 | \$986.11 | 4 | \$986.00 | | \$986.00 | \$18.27 | | | |
| 373 | Fire | Per Single Family Attached Unit | \$708.40 | \$721.86 | 4 | \$722.00 | | \$722.00 | \$13.60 | | | |
| 374 | Fire | Per Multi-Family Dwelling Unit | \$698.92 | \$712.19 | 4 | \$712.00 | | \$712.00 | \$13.08 | | | |
| General Management | | | | | | | | | | | | |
| 375 | Gen Mgmt. | CITY CLERK | | | | | | | | | | |
| 376 | Gen Mgmt. | Ward Map | | | | | | | | | | |
| 377 | Gen Mgmt. | 8 1/2 x 11 | \$3.65 | \$3.72 | 2 | \$3.70 | | \$3.70 | \$0.05 | | | |
| 378 | Gen Mgmt. | 36 x 48 | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |
| 379 | Gen Mgmt. | MUNICIPAL RECORDS | | | | | | | | | | |
| 380 | Gen Mgmt. | Municipal Records Fees | | | | | | | | | | |
| 381 | Gen Mgmt. | Certified Copies (per page) | \$2.20 | \$2.24 | 2 | \$2.25 | | \$2.25 | \$0.05 | | | |
| 382 | Gen Mgmt. | Certified Letters (per copy) | \$3.65 | \$3.72 | 2 | \$3.70 | | \$3.70 | \$0.05 | | | |
| 383 | Gen Mgmt. | Photocopies (8 1/2 x 11 - per page) | \$0.25 | \$0.26 | 1 | \$0.26 | | \$0.26 | \$0.01 | | | |
| 384 | Gen Mgmt. | Flash Drive | Flash Drive Cost | Flash Drive Cost | | | | Flash Drive Cost | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|------------------|---|--|--|-----|--|-------------------|--|------------|--------------|----------|----------|
| 385 | Gen Mgmt. | Research (per hr.) | 1st hour free, each additional hour \$34.00 per hour | 1st hour free, each additional hour \$34.68 per hour | | 1st hour free, each additional hour \$34.75 per hour | | 1st hour free, each additional hour \$34.75 per hour | | | | |
| 386 | Gen Mgmt. | TEMPORARY USE PERMITS | | | | | | | | | | |
| 387 | Gen Mgmt. | Temporary Use Permit (per use) | \$70.50 | \$71.91 | 3 | \$72.00 | | \$72.00 | \$1.50 | | | |
| 388 | Gen Mgmt. | Temporary Use Permit – Food Vendor | \$70.50 | \$71.91 | 3 | \$72.00 | | \$72.00 | \$1.50 | | | |
| 389 | Gen Mgmt. | Meeting Room Fees (fee for maximum four hour use per rental) | | | | | | | | | | |
| 390 | Gen Mgmt. | 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. | | | | | | | | | | |
| 391 | Gen Mgmt. | Aurora Room | \$29.25 | \$29.84 | 3 | \$29.75 | | \$29.75 | \$0.50 | | | |
| 392 | Gen Mgmt. | Fletcher Room | \$11.75 | \$11.98 | 3 | \$12.00 | | \$12.00 | \$0.25 | | | |
| 393 | Gen Mgmt. | Aspen Room | \$17.50 | \$17.85 | 3 | \$17.75 | | \$17.75 | \$0.25 | | | |
| 394 | Gen Mgmt. | Lowry Room | \$17.50 | \$17.85 | 3 | \$17.75 | | \$17.75 | \$0.25 | | | |
| 395 | Gen Mgmt. | Eagle Room | \$17.50 | \$17.85 | 3 | \$17.75 | | \$17.75 | \$0.25 | | | |
| 396 | Gen Mgmt. | Sand Creek Room | \$17.50 | \$17.85 | 3 | \$17.75 | | \$17.75 | \$0.25 | | | |
| 397 | Gen Mgmt. | City Café | \$29.25 | \$29.84 | 3 | \$29.75 | | \$29.75 | \$0.50 | | | |
| 398 | Gen Mgmt. | City Café Deck | \$29.25 | \$29.84 | 3 | \$29.75 | | \$29.75 | \$0.50 | | | |
| 399 | Gen Mgmt. | Food and Beverage Impact Fees (where allowed, per event) | | | | | | | | | | |
| 400 | Gen Mgmt. | 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). | | | | | | | | | | |
| 401 | Gen Mgmt. | Aurora Room | \$29.25 | \$29.84 | 3 | \$29.75 | | \$29.75 | \$0.50 | | | |
| 402 | Gen Mgmt. | Aspen Room | \$29.25 | \$29.84 | 3 | \$29.75 | | \$29.75 | \$0.50 | | | |
| 403 | Gen Mgmt. | City Café | \$29.25 | \$29.84 | 3 | \$29.75 | | \$29.75 | \$0.50 | | | |
| 404 | Gen Mgmt. | City Café Deck | \$29.25 | \$29.84 | 3 | \$29.75 | | \$29.75 | \$0.50 | | | |
| 405 | Gen Mgmt. | OFFICE OF DEVELOPMENT ASSISTANCE | | | | | | | | | | |
| 406 | Gen Mgmt. | Fees | | | | | | | | | | |
| 407 | Gen Mgmt. | Annexation Base Rate Application Fee | \$400.00 | \$408.00 | 4 | \$408.00 | | \$408.00 | \$8.00 | | | |
| 408 | Gen Mgmt. | Fee per Acre | \$7.35 | \$7.50 | 2 | \$7.50 | | \$7.50 | \$0.15 | | | |
| 409 | Gen Mgmt. | Metro District Service Plan Application Fee (non-refundable) | \$4,735.00 | \$4,829.70 | 4 | \$4,830.00 | | \$4,830.00 | \$95.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|---------------------------------------|------------------------|---|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|--|----------|
| 410 | Gen Mgmt. | Business Improvement District (BID) Application Fee | \$4,735.00 | \$4,829.70 | 4 | \$4,830.00 | | \$4,830.00 | \$95.00 | | | |
| 411 | Gen Mgmt. | Development Agreements | \$4,735.00 | \$4,829.70 | 4 | \$4,830.00 | | \$4,830.00 | \$95.00 | | | |
| 412 | Gen Mgmt. | OIL AND GAS DIVISION | | | | | | | | | | |
| 413 | Gen Mgmt. | Oil and Gas Well Drilling or Production Permit | | | | | | | | | | |
| 414 | Gen Mgmt. | 1 through 3 well(s) on one pad site | \$1,868.00 | \$1,920.00 | | | | \$1,920.00 | | | Moved From Planning | |
| 415 | Gen Mgmt. | 4 or more wells on one pad site | \$2,958.00 | \$3,041.00 | | | | \$3,041.00 | | | Moved from Planning | |
| 416 | Gen Mgmt. | Review of permit application | \$5,880.00 | \$5,998.00 | | | (\$118.00) | \$5,880.00 | | True | Fee built in 2021. Keep same for 2022 | |
| 417 | Gen Mgmt. | Well Site (Location) Annual Inspection Fee | \$3,000.00 | \$3,060.00 | | | (\$60.00) | \$3,000.00 | | True | Fee built in 2021. Keep same for 2022 | |
| 418 | Gen Mgmt. | Well (in addition to Well Site) Annual Inspection Fee | \$1,500.00 | \$1,530.00 | | | (\$30.00) | \$1,500.00 | | True | Fee built in 2021. Keep same for 2022 | |
| 419 | Gen Mgmt. | Pipeline Associated Facility Annual Inspection Fee | \$1,000.00 | \$1,020.00 | | | (\$20.00) | \$1,000.00 | | True | Fee built in 2021. Keep same for 2022. | |
| 420 | Gen Mgmt. | Pipeline Construction Inspection Fee (One-time) | \$5,000.00 | \$5,100.00 | | | (\$100.00) | \$5,000.00 | | True | Fee built in 2021. Keep same for 2022 | |
| 421 | Gen Mgmt. | "Capital Impact Fees" | | | | | | | | | | |
| 422 | Gen Mgmt. | General Government Capital Impact Fee | | | | | | | | | | |
| 423 | Gen Mgmt. | Per Single Family Detached Unit | \$876.84 | \$1,212.39 | 4 | \$1,212.00 | | \$1,212.00 | \$335.16 | | Final year of 3-year phase in | |
| 424 | Gen Mgmt. | Per Single Family Attached Unit | \$652.44 | \$887.50 | 4 | \$888.00 | | \$888.00 | \$235.56 | | Final year of 3-year phase in | |
| 425 | Gen Mgmt. | Per Multi-Family Dwelling Unit | \$631.26 | \$875.62 | 4 | \$876.00 | | \$876.00 | \$244.74 | | Final year of 3-year phase in | |
| Housing and Community Services | | | | | | | | | | | | |
| 426 | Hous & Comm | ANIMAL SERVICES: | | | | | | | | | | |
| 427 | Hous & Comm | Return to Owner Fee | | | | | | | | | | |
| 428 | Hous & Comm | Per Impoundment | \$64.00 | \$65.28 | 3 | \$65.25 | (\$0.25) | \$65.00 | \$1.00 | True | Round to nearest dollar | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|------------------------|---|----------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|-------------------------|----------|
| 429 | Hous & Comm | 2nd Impoundment | \$118.00 | \$120.36 | 4 | \$120.00 | | \$120.00 | \$2.00 | | | |
| 430 | Hous & Comm | Additional Non-Resident Impound Fee | \$18.00 | \$18.36 | 3 | \$18.25 | (\$0.25) | \$18.00 | \$0.00 | True | Round to nearest dollar | |
| 431 | Hous & Comm | Rabbits, Ferrets, Small Birds & Other Small Animals | \$18.00 | \$18.36 | 3 | \$18.25 | (\$0.25) | \$18.00 | \$0.00 | True | Round to nearest dollar | |
| 432 | Hous & Comm | Boarding Fees/per day | | | | | | | | | | |
| 433 | Hous & Comm | All Animals | \$18.00 | \$18.36 | 3 | \$18.25 | (\$0.25) | \$18.00 | \$0.00 | True | Round to nearest dollar | |
| 434 | Hous & Comm | Adoption Fees (50% Discount for Seniors 65 and up) | | | | | | | | | | |
| 435 | Hous & Comm | Dogs (Under 6 months of age) | \$175.00 | \$178.50 | 4 | \$178.00 | | \$178.00 | \$3.00 | | | |
| 436 | Hous & Comm | (Between 6 months & 6 years of age) | \$150.00 | \$153.00 | 4 | \$153.00 | | \$153.00 | \$3.00 | | | |
| 437 | Hous & Comm | (6 years and older - geriatric) | \$135.00 | \$137.70 | 4 | \$138.00 | | \$138.00 | \$3.00 | | | |
| 438 | Hous & Comm | Cats (Under 6 months of age) | \$125.00 | \$127.50 | 4 | \$127.00 | | \$127.00 | \$2.00 | | | |
| 439 | Hous & Comm | (Between 6 months & 6 years of age) | \$100.00 | \$102.00 | 4 | \$102.00 | | \$102.00 | \$2.00 | | | |
| 440 | Hous & Comm | (6 years and older - geriatric) | \$65.00 | \$66.30 | 3 | \$66.25 | (\$0.25) | \$66.00 | \$1.00 | True | Round to nearest dollar | |
| 441 | Hous & Comm | Rabbits, Small Birds & Other Small Animals | \$17.00 | \$17.34 | 3 | \$17.25 | (\$0.25) | \$17.00 | \$0.00 | True | Round to nearest dollar | |
| 442 | Hous & Comm | Adoption Hold Fee | \$11.00 | \$11.22 | 3 | \$11.25 | (\$0.25) | \$11.00 | \$0.00 | True | Round to nearest dollar | |
| 443 | Hous & Comm | Live Animal Surrender (Resident) | \$41.00 | \$41.82 | 3 | \$41.75 | \$0.25 | \$42.00 | \$1.00 | True | Round to nearest dollar | |
| 444 | Hous & Comm | Live Animal Surrender (Non-resident) | \$52.00 | \$53.04 | 3 | \$53.00 | | \$53.00 | \$1.00 | | | |
| 445 | Hous & Comm | Crematory Services | | | | | | | | | | |
| 446 | Hous & Comm | Small (under 20 lbs.) | \$85.00 | \$86.70 | 3 | \$86.75 | \$0.25 | \$87.00 | \$2.00 | True | Round to nearest dollar | |
| 447 | Hous & Comm | Medium (20 to 60 lbs.) | \$85.00 | \$86.70 | 3 | \$86.75 | \$0.25 | \$87.00 | \$2.00 | True | Round to nearest dollar | |
| 448 | Hous & Comm | Large (61 to 99 lbs.) | \$85.00 | \$86.70 | 3 | \$86.75 | \$0.25 | \$87.00 | \$2.00 | True | Round to nearest dollar | |
| 449 | Hous & Comm | Giant (100 lbs. plus) | \$85.00 | \$86.70 | 3 | \$86.75 | \$0.25 | \$87.00 | \$2.00 | True | Round to nearest dollar | |
| 450 | Hous & Comm | License/Permit Fees | | | | | | | | | | |
| 451 | Hous & Comm | Fancier's Permit (lifetime) | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|------------------------|---|-------------------|-------------------|-----|-------------------|-------------------|--------------------|------------|--------------|-------------------------|----------|
| 452 | Hous & Comm | Spayed/Neutered Dog or Cat License- 1 year | \$15.00 | \$15.30 | 3 | \$15.25 | (\$0.25) | \$15.00 | \$0.00 | True | Round to nearest dollar | |
| 453 | 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 | | | | |
| 454 | Hous & Comm | Spayed/Neutered Dog or Cat License- 3 years | \$45.00 | \$45.90 | 3 | \$46.00 | | \$46.00 | \$1.00 | | | |
| 455 | 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 | | | | |
| 456 | Hous & Comm | Guard Dogs | \$85.00 | \$86.70 | 3 | \$86.75 | \$0.25 | \$87.00 | \$2.00 | True | Round to nearest dollar | |
| 457 | Hous & Comm | Intact Dog or Cat License- 1 year (not spayed or neutered) | \$50.00 | \$51.00 | 3 | \$51.00 | | \$51.00 | \$1.00 | | | |
| 458 | Hous & Comm | Intact Dog or Cat License- 3 year (not spayed or neutered) | \$150.00 | \$153.00 | 4 | \$153.00 | | \$153.00 | \$3.00 | | | |
| 459 | Hous & Comm | Litter Permit and Registration Number | \$128.00 | \$130.56 | 4 | \$131.00 | | \$131.00 | \$3.00 | | | |
| 460 | Hous & Comm | License Replacement Fee | \$2.00 | \$2.08 | 2 | \$2.10 | (\$0.10) | \$2.00 | \$0.00 | True | Round to nearest dollar | |
| 461 | Hous & Comm | Trap Fees | | | | | | | | | | |
| 462 | Hous & Comm | Deposit | \$103.00 | \$105.06 | 4 | \$105.00 | | \$105.00 | \$2.00 | | | |
| 463 | Hous & Comm | Processing Fee | \$26.00 | \$26.52 | 3 | \$26.50 | \$0.50 | \$27.00 | \$1.00 | True | Round to nearest dollar | |
| 464 | Hous & Comm | Late Fee (per day) | \$12.00 | \$12.24 | 3 | \$12.25 | (\$0.25) | \$12.00 | \$0.00 | True | Round to nearest dollar | |
| 465 | Hous & Comm | Trap Permit (annual) | \$43.00 | \$43.86 | 3 | \$43.75 | \$0.25 | \$44.00 | \$1.00 | True | Round to nearest dollar | |
| 466 | Hous & Comm | Rabies Testing, Processing and Handling | \$26.00 plus cost | \$26.52 plus cost | | \$26.50 plus cost | | \$26.50 plus cost | | | | |
| 467 | Hous & Comm | Microchip Implantation & Registration (available only for animals adopted or released from shelter and at the shelters vaccination clinics) | \$45.00 | \$45.90 | 3 | \$46.00 | | \$46.00 | \$1.00 | | | |
| 468 | Hous & Comm | Fees for Pit Bulls and Restricted Breeds | | | | | | | | | | |
| 469 | Hous & Comm | Impoundment Fees | | | | | | | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|------------------------|---|-------------------------------|-------------------------------|-----|-------------------------------|-------------------|-------------------------------|------------|--------------|-------------------------|----------|
| 470 | Hous & Comm | First impound, pit bulls and restricted breeds | \$116.00 | \$118.32 | 4 | \$118.00 | | \$118.00 | \$2.00 | | | |
| 471 | Hous & Comm | Second impoundment | \$216.00 | \$220.32 | 4 | \$220.00 | | \$220.00 | \$4.00 | | | |
| 472 | Hous & Comm | Boarding Fees (per day) | \$22.00 | \$22.44 | 3 | \$22.50 | \$0.50 | \$23.00 | \$1.00 | True | Round to nearest dollar | |
| 473 | Hous & Comm | License/Permit Fees | \$154.00 | \$157.08 | 4 | \$157.00 | | \$157.00 | \$3.00 | | | |
| 474 | Hous & Comm | DNA Test, Processing and Handling | \$22.00 plus cost | \$22.44 plus cost | | \$22.50 plus cost | | \$22.50 plus cost | | | | |
| 475 | Hous & Comm | NEIGHBORHOOD SUPPORT: | | | | | | | | | | |
| 476 | Hous & Comm | Weed Abatement | | | | | | | | | | |
| 477 | Hous & Comm | 1st Abatement | Contractor Cost plus \$214.00 | Contractor Cost plus \$218.28 | | Contractor Cost plus \$218.00 | | Contractor Cost plus \$218.00 | | | | |
| 478 | Hous & Comm | 2nd Abatement within 12 months | Contractor Cost plus \$426.00 | Contractor Cost plus \$434.52 | | Contractor Cost plus \$435.00 | | Contractor Cost plus \$435.00 | | | | |
| 479 | Hous & Comm | 3rd Abatement within 12 months | Contractor Cost plus \$792.00 | Contractor Cost plus \$807.84 | | Contractor Cost plus \$808.00 | | Contractor Cost plus \$808.00 | | | | |
| 480 | Hous & Comm | Trash & Debris Removal | | | | | | | | | | |
| 481 | Hous & Comm | 1st Abatement | Contractor Cost plus \$214.00 | Contractor Cost plus \$218.28 | | Contractor Cost plus \$218.00 | | Contractor Cost plus \$218.00 | | | | |
| 482 | Hous & Comm | 2nd Abatement within 12 months | Contractor Cost plus \$426.00 | Contractor Cost plus \$434.52 | | Contractor Cost plus \$435.00 | | Contractor Cost plus \$435.00 | | | | |
| 483 | Hous & Comm | 3rd Abatement within 12 months | Contractor Cost plus \$792.00 | Contractor Cost plus \$807.84 | | Contractor Cost plus \$808.00 | | Contractor Cost plus \$808.00 | | | | |
| 484 | Hous & Comm | Board-up Abatement | Contractor Cost plus \$124.00 | Contractor Cost plus \$126.48 | | Contractor Cost plus \$126.00 | | Contractor Cost plus \$126.00 | | | | |
| 485 | Hous & Comm | Abandoned Property | | | | | | | | | | |
| 486 | Hous & Comm | Registration of Vacant Residential Property | \$60.00 | \$61.20 | 3 | \$61.25 | | \$61.25 | \$1.25 | | | |
| 487 | Hous & Comm | Failure to Register Vacant Residential Property | \$284.00 | \$289.68 | 4 | \$290.00 | | \$290.00 | \$6.00 | | | |
| 488 | Hous & Comm | Off-Site Development Directional Sign | | | | | | | | | | |
| 489 | Hous & Comm | Each Sign Structure | \$254.00 | \$259.08 | 4 | \$259.00 | | \$259.00 | \$5.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------------------------|------------------------|--|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 490 | Hous & Comm | Late Fee for Off-Site Development Directional Sign | \$254.00 | \$259.08 | 4 | \$259.00 | | \$259.00 | \$5.00 | | | |
| 491 | Hous & Comm | Temporary Sign Permit Fee | | | | | | | | | | |
| 492 | Hous & Comm | Per Year | \$131.00 | \$133.62 | 4 | \$134.00 | | \$134.00 | \$3.00 | | | |
| 493 | Hous & Comm | Late Fee for Temporary Sign Permit Fee (subsection of Line 948) | \$131.00 | \$133.62 | 4 | \$134.00 | | \$134.00 | \$3.00 | | | |
| 494 | Hous & Comm | Multi-Unit Housing Re-inspection | | | | | | | | | | |
| 495 | Hous & Comm | 1st re-inspection per unit | \$34.25 | \$34.94 | 3 | \$35.00 | | \$35.00 | \$0.75 | | | |
| 496 | Hous & Comm | 2nd re-inspection per unit | \$68.25 | \$69.61 | 3 | \$69.50 | | \$69.50 | \$1.25 | | | |
| 497 | Hous & Comm | 3rd re-inspection per unit | \$137.00 | \$139.74 | 4 | \$140.00 | | \$140.00 | \$3.00 | | | |
| 498 | Hous & Comm | 4th re-inspection per unit | \$340.00 | \$346.80 | 4 | \$347.00 | | \$347.00 | \$7.00 | | | |
| 499 | Hous & Comm | Snow Administrative Fees | | | | | | | | | | |
| 500 | Hous & Comm | Snow Administrative Fee - Residential | \$28.00 | \$28.56 | 3 | \$28.50 | | \$28.50 | \$0.50 | | | |
| 501 | Hous & Comm | Snow Administrative Fee - Multifamily or Commercial | \$56.75 | \$57.88 | 3 | \$58.00 | | \$58.00 | \$1.25 | | | |
| Information Technology | | | | | | | | | | | | |
| 502 | IT | Information Technology | | | | | | | | | | |
| 503 | IT | Reports Requested Electronically - Public Safety | \$5.00 | \$5.10 | 2 | \$5.10 | | \$5.10 | \$0.10 | | | |
| 504 | IT | CITY OF AURORA PUBLIC SAFETY TRAINING CENTER (CAPSTC) | | | | | | | | | | |
| 505 | IT | Training | | | | | | | | | | |
| 506 | IT | Basic Police Recruit POST Academy | \$7,941.00 | \$8,099.82 | 4 | \$8,100.00 | | \$8,100.00 | \$159.00 | | | |
| 507 | IT | Fire Recruit Academy | \$7,500.00 | \$7,650.00 | 4 | \$7,650.00 | | \$7,650.00 | \$150.00 | | | |
| 508 | IT | Defensive Tactics (Includes mat)- Full Day | \$400.00 | \$408.00 | 4 | \$408.00 | | \$408.00 | \$8.00 | | | |
| 509 | IT | Defensive Tactics (Includes mats)- 1/2 Day | \$200.00 | \$204.00 | 4 | \$204.00 | | \$204.00 | \$4.00 | | | |
| 510 | IT | Prop and Facility Rentals, Equipment Rental, Material Use | | | | | | | | | | |
| 511 | IT | Car (Crown Vic, Caprice or PIT)- 1/2 Day (Includes fuel. Any damage responsibility of renting agency. Subject to availability) | \$265.00 | \$270.30 | 4 | \$270.00 | | \$270.00 | \$5.00 | | | |

Attachment 1

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|------|---|----------------|----------------|-----|------------------|-------------------|--------------------|------------|--------------|---|----------|
| 512 | IT | Car (Crown Vic, Caprice or PIT)- Full Day (Includes fuel. Any damage responsibility of renting agency. Subject to availability) | \$529.00 | \$539.58 | 4 | \$540.00 | | \$540.00 | \$11.00 | | | |
| 513 | IT | Class A Burn House- 1/2 Day | \$500.00 | \$510.00 | 4 | \$510.00 | | \$510.00 | \$10.00 | | | |
| 514 | IT | Class A Burn House- Full Day | \$800.00 | \$816.00 | 4 | \$816.00 | | \$816.00 | \$16.00 | | | |
| 515 | IT | Combined Classroom- Full Day Only (96 chairs) | \$800.00 | \$816.00 | 4 | \$816.00 | | \$816.00 | \$16.00 | | | |
| 516 | IT | Combined Classroom- Week | \$3,600.00 | \$3,672.00 | 4 | \$3,672.00 | | \$3,672.00 | \$72.00 | | | |
| 517 | IT | Fire Brigade Consumables- per course (Based on actual consumables up to \$536 per course) | up to \$551.00 | up to \$551.00 | | | | up to \$551.00 | | | | |
| 518 | IT | Fire Brigade Training- per person, per day | \$190.00 | \$193.80 | 4 | \$194.00 | | \$194.00 | \$4.00 | | | |
| 519 | IT | Instructor/Safety- per hour (4 hr minimum) | \$63.50 | \$64.77 | 3 | \$64.75 | | \$64.75 | \$1.25 | | | |
| 520 | IT | Large Classroom- 1/2 Day (48 chairs) | \$250.00 | \$255.00 | 4 | \$255.00 | | \$255.00 | \$5.00 | | | |
| 521 | IT | Large Classroom- Full Day | \$350.00 | \$357.00 | 4 | \$357.00 | | \$357.00 | \$7.00 | | | |
| 522 | IT | Large Classroom- Week | \$1,575.00 | \$1,606.50 | 4 | \$1,607.00 | | \$1,607.00 | \$32.00 | | | |
| 523 | IT | Multi-use Bay- per 4 hours (4 hour minimum) | \$424.00 | \$432.48 | 4 | \$432.00 | | \$432.00 | \$8.00 | | | |
| 524 | IT | OSB / 4x8 Sheet (per sheet) | \$10.50 | \$10.71 | 3 | \$10.75 | \$74.25 | \$85.00 | \$74.50 | True | Due to COVID, new home builds and renovation projects, the cost has jumped significantly per sheet by 709%. | |
| 525 | IT | Practical Apps- per 4 hours (4 hour minimum) | \$400.00 | \$408.00 | 4 | \$408.00 | | \$408.00 | \$8.00 | | | |
| 526 | IT | Practical Apps- Rappelling- 1/2 day | \$350.00 | \$357.00 | 4 | \$357.00 | | \$357.00 | \$7.00 | | | |
| 527 | IT | Propane Use (propane will be billed at 100 gallons per 3 minute evolution until meter is installed) | \$1.60/gallon | \$1.63/gallon | | | | \$1.65/gallon | | | | |
| 528 | IT | Pumper- per hour | \$133.00 | \$135.66 | 4 | \$136.00 | | \$136.00 | \$3.00 | | | |
| 529 | IT | Roof Prop- 1/2 Day | \$200.00 | \$204.00 | 4 | \$204.00 | | \$204.00 | \$4.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|--|----------------------|--|------------------|------------------|-----|------------------|---------------------|--------------------|-----------------|--------------|--|----------|
| 530 | IT | Sheetrock / 4x8 Sheet (per sheet) | \$10.50 | \$10.71 | 3 | \$10.75 | | \$10.75 | \$0.25 | | | |
| 531 | IT | Skills Pad (Includes cones)- 1/2 Day | \$250.00 | \$255.00 | 4 | \$255.00 | | \$255.00 | \$5.00 | | | |
| 532 | IT | Skills Pad (Includes cones)- Full Day | \$500.00 | \$510.00 | 4 | \$510.00 | | \$510.00 | \$10.00 | | | |
| 533 | IT | Small Classroom 1/2 Day (24-32 chairs) | \$250.00 | \$255.00 | 4 | \$255.00 | | \$255.00 | \$5.00 | | | |
| 534 | IT | Small Classroom- Full Day | \$350.00 | \$357.00 | 4 | \$357.00 | | \$357.00 | \$7.00 | | | |
| 535 | IT | Small Classroom- Week | \$1,575.00 | \$1,606.50 | 4 | \$1,607.00 | | \$1,607.00 | \$32.00 | | | |
| 536 | IT | Tactical Village Buildings- per 4 hours (4 hour minimum) | \$424.00 | \$432.48 | 4 | \$432.00 | | \$432.00 | \$8.00 | | | |
| 537 | IT | Tower (Class B Building)- 1/2 Day | \$350.00 | \$357.00 | 4 | \$357.00 | | \$357.00 | \$7.00 | | | |
| 538 | IT | Tower (Class B Building)- Full Day | \$700.00 | \$714.00 | 4 | \$714.00 | | \$714.00 | \$14.00 | | | |
| 539 | IT | Truck- per hour | \$53.00 | \$54.06 | 3 | \$54.00 | | \$54.00 | \$1.00 | | | |
| 540 | IT | Car Fire | \$400.00 | \$408.00 | 4 | \$408.00 | | \$408.00 | \$8.00 | | | |
| 541 | IT | Extrication | \$400.00 | \$408.00 | 4 | \$408.00 | | \$408.00 | \$8.00 | | | |
| 542 | IT | EVOC Track Rental (Full Day, Vehicles not Provided) | \$500.00 | \$510.00 | 4 | \$510.00 | | \$510.00 | \$10.00 | | | |
| Library & Cultural Services | | | | | | | | | | | | |
| 543 | Lib & Cul | PRINTING (from any device type) | | | | | | | | | | |
| 544 | Lib & Cul | Printout (per page) | \$0.10 | \$0.10 | 1 | \$0.10 | | \$0.10 | \$0.00 | True | Fees kept static due to previous adjustments or market tolerance | 544 |
| 545 | 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 | | 544 |
| 546 | Lib & Cul | Programs and Events | | | | | | | | | | |
| 547 | Lib & Cul | Program Fee (per program) | \$0.00 - \$28.00 | \$0.00 - \$28.56 | 1-3 | \$0.00 - \$28.50 | \$0.00 - (\$0.50) | \$0.00 - \$28.00 | \$0.00 - \$0.00 | True | | 544 |
| 548 | Lib & Cul | Fundraising and Special Events | | | | | | \$0.00 - \$300.00 | | True | New fee charged for various library related fundraising events. | |
| 549 | Lib & Cul | Overdue Charges | | | | | | | | | | |
| 550 | Lib & Cul | Per Day/Per Item | \$0.20 | \$0.20 | 1 | \$0.20 | \$0.00 - \$0.00 | \$0.20 | \$0.00 | True | | 544 |
| 551 | Lib & Cul | Maximum Per Item | \$10.00 | \$10.20 | 3 | \$10.25 | (\$0.25) | \$10.00 | \$0.00 | True | | 544 |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
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| 552 | Lib & Cul | Collection Agency Fee (any item) | \$10.00 | \$10.20 | 3 | \$10.25 | (\$0.25) | \$10.00 | \$0.00 | True | | 544 |
| 553 | Lib & Cul | Damaged, Lost, and Replacement | | | | | | | | | | |
| 554 | Lib & Cul | Damaged Material Per Item Component (repairable) | \$2.25 - \$12.25 | \$2.29 - \$12.49 | 2-3 | \$2.30 - \$12.50 | (\$0.05) - (\$0.25) | \$2.25 - \$12.25 | \$0.00 - \$0.00 | True | | 544 |
| 555 | Lib & Cul | Replacement = Retail + Service Charge | Retail + \$12.75 | Retail + \$13.01 | | Retail + \$13.00 | (\$0.25) | Retail + \$12.75 | | True | | 544 |
| 556 | Lib & Cul | Lost Library Card | \$2.00 | \$2.04 | 2 | \$2.05 | (\$0.05) | \$2.00 | \$0.00 | True | | 544 |
| 557 | Lib & Cul | Resale Items | | | | | | | | | | |
| 558 | Lib & Cul | Library Resale of FAPL Books | \$0.50 - \$1.00 | \$0.51 - \$1.02 | 1-2 | \$0.51 - \$1.00 | (\$0.01) - \$0.00 | \$0.50 - \$1.00 | \$0.00 - \$0.00 | True | | 544 |
| 559 | Lib & Cul | Miscellaneous Resale Supply Merchandise | \$0.53 - \$24.00 | \$0.54 - \$24.48 | 1-3 | \$0.54 - \$24.50 | (\$0.01) - (\$0.50) | \$0.53 - \$24.00 | \$0.00 - \$0.00 | True | | 544 |
| 560 | Lib & Cul | Meeting Room Fees (fee for maximum four hour use per rental) | | | | | | | | | | |
| 561 | Lib & Cul | 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. | | | | | | | | | | |
| 562 | Lib & Cul | Large Community Room | \$29.25 | \$29.84 | 3 | \$29.75 | (\$0.50) | \$29.25 | \$0.00 | True | | 544 |
| 563 | Lib & Cul | Small Community Room | \$17.50 | \$17.85 | 3 | \$17.75 | (\$0.25) | \$17.50 | \$0.00 | True | | 544 |
| 564 | Lib & Cul | Tallyn's Reach Library Meeting Rooms | | | | | | | | | | |
| 565 | Lib & Cul | Community Room | \$30.00 | \$30.60 | 3 | \$30.50 | (\$0.50) | \$30.00 | \$0.00 | True | | 544 |
| 566 | Lib & Cul | MLK Library Meeting Rooms | | | | | | | | | | |
| 567 | Lib & Cul | Akron Room | \$11.75 | \$11.98 | 3 | \$12.00 | (\$0.25) | \$11.75 | \$0.00 | True | | 544 |
| 568 | Lib & Cul | Boston Room | \$11.75 | \$11.98 | 3 | \$12.00 | (\$0.25) | \$11.75 | \$0.00 | True | | 544 |
| 569 | Lib & Cul | Clinton Room | \$11.75 | \$11.98 | 3 | \$12.00 | (\$0.25) | \$11.75 | \$0.00 | True | | 544 |
| 570 | Lib & Cul | Dayton Room | \$11.75 | \$11.98 | 3 | \$12.00 | (\$0.25) | \$11.75 | \$0.00 | True | | 544 |
| 571 | Lib & Cul | Akron and Boston Rooms | \$17.50 | \$17.85 | 3 | \$17.75 | (\$0.25) | \$17.50 | \$0.00 | True | | 544 |
| 572 | Lib & Cul | Akron and Clinton Rooms | \$17.50 | \$17.85 | 3 | \$17.75 | (\$0.25) | \$17.50 | \$0.00 | True | | 544 |
| 573 | Lib & Cul | Boston and Dayton Rooms | \$17.50 | \$17.85 | 3 | \$17.75 | (\$0.25) | \$17.50 | \$0.00 | True | | 544 |
| 574 | Lib & Cul | Clinton and Dayton Rooms | \$17.50 | \$17.85 | 3 | \$17.75 | (\$0.25) | \$17.50 | \$0.00 | True | | 544 |
| 575 | Lib & Cul | Akron, Boston, Clinton and Dayton Rooms (combined) | \$29.25 | \$29.84 | 3 | \$29.75 | (\$0.50) | \$29.25 | \$0.00 | True | | 544 |
| 576 | Lib & Cul | Mission Viejo Library Meeting Rooms | | | | | | | | | | |
| 577 | Lib & Cul | Community Room | \$17.50 | \$17.85 | 3 | \$17.75 | (\$0.25) | \$17.50 | \$0.00 | True | | 544 |
| 578 | Lib & Cul | CULTURAL SERVICES | | | | | | | | | | |
| 579 | Lib & Cul | Aurora Dance Arts | | | | | | | | | | |
| 580 | Lib & Cul | Childrens classes | \$9.05 | \$9.23 | 2 | \$9.25 | | \$9.25 | \$0.20 | | | |
| 581 | Lib & Cul | Social Dance classes | \$9.50 | \$9.69 | 2 | \$9.70 | | \$9.70 | \$0.20 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
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| 582 | Lib & Cul | Dance Recital tickets | \$7.20 - \$8.25 | \$7.34 - \$8.41 | 2-2 | \$7.35 - \$8.40 | \$0.65 - \$3.60 | \$8.00 - \$12.00 | \$0.80 - \$3.75 | True | Increase in ticket prices to cover the rising cost of theater rentals and staffing. | |
| 583 | Lib & Cul | Tickets for additional recitals, after 1 recital purchased at full price | \$4.10 | \$4.18 | 2 | \$4.20 | | \$4.20 | \$0.10 | | | |
| 584 | Lib & Cul | Fall production tickets | \$4.10 - \$16.50 | \$4.18 - \$16.83 | 2-3 | \$4.20 - \$16.75 | | \$4.20 - \$16.75 | \$0.10 - \$0.25 | | | |
| 585 | Lib & Cul | Fall Performance Preschool Group Sales, per attendee | \$4.10 | \$4.18 | 2 | \$4.20 | | \$4.20 | \$0.10 | | | |
| 586 | Lib & Cul | Fall Performance Elementary or Middle School Group Sales, per attendee | \$6.20 | \$6.32 | 2 | \$6.30 | | \$6.30 | \$0.10 | | | |
| 587 | Lib & Cul | Private Dance Lessons | \$42.25 | \$43.09 | 3 | \$43.00 | | \$43.00 | \$0.75 | | | |
| 588 | Lib & Cul | Aurora Fox Arts Center | | | | | | | | | | |
| 589 | Lib & Cul | Main Stage Center Section, Adult | \$37.00 | \$37.74 | 3 | \$37.75 | \$2.25 | \$40.00 | \$3.00 | True | Increase in ticket prices to cover the rising cost of supplies, services, and staffing. | |
| 590 | Lib & Cul | Main Stage Ticket, Front | \$33.00 | \$33.66 | 3 | \$33.75 | \$2.25 | \$36.00 | \$3.00 | True | Increase in ticket prices to cover the rising cost of supplies, services, and staffing. | |
| 591 | Lib & Cul | Main Stage Ticket, under 12 years old | \$16.00 | \$16.32 | 3 | \$16.25 | (\$0.25) | \$16.00 | \$0.00 | True | | 544 |
| 592 | Lib & Cul | Main Stage, Rear Balcony Center | \$28.00 | \$28.56 | 3 | \$28.50 | \$1.50 | \$30.00 | \$2.00 | True | Increase in ticket prices to cover the rising cost of supplies, services, and staffing. | |
| 593 | Lib & Cul | Main Stage, Balcony Sides | \$20.00 | \$20.40 | 3 | \$20.50 | \$7.50 | \$28.00 | \$8.00 | True | Increase in ticket prices to cover the rising cost of supplies, services, and staffing. | |
| 594 | Lib & Cul | Childrens Theatre Ticket | \$7.00 | \$7.14 | 2 | \$7.15 | (\$0.15) | \$7.00 | \$0.00 | True | | 544 |
| 595 | Lib & Cul | Childrens Theatre Ticket, Groups of 10 or more | \$5.00 | \$5.10 | 2 | \$5.10 | (\$0.10) | \$5.00 | \$0.00 | True | | 544 |

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| 596 | Lib & Cul | Aurora Fox Recognized Discount Programs: | | | | | | | | | | |
| 597 | Lib & Cul | - Students, Seniors and Military | \$26.00 | \$26.52 | 3 | \$26.50 | \$1.50 | \$28.00 | \$2.00 | True | Increase in ticket prices to cover the rising cost of supplies, services, and staffing. | |
| 598 | Lib & Cul | - Season Subscribers +1/Friend ticket | \$20.00 | \$20.40 | 3 | \$20.50 | (\$0.50) | \$20.00 | \$0.00 | True | | 544 |
| 599 | Lib & Cul | Thursday Shows (Senior, Military, Industry, Student) | | | | | | \$20.00 | | True | New fee for certain individuals for Thursday shows | |
| 600 | Lib & Cul | - Half Price (based on Orchestra Side, Balcony, or Studio) at the discretion of the market | \$17.00 | \$17.34 | 3 | \$17.25 | \$2.75 | \$20.00 | \$3.00 | True | Increase in ticket prices to cover the rising cost of supplies, services, and staffing. | |
| 601 | Lib & Cul | Groups of 10 or More (Discount on \$33 tickets) | \$24.00 | \$24.48 | 3 | \$24.50 | \$0.50 | \$25.00 | \$1.00 | True | Increase to even dollar amount | |
| 602 | Lib & Cul | Season Subscriptions | \$45.00 - \$90.00 | \$45.90 - \$91.80 | 3-3 | \$46.00 - \$91.75 | (\$1.00) - (\$1.75) | \$45.00 - \$90.00 | \$0.00 - \$0.00 | True | | 544 |
| 603 | Lib & Cul | Fundraising and Special Events | \$51.50 - \$107.00 | \$52.53 - \$109.14 | 3-4 | \$52.50 - \$109.00 | (\$1.00) - (\$2.00) | \$51.50 - \$107.00 | \$0.00 - \$0.00 | True | | 544 |
| 604 | Lib & Cul | Childrens Theatre classes | \$0.00 - \$357.00 | \$0.00 - \$364.14 | 1-4 | \$0.00 - \$364.00 | \$0.00 - (\$7.00) | \$0.00 - \$357.00 | \$0.00 - \$0.00 | True | | 544 |
| 605 | Lib & Cul | Production Services | \$1,000.00 - \$58,000.00 | \$1,020.00 - \$59,160.00 | 4-4 | \$1,020.00 - \$59,160.00 | (\$20.00) - (\$1,160.00) | \$1,000.00 - \$58,000.00 | \$0.00 - \$0.00 | True | | 544 |
| 606 | Lib & Cul | Cost Recovery Fee per ticket | \$3.00 | \$3.06 | 2 | \$3.05 | (\$0.05) | \$3.00 | \$0.00 | True | | 544 |
| 607 | Lib & Cul | Main Stage Rental - For Profit, 4 hours | \$824.00 | \$840.48 | 4 | \$840.00 | (\$140.00) - (\$1,000.00) | \$700.00 | (\$124.00) | True | Establishing a range depending on support needs and shared space conditions | |
| 608 | Lib & Cul | Main Stage Rental - For Profit - 4 Hours | | | | | | \$700.00 - \$1,000.00 | | True | Replacing the previous fixed fee with a range depending on support needs and shared space conditions | |

Attachment 1

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|-----------|--|--------------------------------|--------------------------------|----------------|--------------------------------|-------------------|--------------------------------|------------------------------|--------------|--|----------|
| 609 | Lib & Cul | Rehearsal Main Stage Rental - Non-Profit, 4 hours | \$721.00 | \$735.42 | 4 | \$735.00 | | \$735.00 | \$14.00 | | Establishing a range depending on support needs and shared space conditions | |
| 610 | Lib & Cul | Main Stage Rental - Non Profit - 4 Hours | | | | | | \$500.00 - \$750.00 | | True | Replacing the previous fixed fee with a range depending on support needs and shared space conditions | |
| 611 | Lib & Cul | Rehearsal Main Stage Rental - City Department, 4 hours | \$618.00 - \$618.00 | \$630.36 - \$630.36 | 4-4 | \$630.00 - \$630.00 | | \$630.00 - \$630.00 | \$12.00 - \$12.00 | | Establishing a range depending on support needs and shared space conditions | |
| 612 | Lib & Cul | Main Stage Rental - City Department - 4 Hours | | | | | | \$400.00 - \$600.00 | | True | Replacing the previous fixed fee with a range depending on support needs and shared space conditions | |
| 613 | Lib & Cul | Main Stage or Studio Rental - Additional Hours up to 6 (per hour) or over 12 hours (per hour) - Prescheduled | | | | | | \$100.00 | | True | New fee would be incurred for rentals which run over 4 hours but less than 6 hours. More than 6 hours would roll to the new daily rate. Effective for FP, NP and City org- if prescheduled | |

Attachment 1

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|-----------|---|----------|---------------|-----|------------------|-------------------|--------------------------|------------|--------------|---|----------|
| 614 | Lib & Cul | Main Stage or Studio Rental - Additional Hours up to 6 (per hour) or over 12 hours (per hour) - Less Than 48 Hours Notice | | | | | | \$200.00 | | True | New fee would be incurred for rentals which run over 4 hours but less than 6 hours. More than 6 hours would roll to the new daily rate. Effective for FP, NP and City org- less than 48 hours notice. | |
| 615 | Lib & Cul | Main Stage Rental - For Profit - Daily (6-12 hours, prescheduled) | | | | | | \$1,400.00 - \$2,000.00 | | True | New fee for daily usage. Must be prescheduled. More than 6 hours roll to daily rate. Range dependent on support needs and shared space conditions | |
| 616 | Lib & Cul | Main Stage Rental - Non Profit - Daily (6-12 hours prescheduled) | | | | | | \$1,000.00 - \$15,000.00 | | True | New fee for daily usage. Must be prescheduled. More than 6 hours roll to daily rate. Range dependent on support needs and shared space conditions | |
| 617 | Lib & Cul | Main Stage Rental - City Department - Daily (6-12 hours prescheduled) | | | | | | \$800.00 - \$1,200.00 | | True | New fee for daily usage. Must be prescheduled. More than 6 hours roll to daily rate. Range dependent on support needs and shared space conditions | |
| 618 | Lib & Cul | Rehearsal Studio Theatre - For Profit, 4 hours | \$412.00 | \$420.24 | 4 | \$420.00 | | \$420.00 | \$8.00 | | Establishing a range depending on support needs and shared space conditions | |

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|------|-----------|--|---------------------|---------------|-----|------------------|-------------------|-----------------------|------------|--------------|---|----------|
| 619 | Lib & Cul | Studio Theater Rental - For Profit - 4 Hours | | | | | | \$400.00 - \$600.00 | | True | Replacing the previous fixed fee with a range depending on support needs and shared space conditions | |
| 620 | Lib & Cul | Rehearsal Studio Theatre - Non Profit, 4 hours | \$309.00 | \$315.18 | 4 | \$315.00 | | \$315.00 | \$6.00 | | Establishing a range depending on support needs and shared space conditions | |
| 621 | Lib & Cul | Studio Theater Rental - Non Profit - 4 Hours | | | | | | \$300.00 - \$500.00 | | True | Replacing the previous fixed fee with a range depending on support needs and shared space conditions | |
| 622 | Lib & Cul | Rehearsal Studio Theatre - City Department, 4 hours | \$206.00 | \$210.12 | 4 | \$210.00 | | \$210.00 | \$4.00 | | Establishing a range depending on support needs and shared space conditions | |
| 623 | Lib & Cul | Studio Theater Rental - City Department - 4 Hours | | | | | | \$200.00 - \$400.00 | | True | Replacing the previous fixed fee with a range depending on support needs and shared space conditions | |
| 624 | Lib & Cul | Studio Theater Rental - For Profit - Daily (6-12 Hours Prescheduled) | | | | | | \$800.00 - \$1,500.00 | | True | New fee for daily usage. Must be prescheduled. More than 6 hours roll to daily rate. Range dependent on support needs and shared space conditions | |

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| 625 | Lib & Cul | Studio Theater Rental - Non Profit - Daily (6-12 Hours Prescheduled) | | | | | | \$600.00 - \$1,200.00 | | True | New fee for daily usage. Must be prescheduled. More than 6 hours roll to daily rate. Range dependent on support needs and shared space conditions | |
| 626 | Lib & Cul | Studio Theater Rental - City Department - Daily (6-12 Hours Prescheduled) | | | | | | \$500.00 - \$1,000.00 | | True | New fee for daily usage. Must be prescheduled. More than 6 hours roll to daily rate. Range dependent on support needs and shared space conditions | |
| 627 | Lib & Cul | Main Stage Rental - Non Profit - Weekly | \$1,133.00 - \$1,854.00 | \$1,155.66 - \$1,891.08 | 4-4 | \$1,156.00 - \$1,891.00 | \$1,844.00 - \$3,109.00 | \$3,000.00 - \$5,000.00 | \$1,867.00 - \$3,146.00 | True | Fee increase to be more in line with hourly and daily fees. Fee range is dependent on support needs and shared space conditions | |
| 628 | Lib & Cul | Main Stage Rental - For Profit - Weekly | \$1,545.00 - \$2,266.00 | \$1,575.90 - \$2,311.32 | 4-4 | \$1,576.00 - \$2,311.00 | \$2,424.00 - \$3,689.00 | \$4,000.00 - \$6,000.00 | \$2,455.00 - \$3,734.00 | True | Fee increase to be more in line with hourly and daily fees. Fee range is dependent on support needs and shared space conditions | |
| 629 | Lib & Cul | Main Stage Rental - City Department - Weekly | \$927.00 - \$1,236.00 | \$945.54 - \$1,260.72 | 4-4 | \$946.00 - \$1,261.00 | \$1,554.00 - \$2,739.00 | \$2,500.00 - \$4,000.00 | \$1,573.00 - \$2,764.00 | True | Fee increase to be more in line with hourly and daily fees. Fee range is dependent on support needs and shared space conditions | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|-----------|--|-----------------------|-----------------------|-----|-----------------------|-----------------------|-------------------------|-----------------------|--------------|---|----------|
| 630 | Lib & Cul | Studio Theatre - For Profit - Weekly | \$618.00 - \$1,030.00 | \$630.36 - \$1,050.60 | 4-4 | \$630.00 - \$1,051.00 | \$570.00 - \$1,949.00 | \$1,200.00 - \$3,000.00 | \$582.00 - \$1,970.00 | True | Fee increase to be more in line with hourly and daily fees. Fee range is dependent on support needs and shared space conditions | |
| 631 | Lib & Cul | Studio Theatre - Non Profit - Weekly | \$515.00 - \$824.00 | \$525.30 - \$840.48 | 4-4 | \$525.00 - \$840.00 | \$475.00 - \$1,160.00 | \$1,000.00 - \$2,000.00 | \$485.00 - \$1,176.00 | True | Fee increase to be more in line with hourly and daily fees. Fee range is dependent on support needs and shared space conditions | |
| 632 | Lib & Cul | Studio Theatre - City Department - Weekly | \$309.00 - \$618.00 | \$315.18 - \$630.36 | 4-4 | \$315.00 - \$630.00 | \$685.00 - \$1,370.00 | \$1,000.00 - \$2,000.00 | \$691.00 - \$1,382.00 | True | Fee increase to be more in line with hourly and daily fees. Fee range is dependent on support needs and shared space conditions | |
| 633 | Lib & Cul | Lobby Rental - For Profit, Lobby + Exterior, 4 hours | \$412.00 | \$420.24 | 4 | \$420.00 | (\$8.00) | \$412.00 | \$0.00 | True | | 544 |
| 634 | Lib & Cul | Lobby Rental - Non Profit, Lobby + Exterior, 4 hours | \$361.00 | \$368.22 | 4 | \$368.00 | (\$7.00) | \$361.00 | \$0.00 | True | | 544 |
| 635 | Lib & Cul | Lobby Rental - City Department, Lobby + Exterior, 4 hours | \$258.00 | \$263.16 | 4 | \$263.00 | (\$5.00) | \$258.00 | \$0.00 | True | | 544 |
| 636 | Lib & Cul | Rental House Technician per hour, 4 hour minimum | \$30.00 - \$40.00 | \$30.60 - \$40.80 | 3-3 | \$30.50 - \$40.75 | (\$0.50) - (\$0.75) | \$30.00 - \$40.00 | \$0.00 - \$0.00 | True | | 544 |
| 637 | Lib & Cul | Rental House Staff (when box office used) - Per Hour, 4 hour minimum | \$15.00 - \$40.00 | \$15.30 - \$40.80 | 3-3 | \$15.25 - \$40.75 | (\$0.25) - (\$0.75) | \$15.00 - \$40.00 | \$0.00 - \$0.00 | True | | 544 |
| 638 | Lib & Cul | Rental House Manager per Hour - 4 Hour Minimum | \$30.00 - \$50.00 | \$30.60 - \$51.00 | 3-3 | \$30.50 - \$51.00 | (\$0.50) - (\$1.00) | \$30.00 - \$50.00 | \$0.00 - \$0.00 | True | | 544 |
| 639 | Lib & Cul | Piano Moving and/or Tuning | \$200.00 | \$204.00 | 4 | \$204.00 | | \$204.00 | \$4.00 | | Replace fixed fee with a range depending on tuning needs and location | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|----------------------|---|---------------------|---------------------|-----|---------------------|----------------------|---------------------|------------------|--------------|--|----------|
| 640 | Lib & Cul | Piano Moving and/or Tuning | | | | | | \$220.00 - \$400.00 | | True | Replace the previous fixed fee with a range depending on tuning needs and location | |
| 641 | Lib & Cul | Concession Sales | \$1.05 - \$25.75 | \$1.07 - \$26.27 | 2-3 | \$1.05 - \$26.25 | \$0.00 - (\$0.50) | \$1.05 - \$25.75 | \$0.00 - \$0.00 | True | | 544 |
| 642 | Lib & Cul | Painting of Stage Floor Back to Black | \$206.00 | \$210.12 | 4 | \$210.00 | (\$4.00) | \$206.00 | \$0.00 | True | | 544 |
| 643 | Lib & Cul | Studio Riser Removal | \$206.00 | \$210.12 | 4 | \$210.00 | \$90.00 | \$300.00 | \$94.00 | True | Increase to cover staff time to move and arrange storage | |
| 644 | Lib & Cul | Prop, Costume or Equipment Rental | \$10.00 - \$515.00 | \$10.20 - \$525.30 | 3-4 | \$10.25 - \$525.00 | (\$0.25) - (\$10.00) | \$10.00 - \$515.00 | \$0.00 - \$0.00 | True | | 544 |
| 645 | Lib & Cul | Staff Time - Less than 5 days notice, per hour | \$52.50 | \$53.55 | 3 | \$53.50 | (\$1.00) | \$52.50 | \$0.00 | True | | 544 |
| 646 | Lib & Cul | Aurora History Museum | | | | | | | | | | |
| 647 | Lib & Cul | Tours | \$0.00 - \$314.00 | \$0.00 - \$320.28 | 1-4 | \$0.00 - \$320.00 | | \$0.00 - \$320.00 | \$0.00 - \$6.00 | | | |
| 648 | Lib & Cul | Workshops | \$0.00 - \$52.00 | \$0.00 - \$53.04 | 1-3 | \$0.00 - \$53.00 | | \$0.00 - \$53.00 | \$0.00 - \$1.00 | | | |
| 649 | Lib & Cul | Lectures & Programs | \$1.05 - \$95.25 | \$1.07 - \$97.16 | 2-3 | \$1.05 - \$97.25 | | \$1.05 - \$97.25 | \$0.00 - \$2.00 | | | |
| 650 | Lib & Cul | Camps | \$28.25 - \$492.00 | \$28.82 - \$501.84 | 3-4 | \$28.75 - \$502.00 | | \$28.75 - \$502.00 | \$0.50 - \$10.00 | | | |
| 651 | Lib & Cul | Community Gallery Rental | Free to \$40.00/hr. | Free to \$40.80/hr. | | Free to \$40.80/hr. | | Free to \$40.80/hr. | | | | |
| 652 | Lib & Cul | Museum Archive Copy Requests | | | | | | | | | | |
| 653 | Lib & Cul | Archival Reproductions, Personal Use, Size Dependent | \$10.00 - \$37.00 | \$10.20 - \$37.74 | 3-3 | \$10.25 - \$37.75 | | \$10.25 - \$37.75 | \$0.25 - \$0.75 | | | |
| 654 | Lib & Cul | Archival Reproduction, Commercial Use, Based on Number of Impressions and Medium Used | \$12.00 - \$208.00 | \$12.24 - \$212.16 | 3-4 | \$12.25 - \$212.00 | | \$12.25 - \$212.00 | \$0.25 - \$4.00 | | | |
| 655 | Lib & Cul | Staff Research Time, per 15 minute increment | \$7.20 | \$7.34 | 2 | \$7.35 | | \$7.35 | \$0.15 | | | |
| 656 | Lib & Cul | Pottery | | | | | | | | | | |
| 657 | Lib & Cul | Beginning Pottery | \$74.00 - \$93.00 | \$75.48 - \$94.86 | 3-3 | \$75.50 - \$94.75 | | \$75.50 - \$94.75 | \$1.50 - \$1.75 | | | |
| 658 | Lib & Cul | Intermediate Pottery | \$74.00 - \$93.00 | \$75.48 - \$94.86 | 3-3 | \$75.50 - \$94.75 | | \$75.50 - \$94.75 | \$1.50 - \$1.75 | | | |
| 659 | Lib & Cul | Advanced Pottery | \$74.00 - \$93.00 | \$75.48 - \$94.86 | 3-3 | \$75.50 - \$94.75 | | \$75.50 - \$94.75 | \$1.50 - \$1.75 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|----------------------|--|--------------------|--------------------|-----|--------------------|-------------------|--------------------|------------------|--------------|---|----------|
| 660 | Lib & Cul | All Levels Pottery | \$62.50 - \$93.00 | \$63.75 - \$94.86 | 3-3 | \$63.75 - \$94.75 | | \$63.75 - \$94.75 | \$1.25 - \$1.75 | | | |
| 661 | Lib & Cul | Specialty Pottery Classes | \$40.00 - \$115.00 | \$40.80 - \$117.30 | 3-4 | \$40.75 - \$117.00 | | \$40.75 - \$117.00 | \$0.75 - \$2.00 | | | |
| 662 | Lib & Cul | Polymer Clay | \$47.00 - \$87.00 | \$47.94 - \$88.74 | 3-3 | \$48.00 - \$88.75 | | \$48.00 - \$88.75 | \$1.00 - \$1.75 | | | |
| 663 | Lib & Cul | Supply Fees | \$11.00 - \$50.00 | \$11.22 - \$51.00 | 3-3 | \$11.25 - \$51.00 | | \$11.25 - \$51.00 | \$0.25 - \$1.00 | | | |
| 664 | Lib & Cul | Firing Fee, Dependent on Size of Piece | \$0.40 - \$149.00 | \$0.41 - \$151.98 | 1-4 | \$0.41 - \$152.00 | | \$0.41 - \$152.00 | \$0.01 - \$3.00 | | | |
| 665 | Lib & Cul | Independent Practice | \$38.00 - \$49.50 | \$38.76 - \$50.49 | 3-3 | \$38.75 - \$50.50 | | \$38.75 - \$50.50 | \$0.75 - \$1.00 | | | |
| 666 | Lib & Cul | Resale Materials and Tools | \$2.50 - \$22.00 | \$2.55 - \$22.44 | 2-3 | \$2.55 - \$22.50 | | \$2.55 - \$22.50 | \$0.05 - \$0.50 | | | |
| 667 | Lib & Cul | Visual Arts/Music | | | | | | | | | | |
| 668 | Lib & Cul | Watercolor Adult | \$62.00 - \$83.00 | \$63.24 - \$84.66 | 3-3 | \$63.25 - \$84.75 | \$0.00 - \$5.00 | \$63.25 - \$89.75 | \$1.25 - \$6.75 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 669 | Lib & Cul | Watercolor Kids | \$55.00 - \$71.00 | \$56.10 - \$72.42 | 3-3 | \$56.00 - \$72.50 | \$0.00 - \$3.00 | \$56.00 - \$75.50 | \$1.00 - \$4.50 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 670 | Lib & Cul | Learn Your Camera | \$53.00 - \$68.00 | \$54.06 - \$69.36 | 3-3 | \$54.00 - \$69.25 | | \$54.00 - \$69.25 | \$1.00 - \$1.25 | | | |
| 671 | Lib & Cul | Drawing Adult | \$62.00 - \$83.00 | \$63.24 - \$84.66 | 3-3 | \$63.25 - \$84.75 | \$0.00 - \$5.00 | \$63.25 - \$89.75 | \$1.25 - \$6.75 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 672 | Lib & Cul | Drawing 14 and under | \$55.00 - \$71.00 | \$56.10 - \$72.42 | 3-3 | \$56.00 - \$72.50 | \$0.00 - \$3.00 | \$56.00 - \$75.50 | \$1.00 - \$4.50 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 673 | Lib & Cul | Oil Painting | \$65.00 - \$83.00 | \$66.30 - \$84.66 | 3-3 | \$66.25 - \$84.75 | \$0.00 - \$17.00 | \$66.25 - \$101.75 | \$1.25 - \$18.75 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 674 | Lib & Cul | Bob Ross Oil Painting | \$62.00 - \$88.00 | \$63.24 - \$89.76 | 3-3 | \$63.25 - \$89.75 | \$0.00 - \$15.00 | \$63.25 - \$104.75 | \$1.25 - \$16.75 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 675 | Lib & Cul | Guitar For Kids under 13 | \$75.00 - \$95.00 | \$76.50 - \$96.90 | 3-3 | \$76.50 - \$97.00 | | \$76.50 - \$97.00 | \$1.50 - \$2.00 | | | |
| 676 | Lib & Cul | Beginning Guitar - 13 and Older | \$93.00 - \$113.00 | \$94.86 - \$115.26 | 3-4 | \$94.75 - \$115.00 | | \$94.75 - \$115.00 | \$1.75 - \$2.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-----------------|----------------------|---------------------------------------|----------------------------------|----------------------------------|-----|--------------------|-------------------|----------------------------------|-----------------|--------------|---|----------|
| 677 | Lib & Cul | Piano and Keyboard Over 13 | \$77.00 - \$100.00 | \$78.54 - \$102.00 | 3-4 | \$78.50 - \$102.00 | \$0.00 - \$3.00 | \$78.50 - \$105.00 | \$1.50 - \$5.00 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 678 | Lib & Cul | Piano and Keyboard 13 & under | \$73.00 - \$97.00 | \$74.46 - \$98.94 | 3-3 | \$74.50 - \$99.00 | \$0.00 - \$6.00 | \$74.50 - \$105.00 | \$1.50 - \$8.00 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 679 | Lib & Cul | Voice | \$76.00 - \$97.00 | \$77.52 - \$98.94 | 3-3 | \$77.50 - \$99.00 | \$0.00 - \$6.00 | \$77.50 - \$105.00 | \$1.50 - \$8.00 | True | Increase in fees to cover the rising cost of staffing and materials | |
| 680 | Lib & Cul | Specialty Classes | \$0.00 - \$206.00 | \$0.00 - \$210.12 | 1-4 | \$0.00 - \$210.00 | | \$0.00 - \$210.00 | \$0.00 - \$4.00 | | | |
| 681 | Lib & Cul | Camps - Various Ages and Time Periods | \$86.00 - \$108.00 | \$87.72 - \$110.16 | 3-4 | \$87.75 - \$110.00 | | \$87.75 - \$110.00 | \$1.75 - \$2.00 | | | |
| 682 | Lib & Cul | Art in Public Places | | | | | | | | | | |
| 683 | 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 | | | | |
| 684 | Lib & Cul | Library Capital Impact Fees | | | | | | | | | | |
| 685 | Lib & Cul | Per Single Family Detached Unit | \$189.86 | \$289.92 | 4 | \$290.00 | | \$290.00 | \$100.14 | | Final year of 3-year phase in | |
| 686 | Lib & Cul | Per Single Family Attached Unit | \$138.98 | \$212.22 | 4 | \$212.00 | | \$212.00 | \$73.02 | | Final year of 3-year phase in | |
| 687 | Lib & Cul | Per Multifamily Unit | \$137.13 | \$209.39 | 4 | \$209.00 | | \$209.00 | \$71.87 | | Final year of 3-year phase in | |
| Judicial | | | | | | | | | | | | |
| 688 | Mun Ct | Warrant Fee | \$75.00 | \$76.50 | 3 | \$76.50 | (\$1.50) | \$75.00 | \$0.00 | True | No change, current fees comparable to like jurisdictions | |
| 689 | Mun Ct | Court Costs | \$35.00 | \$35.70 | 3 | \$35.75 | (\$0.75) | \$35.00 | \$0.00 | True | | 688 |
| 690 | Mun Ct | Bond Fee | \$10.00 | \$10.20 | 3 | \$10.25 | (\$0.25) | \$10.00 | \$0.00 | True | | 688 |
| 691 | Mun Ct | Records Search Fee | \$15.00 | \$15.30 | 3 | \$15.25 | (\$0.25) | \$15.00 | \$0.00 | True | | 688 |
| 692 | Mun Ct | Certified Copy of Summons | \$25.00 | \$25.50 | 3 | \$25.50 | (\$0.50) | \$25.00 | \$0.00 | True | | 688 |
| 693 | Mun Ct | Extension to Pay Fine | \$25.00 | \$25.50 | 3 | \$25.50 | (\$0.50) | \$25.00 | \$0.00 | True | | 688 |
| 694 | Mun Ct | No Proof of Insurance Fee | \$30.00 | \$30.60 | 3 | \$30.50 | (\$0.50) | \$30.00 | \$0.00 | True | | 688 |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|---|-----------------------|--|--------------------------------|--------------------------------|--------------|--------------------|-------------------|--------------------------------|-------------------|--------------|---|----------|
| 695 | Mun Ct | Outstanding Judgment Warrant Fee | \$30.00 | \$30.60 | 3 | \$30.50 | | \$30.50 | \$0.50 | | Fee eliminated due to passing of HB 21-1314 | |
| 696 | Mun Ct | Administrative Fee | 75.00 and up | 76.50 and up | | 76.50 and up | (1.50) | 75.00 and up | \$0.00 | True | | 688 |
| 697 | Mun Ct | Detention of Prisoners for Outside Agencies (Per Day) | \$50.00 | \$51.00 | 3 | \$51.00 | (\$1.00) | \$50.00 | \$0.00 | True | | 688 |
| 698 | Mun Ct | Interpreter Fee | \$35.00 | \$35.70 | 3 | \$35.75 | (\$0.75) | \$35.00 | \$0.00 | True | | 688 |
| 699 | Mun Ct | Officer Witness | \$35.00 | \$35.70 | 3 | \$35.75 | (\$0.75) | \$35.00 | \$0.00 | True | | 688 |
| 700 | Mun Ct | FTA fee | \$25.00 | \$25.50 | 3 | \$25.50 | (\$0.50) | \$25.00 | \$0.00 | True | | 688 |
| 701 | Mun Ct | Jury Trial (refundable) | \$25.00 | \$25.50 | 3 | \$25.50 | (\$0.50) | \$25.00 | \$0.00 | True | | 688 |
| 702 | Mun Ct | Probation Fees | | | | | | | | | | |
| 703 | Mun Ct | Adult Supervised Probation (monthly) | \$45.00 | \$45.90 | 3 | \$46.00 | (\$1.00) | \$45.00 | \$0.00 | True | | 688 |
| 704 | Mun Ct | Juvenile Supervised Probation (monthly) | \$35.00 | \$35.70 | 3 | \$35.75 | (\$0.75) | \$35.00 | \$0.00 | True | | 688 |
| 705 | Mun Ct | Supervised Deferred Judgment (monthly) | \$25.00 | \$25.50 | 3 | \$25.50 | (\$0.50) | \$25.00 | \$0.00 | True | | 688 |
| 706 | Mun Ct | Unsupervised Deferred Judgment or Probation Fee (One Time) | \$50.00 | \$51.00 | 3 | \$51.00 | (\$1.00) | \$50.00 | \$0.00 | True | | 688 |
| 707 | Mun Ct | Community Service Fee | \$25.75 + \$4.00 insurance fee | \$26.27 + \$4.08 insurance fee | | | (0.50) and (0.10) | \$25.75 + \$4.00 insurance fee | | True | | 688 |
| 708 | Mun Ct | Court Record Sealing Fee | \$65.00 | \$66.30 | 3 | \$66.25 | (\$1.25) | \$65.00 | \$0.00 | True | Set per HB 17-1208 | |
| 709 | Mun Ct | Court Surcharges | | | | | | | | | | |
| 710 | Mun Ct | Problem Solving Courts | \$15.00 | \$15.30 | 3 | \$15.25 | (\$0.25) | \$15.00 | \$0.00 | | program reorganized | |
| 711 | Mun Ct | Aurora for Youth Education | \$10.00 | \$10.20 | 3 | \$10.25 | | \$10.25 | \$0.25 | | Program reorganized | |
| 712 | Mun Ct | Victim Assistance | \$23.50 | \$24.00 | 3 | \$24.00 | \$1.00 | \$25.00 | \$1.50 | | Program reorganized | |
| 713 | Mun Ct | Public Safety Assistance Agencies | \$10.50 | \$10.70 | 3 | \$10.75 | (\$1.75) | \$9.00 | (\$1.50) | | Program reorganized | |
| 714 | Mun Ct | Court Technology Fee | \$1.00 | \$1.02 | 2 | \$1.00 | | \$1.00 | \$0.00 | | | |
| Parks, Recreation & Open Space | | | | | | | | | | | | |
| 715 | Park & Rec | GOLF | | | | | | | | | | |
| 716 | Park & Rec | Golf Course Range Balls (per bucket) | \$3.00 - \$14.00 | \$3.06 - \$14.28 | 2-3 | \$3.05 - \$14.25 | | \$3.05 - \$14.25 | \$0.05 - \$0.25 | | | |
| 717 | Park & Rec | Junior Golf Annual Pass (Player/Year) | \$350.00 | \$357.00 | 4 | \$357.00 | | \$357.00 | \$7.00 | | | |

Attachment 1

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|------------|---|-------------------|-------------------|-----|-------------------|-------------------|--------------------|-----------------|--------------|---|----------|
| 718 | Park & Rec | Golf Club Rentals (Range includes both regular and premium clubs and 9 or 18 holes) | \$10.00 - \$50.00 | \$10.20 - \$51.00 | 3-3 | \$10.25 - \$51.00 | | \$10.25 - \$51.00 | \$0.25 - \$1.00 | | | |
| 719 | Park & Rec | Push Cart Rentals | \$4.50 - \$9.00 | \$4.59 - \$9.18 | 2-2 | \$4.60 - \$9.20 | \$0.90 - \$0.80 | \$5.50 - \$10.00 | \$1.00 - \$1.00 | True | Increasing 50 cents per nine hole fee, same as golf carts. Also increasing low end of range an additional 50 cents to allow 9 hole rate to be slightly more than half of 18 hole rates to mirror strategy with golf carts. | |
| 720 | Park & Rec | Golf Carts - range includes 9 & 18 hole fees | \$8.00 - \$22.00 | \$8.16 - \$22.44 | 2-3 | \$8.15 - \$22.50 | \$0.35 - \$3.50 | \$8.50 - \$26.00 | \$0.50 - \$4.00 | True | Standard cart fees increase 50 cents per nine hole cart fee to cover rising operation costs and new cart fleet purchases. In addition, we are increasing the single rider fee to be \$8 more than the standard fee. Last year it was only \$5-\$6 more. Following Covid, more people are wanting their own cart, and we run out of carts. We need the added cost to be more of a deterrant. | |
| 721 | Park & Rec | Golf Course Trail Fee | \$5.00 - \$8.00 | \$5.10 - \$8.16 | 2-2 | \$5.10 - \$8.15 | | \$5.10 - \$8.15 | \$0.10 - \$0.15 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------------|--|--------------------------|--------------------------|-----|--------------------------|-------------------|------------------------------|-----------------------|--------------|--|----------|
| 722 | Park & Rec | Tournament Fees (per person) | \$56.00 - \$100.00 | \$57.12 - \$102.00 | 3-4 | \$57.00 - \$102.00 | \$0.00 - \$3.00 | \$57.00 - \$105.00 | \$1.00 - \$5.00 | True | When our dynamic pricing results in higher fees during higher demand times, we need to charge more for tournaments in order to justify additional tournament costs compared to the revenue we would generate from normal play. Last year we did not factor in dynamic pricing. | |
| 723 | Park & Rec | Shotgun Tournament Fees (Per Tournament) | \$5,000.00 - \$12,000.00 | \$5,100.00 - \$12,240.00 | 4-4 | \$5,100.00 - \$12,240.00 | \$0.00 - \$760.00 | \$5,100.00 - \$13,000.00 | \$100.00 - \$1,000.00 | True | When our dynamic pricing results in higher fees during higher demand times, we need to charge more for tournaments in order to justify additional tournament costs compared to the revenue we would generate from normal play. Last year we did not factor in dynamic pricing. | |
| 724 | Park & Rec | League Fees | \$4.00 - \$6.00 | \$4.08 - \$6.12 | 2-2 | \$4.10 - \$6.10 | | \$4.10 - \$6.10 | \$0.10 - \$0.10 | | | |
| 725 | Park & Rec | No-Show Fee | \$10 - \$50 Per Player | \$10 - \$50 Per Player | 3-3 | \$10.25 - \$51.00 | | \$10.25 - \$51.00 Per Player | \$0.25 - \$1.00 | | | |
| 726 | Park & Rec | Green Fees (range) -Dynamic pricing software will dictate green fee rates based on player type and real-time demand | | | | | | | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------------|---|-------------------|-------------------|-----|-------------------|-------------------|--------------------|-----------------|--------------|---|----------|
| 727 | Park & Rec | Saddle Rock | \$16.50 - \$69.00 | \$16.83 - \$70.38 | 3-3 | \$16.75 - \$70.50 | \$0.25 - (\$0.50) | \$17.00 - \$70.00 | \$0.50 - \$1.00 | True | Standard green fees will increase 50 cents over the 2021 fee per nine hole green fee to cover rising operational costs. | |
| 728 | Park & Rec | Murphy Creek | \$15.50 - \$66.00 | \$15.81 - \$67.32 | 3-3 | \$15.75 - \$67.25 | \$0.25 - (\$0.25) | \$16.00 - \$67.00 | \$0.50 - \$1.00 | True | Standard green fees will increase 50 cents over the 2021 fee per nine hole green fee to cover rising operational costs. | |
| 729 | Park & Rec | Meadow Hills | \$14.00 - \$57.00 | \$14.28 - \$58.14 | 3-3 | \$14.25 - \$58.25 | \$0.25 - (\$0.25) | \$14.50 - \$58.00 | \$0.50 - \$1.00 | True | Standard green fees will increase 50 cents over the 2021 fee per nine hole green fee to cover rising operational costs. | |
| 730 | Park & Rec | Aurora Hills | \$11.50 - \$50.00 | \$11.73 - \$51.00 | 3-3 | \$11.75 - \$51.00 | \$0.25 - \$0.00 | \$12.00 - \$51.00 | \$0.50 - \$1.00 | True | Standard green fees will increase 50 cents over the 2021 fee per nine hole green fee to cover rising operational costs. | |
| 731 | Park & Rec | Springhill | \$10.50 - \$45.00 | \$10.71 - \$45.90 | 3-3 | \$10.75 - \$46.00 | \$0.25 - \$0.00 | \$11.00 - \$46.00 | \$0.50 - \$1.00 | True | Standard green fees will increase 50 cents over the 2021 fee per nine hole green fee to cover rising operational costs. | |
| 732 | Park & Rec | Additional Notes: | | | | | | | | | | |
| 733 | Park & Rec | 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. | | | | | | | | | | |
| 734 | Park & Rec | All 2021 fees take effect January 1. | | | | | | | | | | |
| 735 | Park & Rec | PARKS/OPEN SPACE/RESERVOIRS | | | | | | | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------------|--|----------------------|----------------------|-----|----------------------|------------------------------|----------------------|-------------------|--------------|---|----------|
| 736 | Park & Rec | Park Shelter Reservations | \$28.25 - \$4,261.00 | \$28.82 - \$4,346.22 | 3-4 | \$28.75 - \$4,346.00 | | \$28.75 - \$4,346.00 | \$0.50 - \$85.00 | | | |
| 737 | Park & Rec | Park Use Permit (Per Day/Per Event) | \$0.00 - \$10,822.00 | \$0.00 - \$11,038.44 | 1-4 | \$0.00 - \$11,038.00 | | \$0.00 - \$11,038.00 | \$0.00 - \$216.00 | | | |
| 738 | Park & Rec | Boat Inspection Fee | \$10.00 | \$10.20 | 3 | \$10.25 | \$4.75 | \$15.00 | \$5.00 | True | Fee has not increased since 2008, however personal services costs have increased 85% since 2008. | |
| 739 | Park & Rec | RESERVOIRS | | | | | | | | | | |
| 740 | Park & Rec | Park Entry | | | | | | | | | | |
| 741 | Park & Rec | Daily Vehicle Entry- Resident and Non-Resident (per vehicle) | | | | | | \$10.00 - \$15.00 | | True | Allows range for increased rates (dynamic pricing) for weekends and holidays and allows for specific rate for residents and a specific rate for non-residents. Last rate increase was 2008. | |
| 742 | Park & Rec | Daily Vehicle Entry- Resident and Non-Resident (per vehicle) | \$10.00 | \$10.20 | 3 | \$10.25 | (\$0.25) - \$4.75 | \$10.00 | \$0.00 | True | Allows range for increased rates (dynamic pricing) for weekends and holidays and allows for specific rate for residents and a specific rate for non-residents. Last rate increase was 2008. | |

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| 743 | Park & Rec | Annual Vehicle Passes (Good for both reservoirs) | \$58.25 - \$69.00 | \$59.41 - \$70.38 | 3-3 | \$59.50 - \$70.50 | \$15.50 - \$4.50 | \$75.00 - \$75.00 | \$16.75 - \$6.00 | True | The entry fee has not increased since 2010 however operating costs continue to increase, even if moderately, over those same eleven years. | |
| 744 | Park & Rec | Additional Decal unlimited with proof of ownership of Annual Pass | \$31.00 | \$31.62 | 3 | \$31.50 | | \$31.50 | \$0.50 | | Administration of this fee is very difficult because it is not possible to authenticate number of vehicles per visitors. | |
| 745 | Park & Rec | Discount (Employee, Resident or other) per season pass | -\$10 | -\$10 | | | | -\$10 | | | Obsolete, not offered for the last ten years. | |
| 746 | Park & Rec | Boat Rental | | | | | | | | | | |
| 747 | Park & Rec | Boat/Equipment Rental/Hour | \$5.15 - \$31.00 | \$5.25 - \$31.62 | 2-3 | \$5.25 - \$31.50 | | \$5.25 - \$31.50 | \$0.10 - \$0.50 | | | |
| 748 | Park & Rec | Scuba Access | | | | | | | | | | |
| 749 | Park & Rec | Scuba Access Permit (per Season) | \$258.00 | \$263.16 | 4 | \$263.00 | \$237.00 | \$500.00 | \$242.00 | True | Amenities are much improved since last fee assignment. | |
| 750 | Park & Rec | Scuba Access (Daily) | \$8.00 - \$28.50 | \$8.16 - \$29.07 | 2-3 | \$8.15 - \$29.00 | | \$8.15 - \$29.00 | \$0.15 - \$0.50 | | | |
| 751 | Park & Rec | Reservations/Rentals | | | | | | | | | | |
| 752 | Park & Rec | Shelters (Per Day Per Event) | \$28.25 - \$4,261.00 | \$28.82 - \$4,346.22 | 3-4 | \$28.75 - \$4,346.00 | | \$28.75 - \$4,346.00 | \$0.50 - \$85.00 | | | |
| 753 | Park & Rec | Event Fees (fee for site and concession sales and additional Administrative and/or Site Closure Fee may apply) | \$142.00 - \$31,695.00 | \$144.84 - \$32,328.90 | 4-4 | \$145.00 - \$32,329.00 | | \$145.00 - \$32,329.00 | \$3.00 - \$634.00 | | | |
| 754 | Park & Rec | Dry Storage | | | | | | | | | | |
| 755 | Park & Rec | Per Day | \$15.50 | \$15.81 | 3 | \$15.75 | | \$15.75 | \$0.25 | | | |
| 756 | Park & Rec | Per Month | \$46.00 - \$125.00 | \$46.92 - \$127.50 | 3-4 | \$47.00 - \$127.00 | | \$47.00 - \$127.00 | \$1.00 - \$2.00 | | | |

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|------------|-----------------------|---|----------------------|----------------------|-----|----------------------|-------------------|----------------------|-------------------|--------------|----------|----------|
| 757 | Park & Rec | Large Vehicle Rates* | | | | | | | | | | |
| 758 | Park & Rec | Vehicle with 9 or more occupants (Per Occupant Fee) | \$0.00 - \$5.15 | \$0.00 - \$5.25 | 1-2 | \$0.00 - \$5.25 | | \$0.00 - \$5.25 | \$0.00 - \$0.10 | | | |
| 759 | Park & Rec | *Rates determined by capacity rating marked on vehicle or seat potential, not by number of people in vehicle. | | | | | | | | | | |
| 760 | Park & Rec | Guiding Permits (Fishing, Sailing instruction & other commercial use of facility) | \$258.00 | \$263.16 | 4 | \$263.00 | | \$263.00 | \$5.00 | | | |
| 761 | Park & Rec | OPEN SPACE | | | | | | | | | | |
| 762 | Park & Rec | Coal Creek Arena (Plus Damage Deposit) | | | | | | | | | | |
| 763 | Park & Rec | Arena Access | \$0.00 - \$6,228.00 | \$0.00 - \$6,352.56 | 1-4 | \$0.00 - \$6,353.00 | | \$0.00 - \$6,353.00 | \$0.00 - \$125.00 | | | |
| 764 | Park & Rec | Conservation and Nature Centers | | | | | | | | | | |
| 765 | Park & Rec | Plains Conservation Center Facility/Building Rentals (per day and an additional Administrative and/or Site Closure Fee may apply) | \$84.50 - \$5,923.00 | \$86.19 - \$6,041.46 | 3-4 | \$86.25 - \$6,041.00 | | \$86.25 - \$6,041.00 | \$1.75 - \$118.00 | | | |
| 766 | Park & Rec | Morrison Nature Center Facility Rental (per day and an additional Administrative and/or Site Closure Fee may apply) | \$84.50 - \$2,706.00 | \$86.19 - \$2,760.12 | 3-4 | \$86.25 - \$2,760.00 | | \$86.25 - \$2,760.00 | \$1.75 - \$54.00 | | | |
| 767 | Park & Rec | FORESTRY | | | | | | | | | | |
| 768 | Park & Rec | Planting Fee | | | | | | | | | | |
| 769 | 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 | \$7.29 | 2 | \$7.30 | | \$7.30 | \$0.15 | | | |
| 770 | 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 | \$3.62 | 2 | \$3.60 | | \$3.60 | \$0.05 | | | |
| 771 | Park & Rec | Tree Trimmers License Fee | \$39.75 | \$40.55 | 3 | \$40.50 | | \$40.50 | \$0.75 | | | |
| 772 | Park & Rec | Tree Trimmers License Fee: Late Fee | \$39.75 | \$40.55 | 3 | \$40.50 | | \$40.50 | \$0.75 | | | |

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| 773 | Park & Rec | Forestry Tree Sale | \$34.25 - \$170.00 | \$34.94 - \$173.40 | 3-4 | \$35.00 - \$173.00 | | \$35.00 - \$173.00 | \$0.75 - \$3.00 | | | |
| 774 | Park & Rec | Fees For Printed Planning, Design and Construction Documents | | | | | | | | | | |
| 775 | Park & Rec | POS Dedication and Development Criteria Manual - hard copy | \$60.50 | \$61.71 | 3 | \$61.75 | | \$61.75 | \$1.25 | | | |
| 776 | Park & Rec | POS Dedication and Development Criteria Manual - disk | \$17.75 | \$18.11 | 3 | \$18.00 | | \$18.00 | \$0.25 | | | |
| 777 | Park & Rec | MISCELLANEOUS - APPLICABLE TO ALL SITES/FACILITIES | | | | | | | | | | |
| 778 | Park & Rec | Commercial Photography/Filmmaking (per day and an additional Site Closure and/or Administrative Fee may apply) | up to \$30,347 | up to \$30,953.94 | | up to \$30,954 | | up to \$30,954 | | | | |
| 779 | Park & Rec | Facility/Site Staff (all staff including Maintenance, Rangers or Naturalists per hour) | \$10.25 - \$70.50 | \$10.46 - \$71.91 | 3-3 | \$10.50 - \$72.00 | | \$10.50 - \$72.00 | \$0.25 - \$1.50 | | | |
| 780 | Park & Rec | San-o-lets (per unit/per event) | \$42.75 - \$292.00 | \$43.60 - \$297.84 | 3-4 | \$43.50 - \$298.00 | | \$43.50 - \$298.00 | \$0.75 - \$6.00 | | | |
| 781 | Park & Rec | Dumpsters (per unit/per event) | \$48.75 - \$149.00 | \$49.73 - \$151.98 | 3-4 | \$49.75 - \$152.00 | | \$49.75 - \$152.00 | \$1.00 - \$3.00 | | | |
| 782 | Park & Rec | Vendor Fee (per event) | \$67.00 - \$1,108.00 | \$68.34 - \$1,130.16 | 3-4 | \$68.25 - \$1,130.00 | | \$68.25 - \$1,130.00 | \$1.25 - \$22.00 | | | |
| 783 | Park & Rec | Concession | \$0.28 - \$416.00 | \$0.29 - \$424.32 | 1-4 | \$0.29 - \$424.00 | | \$0.29 - \$424.00 | \$0.01 - \$8.00 | | | |
| 784 | Park & Rec | Site Closure (per day per event) | \$29.00 - \$32,464.00 | \$29.58 - \$33,113.28 | 3-4 | \$29.50 - \$33,113.00 | | \$29.50 - \$33,113.00 | \$0.50 - \$649.00 | | | |
| 785 | Park & Rec | Administrative Fee (non-city event site management) | \$54.00 - \$10,822.00 | \$55.08 - \$11,038.44 | 3-4 | \$55.00 - \$11,038.00 | | \$55.00 - \$11,038.00 | \$1.00 - \$216.00 | | | |
| 786 | Park & Rec | Event participant fee | \$0.70 - \$70.50 | \$0.71 - \$71.91 | 1-3 | \$0.71 - \$72.00 | | \$0.71 - \$72.00 | \$0.01 - \$1.50 | | | |
| 787 | Park & Rec | Over limit participant fee | \$0.70 - \$70.50 | \$0.71 - \$71.91 | 1-3 | \$0.71 - \$72.00 | | \$0.71 - \$72.00 | \$0.01 - \$1.50 | | | |
| 788 | Park & Rec | Boat Launch Fee | \$11.25 \$58.25 | \$11.47 \$59.41 | 3-3 | \$11.50 \$59.50 | | \$11.50 \$59.50 | \$0.25 \$1.25 | | Fee was originally for use of specialized equipment for launching sail boats. This service has not been utilized by the public and should be deleted. | |

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| 789 | Park & Rec | Interpretive Programs | \$5.30 - \$542.00 | \$5.41 - \$552.84 | 2-4 | \$5.40 - \$553.00 | | \$5.40 - \$553.00 | \$0.10 - \$11.00 | | | |
| 790 | Park & Rec | Miscellaneous Equipment Rental | \$3.25 - \$211.00 | \$3.31 - \$215.22 | 2-4 | \$3.30 - \$215.00 | | \$3.30 - \$215.00 | \$0.05 - \$4.00 | | | |
| 791 | Park & Rec | RECREATION | | | | | | | | | | |
| 792 | Park & Rec | SPORTS | | | | | | | | | | |
| 793 | Park & Rec | IYSO Player fee | \$30.50 | \$31.11 | 3 | \$31.00 | | \$31.00 | \$0.50 | | | |
| 794 | Park & Rec | IYSO Light Usage Fee (per hour, per field; 2 hour minimum) | \$61.75 | \$62.98 | 3 | \$63.00 | | \$63.00 | \$1.25 | | | |
| 795 | Park & Rec | Concession Sales - Sports | \$0.15 - \$36.50 | \$0.15 - \$37.23 | 1-3 | \$0.15 - \$37.25 | | \$0.15 - \$37.25 | \$0.00 - \$0.75 | | | |
| 796 | Park & Rec | SPORTS CAMPS | | | | | | | | | | |
| 797 | Park & Rec | Sports Camps | \$12.00 - \$265.00 | \$12.24 - \$270.30 | 3-4 | \$12.25 - \$270.00 | | \$12.25 - \$270.00 | \$0.25 - \$5.00 | | | |
| 798 | Park & Rec | YOUTH TEAM SPORTS | | | | | | | | | | |
| 799 | Park & Rec | Youth Lacrosse | \$86.75 - \$134.00 | \$88.48 - \$136.68 | 3-4 | \$88.50 - \$137.00 | | \$88.50 - \$137.00 | \$1.75 - \$3.00 | | | |
| 800 | Park & Rec | Soccer | \$27.50 - \$127.00 | \$28.05 - \$129.54 | 3-4 | \$28.00 - \$130.00 | | \$28.00 - \$130.00 | \$0.50 - \$3.00 | | | |
| 801 | Park & Rec | Youth Baseball 7 -14 yr. olds, Softball, T-ball | \$54.50 - \$171.00 | \$55.59 - \$174.42 | 3-4 | \$55.50 - \$174.00 | | \$55.50 - \$174.00 | \$1.00 - \$3.00 | | | |
| 802 | Park & Rec | Flag Football | \$27.50 - \$127.00 | \$28.05 - \$129.54 | 3-4 | \$28.00 - \$130.00 | | \$28.00 - \$130.00 | \$0.50 - \$3.00 | | | |
| 803 | Park & Rec | Track | \$81.25 - \$135.00 | \$82.88 - \$137.70 | 3-4 | \$83.00 - \$138.00 | | \$83.00 - \$138.00 | \$1.75 - \$3.00 | | | |
| 804 | Park & Rec | Volleyball | \$38.75 - \$127.00 | \$39.52 - \$129.54 | 3-4 | \$39.50 - \$130.00 | | \$39.50 - \$130.00 | \$0.75 - \$3.00 | | | |
| 805 | Park & Rec | Hot Shot / Lil Stars | \$29.00 - \$90.50 | \$29.58 - \$92.31 | 3-3 | \$29.50 - \$92.25 | | \$29.50 - \$92.25 | \$0.50 - \$1.75 | | | |
| 806 | Park & Rec | Tournament Parking (Aurora Sports Park) | \$0.00 - \$10.75 | \$0.00 - \$10.96 | 1-3 | \$0.00 - \$11.00 | | \$0.00 - \$11.00 | \$0.00 - \$0.25 | | | |
| 807 | Park & Rec | Youth Basketball | \$27.50 - \$137.00 | \$28.05 - \$139.74 | 3-4 | \$28.00 - \$140.00 | | \$28.00 - \$140.00 | \$0.50 - \$3.00 | | | |
| 808 | Park & Rec | Fees - Team Sports | | | | | | | | | | |
| 809 | Park & Rec | Individual | \$36.00 - \$130.00 | \$36.72 - \$132.60 | 3-4 | \$36.75 - \$133.00 | | \$36.75 - \$133.00 | \$0.75 - \$3.00 | | | |
| 810 | Park & Rec | ADULT SPORTS | | | | | | | | | | |
| 811 | Park & Rec | Softball - Spring / Fall & Summer | \$271.00 - \$823.00 | \$276.42 - \$839.46 | 4-4 | \$276.00 - \$839.00 | | \$276.00 - \$839.00 | \$5.00 - \$16.00 | | | |

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| 812 | Park & Rec | Volleyball - Spring, Fall & Winter | \$94.25 - \$334.00 | \$96.14 - \$340.68 | 3-4 | \$96.25 - \$341.00 | | \$96.25 - \$341.00 | \$2.00 - \$7.00 | | | |
| 813 | Park & Rec | Other Adult Sports | \$284.00 - \$655.00 | \$289.68 - \$668.10 | 4-4 | \$290.00 - \$668.00 | | \$290.00 - \$668.00 | \$6.00 - \$13.00 | | | |
| 814 | Park & Rec | TENNIS | | | | | | | | | | |
| 815 | Park & Rec | Lessons | | | | | | | | | | |
| 816 | Park & Rec | Group / Private | \$27.75 - \$91.75 | \$28.30 - \$93.58 | 3-3 | \$28.25 - \$93.50 | | \$28.25 - \$93.50 | \$0.50 - \$1.75 | | | |
| 817 | Park & Rec | Tennis Tournaments | | | | | | | | | | |
| 818 | Park & Rec | Junior / Adult | \$21.50 - \$45.50 | \$21.93 - \$46.41 | 3-3 | \$22.00 - \$46.50 | | \$22.00 - \$46.50 | \$0.50 - \$1.00 | | | |
| 819 | Park & Rec | Leagues | | | | | | | | | | |
| 820 | Park & Rec | Junior / Adult / Micro | \$19.50 - \$214.00 | \$19.89 - \$218.28 | 3-4 | \$20.00 - \$218.00 | | \$20.00 - \$218.00 | \$0.50 - \$4.00 | | | |
| 821 | Park & Rec | Tennis Courts per hour | \$3.35 - \$28.00 | \$3.42 - \$28.56 | 2-3 | \$3.40 - \$28.50 | | \$3.40 - \$28.50 | \$0.05 - \$0.50 | | | |
| 822 | Park & Rec | Pickleball | \$21.00 - \$63.50 | \$21.42 - \$64.77 | 3-3 | \$21.50 - \$64.75 | | \$21.50 - \$64.75 | \$0.50 - \$1.25 | | | |
| 823 | Park & Rec | Facility Usage Identification | | | | | | | | | | |
| 824 | Park & Rec | Per Individual | \$1.10 - \$62.25 | \$1.12 - \$63.49 | 2-3 | \$1.10 - \$63.50 | | \$1.10 - \$63.50 | \$0.00 - \$1.25 | | | |
| 825 | Park & Rec | Per Company | \$62.25 - \$249.00 | \$63.49 - \$253.98 | 3-4 | \$63.50 - \$254.00 | | \$63.50 - \$254.00 | \$1.25 - \$5.00 | | | |
| 826 | Park & Rec | GYMNASTICS | | | | | | | | | | |
| 827 | Park & Rec | Drop-In (all ages) | \$4.95 - \$6.75 | \$5.05 - \$6.88 | 2-2 | \$5.05 - \$6.90 | | \$5.05 - \$6.90 | \$0.10 - \$0.15 | | | |
| 828 | Park & Rec | Gymnastics Classes | \$47.75 - \$183.00 | \$48.70 - \$186.66 | 3-4 | \$48.75 - \$187.00 | | \$48.75 - \$187.00 | \$1.00 - \$4.00 | | | |
| 829 | Park & Rec | Field Rentals | | | | | | | | | | |
| 830 | Park & Rec | Softball / Baseball | \$190.00 - \$244.00 | \$193.80 - \$248.88 | 4-4 | \$194.00 - \$249.00 | | \$194.00 - \$249.00 | \$4.00 - \$5.00 | | | |
| 831 | Park & Rec | Soccer / Football | \$291.00 - \$428.00 | \$296.82 - \$436.56 | 4-4 | \$297.00 - \$437.00 | | \$297.00 - \$437.00 | \$6.00 - \$9.00 | | | |
| 832 | Park & Rec | Outdoor Field Lights | \$32.50 - \$64.00 | \$33.15 - \$65.28 | 3-3 | \$33.25 - \$65.25 | | \$33.25 - \$65.25 | \$0.75 - \$1.25 | | | |
| 833 | Park & Rec | Non-City Adult League (2 hr. period) | \$36.00 - \$847.00 | \$36.72 - \$863.94 | 3-4 | \$36.75 - \$864.00 | | \$36.75 - \$864.00 | \$0.75 - \$17.00 | | | |
| 834 | Park & Rec | Ball field Setup per hour per employee | \$29.25 - \$41.75 | \$29.84 - \$42.59 | 3-3 | \$29.75 - \$42.50 | | \$29.75 - \$42.50 | \$0.50 - \$0.75 | | | |

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| 835 | Park & Rec | Other Rental (per hour) | | | | | | | | | | |
| 836 | Park & Rec | Hockey Rink & Hoops Park (per hour) | \$58.25 - \$183.00 | \$59.41 - \$186.66 | 3-4 | \$59.50 - \$187.00 | | \$59.50 - \$187.00 | \$1.25 - \$4.00 | | | |
| 837 | Park & Rec | Skate Park (per hour) | \$56.75 | \$57.88 | 3 | \$58.00 | | \$58.00 | \$1.25 | | | |
| 838 | Park & Rec | BMX (per hour) | \$56.75 | \$57.88 | 3 | \$58.00 | | \$58.00 | \$1.25 | | | |
| 839 | Park & Rec | Aurora Sports Park Synthetics | \$58.25 - \$212.00 | \$59.41 - \$216.24 | 3-4 | \$59.50 - \$216.00 | | \$59.50 - \$216.00 | \$1.25 - \$4.00 | | | |
| 840 | Park & Rec | RECREATION CENTERS | | | | | | | | | | |
| 841 | Park & Rec | drop -in Recreation Center Passes - Beck, Expo, Fitness, ACAA, Village Green, Meadowood & Moorhead | \$0.00 - \$8.70 | \$0.00 - \$8.87 | 1-2 | \$0.00 - \$8.85 | | \$0.00 - \$8.85 | \$0.00 - \$0.15 | | | |
| 842 | Park & Rec | Beck Center add-on Golf Membership (Springhill) | \$52.00 - \$540.00 | \$53.04 - \$550.80 | 3-4 | \$53.00 - \$551.00 | | \$53.00 - \$551.00 | \$1.00 - \$11.00 | | | |
| 843 | Park & Rec | Payment Cards | | | | | | | | | | |
| 844 | Park & Rec | Punch Card/Passes/Class Punch Cards/Gift Cards - range includes children, teens and adults | \$4.45 - \$1,221.00 | \$4.54 - \$1,245.42 | 2-4 | \$4.55 - \$1,245.00 | | \$4.55 - \$1,245.00 | \$0.10 - \$24.00 | | | |
| 845 | Park & Rec | Center Rentals - All Centers | | | | | | | | | | |
| 846 | Park & Rec | Individual Room rental, entire facility, supervision, custodial set up/hour; equipment/item; deposit | \$0.00 - \$2,647.00 | \$0.00 - \$2,699.94 | 1-4 | \$0.00 - \$2,700.00 | | \$0.00 - \$2,700.00 | \$0.00 - \$53.00 | | | |
| 847 | Park & Rec | Birthday Parties (includes Aquatics and Gymnastics) | \$11.50 - \$5,674.00 | \$11.73 - \$5,787.48 | 3-4 | \$11.75 - \$5,787.00 | | \$11.75 - \$5,787.00 | \$0.25 - \$113.00 | | | |
| 848 | Park & Rec | Fitness & Wellness - All Centers | | | | | | | | | | |
| 849 | Park & Rec | Class fees per hour | \$0.00 - \$297.00 | \$0.00 - \$302.94 | 1-4 | \$0.00 - \$303.00 | | \$0.00 - \$303.00 | \$0.00 - \$6.00 | | | |
| 850 | Park & Rec | Massage Therapy - All Centers | | | | | | | | | | |
| 851 | Park & Rec | Various types of massage; 1/2 hr. - 1 1/2 hr. sessions | \$15.75 - \$88.50 | \$16.07 - \$90.27 | 3-3 | \$16.00 - \$90.25 | | \$16.00 - \$90.25 | \$0.25 - \$1.75 | | | |
| 852 | Park & Rec | General Recreation | | | | | | | | | | |
| 853 | Park & Rec | Cooking, computer classes & dog obedience/training | \$5.70 - \$2,317.00 | \$5.81 - \$2,363.34 | 2-4 | \$5.80 - \$2,363.00 | | \$5.80 - \$2,363.00 | \$0.10 - \$46.00 | | | |
| 854 | Park & Rec | Youth fee-based Camp | | | | | | | | | | |
| 855 | Park & Rec | Day Camps & Youth Day Trips | \$15.00 - \$325.00 | \$15.30 - \$331.50 | 3-4 | \$15.25 - \$331.00 | | \$15.25 - \$331.00 | \$0.25 - \$6.00 | | | |

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| 856 | Park & Rec | AQUATICS | | | | | | | | | | |
| 857 | Park & Rec | Pool Admissions (unless otherwise noted) | | | | | | | | | | |
| 858 | Park & Rec | Recreation Swimming - all ages | \$0.00 - \$8.10 | \$0.00 - \$8.26 | 1-2 | \$0.00 - \$8.25 | | \$0.00 - \$8.25 | \$0.00 - \$0.15 | | | |
| 859 | Park & Rec | Swim Lessons and Classes | | | | | | | | | | |
| 860 | Park & Rec | Swimming Lessons - range includes child, teen, adults, senior | \$10.50 - \$120.00 | \$10.71 - \$122.40 | 3-4 | \$10.75 - \$122.00 | | \$10.75 - \$122.00 | \$0.25 - \$2.00 | | | |
| 861 | Park & Rec | Aqua Fitness classes Drop in | Free - \$7.40 | Free - \$7.55 | | Free - \$7.55 | | Free - \$7.55 | | | | |
| 862 | Park & Rec | Other Fees - Aquatics | | | | | | | | | | |
| 863 | Park & Rec | Pool Rental per hour | \$2.35 - \$654.00 | \$2.40 - \$667.08 | 2-4 | \$2.40 - \$667.00 | | \$2.40 - \$667.00 | \$0.05 - \$13.00 | | | |
| 864 | Park & Rec | Swim Team per session cost per person | \$19.25 - \$132.00 | \$19.64 - \$134.64 | 3-4 | \$19.75 - \$135.00 | | \$19.75 - \$135.00 | \$0.50 - \$3.00 | | | |
| 865 | Park & Rec | Concession Sales - Aquatics | \$0.15 - \$32.25 | \$0.15 - \$32.90 | 1-3 | \$0.15 - \$33.00 | | \$0.15 - \$33.00 | \$0.00 - \$0.75 | | | |
| 866 | Park & Rec | Water Safety Instruction - Lifeguard Classes | \$0.00 - \$278.00 | \$0.00 - \$283.56 | 1-4 | \$0.00 - \$284.00 | | \$0.00 - \$284.00 | \$0.00 - \$6.00 | | | |
| 867 | Park & Rec | Pool Punch Cards | \$21.00 - \$64.50 | \$21.42 - \$65.79 | 3-3 | \$21.50 - \$65.75 | | \$21.50 - \$65.75 | \$0.50 - \$1.25 | | | |
| 868 | Park & Rec | OTHER RECREATION FEES | | | | | | | | | | |
| 869 | Park & Rec | Preschool Classes & Activities | | | | | | | | | | |
| 870 | Park & Rec | Class fees per month | \$33.25 - \$533.00 | \$33.91 - \$543.66 | 3-4 | \$34.00 - \$544.00 | | \$34.00 - \$544.00 | \$0.75 - \$11.00 | | | |
| 871 | Park & Rec | Adults 50+ (Seniors) | | | | | | | | | | |
| 872 | Park & Rec | Bridge, art, language, hobby classes | \$3.20 - \$97.50 | \$3.26 - \$99.45 | 2-3 | \$3.25 - \$99.50 | | \$3.25 - \$99.50 | \$0.05 - \$2.00 | | | |
| 873 | Park & Rec | Computer Classes | \$3.20 - \$67.00 | \$3.26 - \$68.34 | 2-3 | \$3.25 - \$68.25 | | \$3.25 - \$68.25 | \$0.05 - \$1.25 | | | |
| 874 | Park & Rec | Hiking | \$24.50 - \$37.00 | \$24.99 - \$37.74 | 3-3 | \$25.00 - \$37.75 | | \$25.00 - \$37.75 | \$0.50 - \$0.75 | | | |
| 875 | Park & Rec | Excursions | Cost + 15 to 45% | Cost + 15 to 45% | | | | Cost + 15 to 45% | | | | |
| 876 | Park & Rec | Yoga, Pilates & Specialty Exercise Classes | \$16.50 - \$67.25 | \$16.83 - \$68.59 | 3-3 | \$16.75 - \$68.50 | | \$16.75 - \$68.50 | \$0.25 - \$1.25 | | | |
| 877 | Park & Rec | Therapeutic Recreation | | | | | | | | | | |
| 878 | Park & Rec | Program fees | \$11.00 - \$225.00 | \$11.22 - \$229.50 | 3-4 | \$11.25 - \$229.00 | | \$11.25 - \$229.00 | \$0.25 - \$4.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------------|---|------------------------|------------------------|-----|------------------------|-------------------|------------------------|---------------------|--------------|---|----------|
| 879 | Park & Rec | Community Dance Attendance Fee (without transportation) | \$5.30 - \$12.00 | \$5.41 - \$12.24 | 2-3 | \$5.40 - \$12.25 | | \$5.40 - \$12.25 | \$0.10 - \$0.25 | | | |
| 880 | Park & Rec | Morning Star | | | | | | | | | | |
| 881 | Park & Rec | Private Full Day | \$62.25 - \$87.50 | \$63.49 - \$89.25 | 3-3 | \$63.50 - \$89.25 | | \$63.50 - \$89.25 | \$1.25 - \$1.75 | | | |
| 882 | Park & Rec | Private Half Day | \$37.00 - \$62.25 | \$37.74 - \$63.49 | 3-3 | \$37.75 - \$63.50 | | \$37.75 - \$63.50 | \$0.75 - \$1.25 | | | |
| 883 | Park & Rec | Miscellaneous Fees | | | | | | | | | | |
| 884 | Park & Rec | Late Cancellation Fee, Refund Fee, NSF Fee | \$5.30 - \$22.75 | \$5.41 - \$23.20 | 2-3 | \$5.40 - \$23.25 | | \$5.40 - \$23.25 | \$0.10 - \$0.50 | | | |
| 885 | Park & Rec | Late payment- Individual | \$11.00 | \$11.22 | 3 | \$11.25 | | \$11.25 | \$0.25 | | | |
| 886 | Park & Rec | Late Payment- Teams | \$54.00 | \$55.08 | 3 | \$55.00 | | \$55.00 | \$1.00 | | | |
| 887 | Park & Rec | Advertising and Sponsorships | \$43.00 - \$366,305.00 | \$43.86 - \$373,631.10 | 3-4 | \$43.75 - \$373,631.00 | | \$43.75 - \$373,631.00 | \$0.75 - \$7,326.00 | | | |
| 888 | Park & Rec | Concession Sales - Centers | \$0.15 - \$35.75 | \$0.15 - \$36.47 | 1-3 | \$0.15 - \$36.50 | | \$0.15 - \$36.50 | \$0.00 - \$0.75 | | | |
| 889 | Park & Rec | Park Development Fees | | | | | | | | | | |
| 890 | Park & Rec | Park and Median Development Review (per sheet) | \$266.00 | \$271.32 | 4 | \$271.00 | | \$271.00 | \$5.00 | | | |
| 891 | Park & Rec | Neighborhood Park | | | | | | | | | | |
| 892 | Park & Rec | Single Family Dwelling Unit | \$1,415.35 | \$1,443.66 | 4 | \$1,444.00 | (\$13.08) | \$1,430.92 | \$15.57 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------------|------------------------------------|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|---|----------|
| 893 | Park & Rec | Multi-Family Dwelling Unit | \$1,335.24 | \$1,361.94 | 4 | \$1,362.00 | (\$12.07) | \$1,349.93 | \$14.69 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |
| 894 | Park & Rec | Active Adult Dwelling Unit | \$843.87 | \$860.75 | 4 | \$861.00 | (\$7.85) | \$853.15 | \$9.28 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |
| 895 | Park & Rec | Transit Station Area Dwelling Unit | \$1,078.87 | \$1,100.45 | 4 | \$1,100.00 | (\$9.26) | \$1,090.74 | \$11.87 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |
| 896 | Park & Rec | Community Park | | | | | | | | | | |

Attachment 1

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------|-------------|-----------------------------|-----------------|----------------------|------------|-------------------------|--------------------------|---------------------------|-------------------|---------------------|---|-----------------|
| 897 | Park & Rec | Single Family Dwelling Unit | \$521.56 | \$531.99 | 4 | \$532.00 | (\$4.70) | \$527.30 | \$5.74 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |
| 898 | Park & Rec | Multi-Family Dwelling Unit | \$492.04 | \$501.88 | 4 | \$502.00 | (\$4.55) | \$497.45 | \$5.41 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |
| 899 | Park & Rec | Active Adult Dwelling Unit | \$310.97 | \$317.19 | 4 | \$317.00 | (\$2.61) | \$314.39 | \$3.42 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|--|-----------------------|---|-------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|---|----------|
| 900 | Park & Rec | Transit Station Area Dwelling Unit | \$397.57 | \$405.52 | 4 | \$406.00 | (\$4.06) | \$401.94 | \$4.37 | True | Fee amount was revised to conform to PROS' standard methodology for calculating Park Development Fees, which relies on a different indexing formula and collects to the penny rather than rounding to the nearest dollar. | |
| 901 | Park & Rec | Cash-in-lieu of Land Dedication Per-acre Value for Infill and Transit Station Area Development | | | | | | | | | | |
| 902 | Park & Rec | Average Land Value (per acre) | \$60,200.00 | \$61,404.00 | 4 | \$61,404.00 | (\$1,204.00) | \$60,200.00 | \$0.00 | True | No acquisitions completed in the past year to result in an adjusted per-acre value. | |
| 903 | Park & Rec | "Capital Impact Fees" | | | | | | | | | | |
| 904 | Park & Rec | Large Urban, Special Use and Regional Parks Capital Impact Fee | | | | | | | | | | |
| 905 | Park & Rec | Per Single Family Detached Unit | \$957.67 | \$1,295.52 | 4 | \$1,296.00 | | \$1,296.00 | \$338.33 | | Final year of 3-year phase in | |
| 906 | Park & Rec | Per Single Family Attached Unit | \$712.63 | \$948.36 | 4 | \$948.00 | | \$948.00 | \$235.37 | | Final year of 3-year phase in | |
| 907 | Park & Rec | Per Multi-Family Dwelling Unit | \$689.83 | \$935.65 | 4 | \$936.00 | | \$936.00 | \$246.17 | | Final year of 3-year phase in | |
| 908 | Park & Rec | Recreation Capital Impact Fee | | | | | | | | | | |
| 909 | Park & Rec | Per Single Family Detached Unit | \$786.43 | \$1,200.88 | 4 | \$1,201.00 | | \$1,201.00 | \$414.57 | | Final year of 3-year phase in | |
| 910 | Park & Rec | Per Single Family Attached Unit | \$575.69 | \$879.07 | 4 | \$879.00 | | \$879.00 | \$303.31 | | Final year of 3-year phase in | |
| 911 | Park & Rec | Per Multi-Family Dwelling Unit | \$567.98 | \$867.00 | 4 | \$867.00 | | \$867.00 | \$299.02 | | Final year of 3-year phase in | |
| Planning & Development Services | | | | | | | | | | | | |
| 912 | Planning | Services | | | | | | | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------|---|-------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 913 | Planning | Photocopy (24"x36") per sheet | \$10.50 | \$10.71 | 3 | \$10.75 | | \$10.75 | \$0.25 | | | |
| 914 | Planning | Photocopy on Mylar (24" x 36") per sheet | \$108.00 | \$110.16 | 4 | \$110.00 | | \$110.00 | \$2.00 | | | |
| 915 | Planning | Custom Database report | \$1,072.00 | \$1,093.44 | 4 | \$1,093.00 | | \$1,093.00 | \$21.00 | | | |
| 916 | Planning | Major update of existing database report | \$267.00 | \$272.34 | 4 | \$272.00 | | \$272.00 | \$5.00 | | | |
| 917 | Planning | Zoning Letter Verification Fee | \$97.75 | \$99.70 | 3 | \$99.75 | | \$99.75 | \$2.00 | | | |
| 918 | Planning | Address, assign single, new, for any type of structure | \$35.00 | \$35.70 | 3 | \$35.75 | | \$35.75 | \$0.75 | | | |
| 919 | Planning | Second address, and each address thereafter consecutively assigned in the project area for any type of structure. | \$13.25 | \$13.52 | 3 | \$13.50 | | \$13.50 | \$0.25 | | | |
| 920 | Planning | Address Change to existing, established address | \$560.00 | \$571.20 | 4 | \$571.00 | | \$571.00 | \$11.00 | | | |
| 921 | Planning | Custom Street Names | \$2,795.00 | \$2,850.90 | 4 | \$2,851.00 | | \$2,851.00 | \$56.00 | | | |
| 922 | Planning | GIS/research project - to be approved by director (per hour) | \$446.00 | \$454.92 | 4 | \$455.00 | | \$455.00 | \$9.00 | | | |
| 923 | Planning | Documents | | | | | | | | | | |
| 924 | Planning | Map, any GIS map produced on plotter | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |
| 925 | Planning | Initial Set-Up and Referral Charge | \$5,228.00 | \$5,332.56 | 4 | \$5,333.00 | | \$5,333.00 | \$105.00 | | | |
| 926 | Planning | Initial Set-Up & Referral Charge for Simple Cases | \$590.00 | \$601.80 | 4 | \$602.00 | | \$602.00 | \$12.00 | | | |
| 927 | Planning | GDP Initial Zoning Rezoning | | | | | | | | | | |
| 928 | Planning | Up to 5 acres | \$6,535.00 | \$6,665.70 | 4 | \$6,666.00 | | \$6,666.00 | \$131.00 | | | |
| 929 | Planning | More than 5 and up to 10 acres..... | \$6,535.00 | \$6,665.70 | 4 | \$6,666.00 | | \$6,666.00 | \$131.00 | | | |
| 930 | Planning | Plus fee per acre over 5 acres | \$142.00 | \$144.84 | 4 | \$145.00 | | \$145.00 | \$3.00 | | | |
| 931 | Planning | More than 10 and up to 640 acres..... | \$7,246.00 | \$7,390.92 | 4 | \$7,391.00 | | \$7,391.00 | \$145.00 | | | |
| 932 | Planning | Plus fee per acre over 10 acres | \$57.75 | \$58.91 | 3 | \$59.00 | | \$59.00 | \$1.25 | | | |
| 933 | Planning | More than 640 acres..... | \$43,483.00 | \$44,352.66 | 4 | \$44,353.00 | | \$44,353.00 | \$870.00 | | | |
| 934 | Planning | Plus fee per acre over 640 acres | \$28.50 | \$29.07 | 3 | \$29.00 | | \$29.00 | \$0.50 | | | |
| 935 | Planning | Area C Master Plan | | | | | | | | | | |
| 936 | Planning | Up to 5 acres | \$9,147.00 | \$9,329.94 | 4 | \$9,330.00 | | \$9,330.00 | \$183.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------|---|-------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 937 | Planning | More than 5 and less than 10 acres..... | \$9,147.00 | \$9,329.94 | 4 | \$9,330.00 | | \$9,330.00 | \$183.00 | | | |
| 938 | Planning | Plus fee per acre over 5 acres | \$230.00 | \$234.60 | 4 | \$235.00 | | \$235.00 | \$5.00 | | | |
| 939 | Planning | More than 10 and up to 640 acres..... | \$10,294.00 | \$10,499.88 | 4 | \$10,500.00 | | \$10,500.00 | \$206.00 | | | |
| 940 | Planning | Plus fee per acre over 10 acres | \$132.00 | \$134.64 | 4 | \$135.00 | | \$135.00 | \$3.00 | | | |
| 941 | Planning | More than 640 acres..... | \$92,644.00 | \$94,496.88 | 4 | \$94,497.00 | | \$94,497.00 | \$1,853.00 | | | |
| 942 | Planning | Plus fee per acre over 640 acres | \$65.25 | \$66.56 | 3 | \$66.50 | | \$66.50 | \$1.25 | | | |
| 943 | Planning | Area A & B Infill Master Plan | | | | | | | | | | |
| 944 | Planning | Up to 5 acres | \$3,269.00 | \$3,334.38 | 4 | \$3,334.00 | | \$3,334.00 | \$65.00 | | | |
| 945 | Planning | More than 5 and less than 10 acres..... | \$3,269.00 | \$3,334.38 | 4 | \$3,334.00 | | \$3,334.00 | \$65.00 | | | |
| 946 | Planning | Plus fee per acre over 5 acres | \$230.00 | \$234.60 | 4 | \$235.00 | | \$235.00 | \$5.00 | | | |
| 947 | Planning | 10 acres or more..... | \$4,413.00 | \$4,501.26 | 4 | \$4,501.00 | | \$4,501.00 | \$88.00 | | | |
| 948 | Planning | Plus fee per acre over 10 acres | \$132.00 | \$134.64 | 4 | \$135.00 | | \$135.00 | \$3.00 | | | |
| 949 | Planning | Amendments to GDP, FDP or a Master Plan | \$3,922.00 | \$4,000.44 | 4 | \$4,000.00 | | \$4,000.00 | \$78.00 | | | |
| 950 | Planning | Site Plan/CSP | | | | | | | | | | |
| 951 | Planning | Up to 5 acres | \$1,960.00 | \$1,999.20 | 4 | \$1,999.00 | | \$1,999.00 | \$39.00 | | | |
| 952 | Planning | More than 5 and less than 10 acres..... | \$1,960.00 | \$1,999.20 | 4 | \$1,999.00 | | \$1,999.00 | \$39.00 | | | |
| 953 | Planning | Plus fee per acre over 5 acres | \$230.00 | \$234.60 | 4 | \$235.00 | | \$235.00 | \$5.00 | | | |
| 954 | Planning | More than 10 acres and less than 640 acres... | \$3,105.00 | \$3,167.10 | 4 | \$3,167.00 | | \$3,167.00 | \$62.00 | | | |
| 955 | Planning | Plus fee per acre over 10 acres | \$132.00 | \$134.64 | 4 | \$135.00 | | \$135.00 | \$3.00 | | | |
| 956 | Planning | More than 640 acres | \$82,557.00 | \$84,208.14 | 4 | \$84,208.00 | | \$84,208.00 | \$1,651.00 | | | |
| 957 | Planning | Plus fee per acre over 640 acres | \$65.25 | \$66.56 | 3 | \$66.50 | | \$66.50 | \$1.25 | | | |
| 958 | Planning | Subdivision Plat or Replat | | | | | | | | | | |
| 959 | Planning | Minor Adjustment to Plat | \$482.00 | \$491.64 | 4 | \$492.00 | | \$492.00 | \$10.00 | | | |
| 960 | Planning | Subdivision Plat or Replat..... | \$3,269.00 | \$3,334.38 | 4 | \$3,334.00 | | \$3,334.00 | \$65.00 | | | |
| 961 | Planning | Plus fee per plat sheet | \$196.00 | \$199.92 | 4 | \$200.00 | | \$200.00 | \$4.00 | | | |
| 962 | Planning | Subdivision Plat Amendment..... | \$980.00 | \$999.60 | 4 | \$1,000.00 | | \$1,000.00 | \$20.00 | | | |
| 963 | Planning | Plus fee per plat sheet | \$196.00 | \$199.92 | 4 | \$200.00 | | \$200.00 | \$4.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------|--|---------------------------------|---------------------------------|-----|-----------------------|-------------------|---------------------------------|--------------------|--------------|--|----------|
| 964 | Planning | Public Hearing | \$3,269.00 | \$3,334.38 | 4 | \$3,334.00 | | \$3,334.00 | \$65.00 | | | |
| 965 | Planning | Public Hearing for Simple Cases | \$590.00 | \$601.80 | 4 | \$602.00 | | \$602.00 | \$12.00 | | | |
| 966 | Planning | Final Mylar Processing and Recording per sheet (including plat sheets) | \$261.00 | \$266.22 | 4 | \$266.00 | | \$266.00 | \$5.00 | | | |
| 967 | Planning | Street or Plat Vacation | \$5,450.00 | \$5,559.00 | 4 | \$5,559.00 | | \$5,559.00 | \$109.00 | | | |
| 968 | Planning | Other Application Types | | | | | | | | | | |
| 969 | Planning | Application Re-Activation Fee | 25% of original application fee | 25% of original application fee | | | | 25% of original application fee | | | | |
| 970 | Planning | Conditional use - Tenant Fee | \$362.00 | \$369.24 | 4 | \$369.00 | | \$369.00 | \$7.00 | | | |
| 971 | Planning | Conditional use - User Approval | \$806.00 | \$822.12 | 4 | \$822.00 | | \$822.00 | \$16.00 | | | |
| 972 | Planning | Signs - Creative Sign Permit Application | \$362.00 | \$369.24 | 4 | \$369.00 | | \$369.00 | \$7.00 | | | |
| 973 | Planning | Sign Variance | \$403.00 | \$411.06 | 4 | \$411.00 | | \$411.00 | \$8.00 | | | |
| 974 | Planning | Board of Adjustment & Appeals Application | | | | | | | | | | |
| 975 | Planning | Regular session | \$636.00 | \$648.72 | 4 | \$649.00 | | \$649.00 | \$13.00 | | | |
| 976 | Planning | Special session | \$1,273.00 | \$1,298.46 | 4 | \$1,298.00 | | \$1,298.00 | \$25.00 | | | |
| 977 | Planning | Deferral of Public Improvements (DPI) (per application) | \$5,450.00 | \$5,559.00 | 4 | \$5,559.00 | | \$5,559.00 | \$109.00 | | | |
| 978 | Planning | Minor Administrative Amendment/Redevelop Plan | | | | | | | | | | |
| 979 | Planning | Minor Amendment, less than 3 sheets | \$654.00 | \$667.08 | 4 | \$667.00 | | \$667.00 | \$13.00 | | | |
| 980 | Planning | Filed prior to construction, 3 - 5 sheets per application | \$986.00 | \$1,005.72 | 4 | \$1,006.00 | | \$1,006.00 | \$20.00 | | | |
| 981 | Planning | Filed after construction, 3 - 5 sheets per application | \$1,699.00 | \$1,732.98 | 4 | \$1,733.00 | | \$1,733.00 | \$34.00 | | | |
| 982 | Planning | Minor Mylar Change, up to 5 sheets per application | \$211.00 | \$215.22 | 4 | \$215.00 | | \$215.00 | \$4.00 | | | |
| 983 | Planning | Color Palette | \$24.00 | \$24.48 | 3 | \$24.50 | | \$24.50 | \$0.50 | | | |
| 984 | Planning | Oil and Gas Well Drilling or Production Permit | | | | | | | | | | |
| 985 | Planning | 1 through 3 well(s) on one pad site | \$1,920.00 | \$1,958.40 | 4 | \$1,958.00 | | \$1,958.00 | \$38.00 | | Moved to General Management - Oil and Gas Division | |
| 986 | Planning | 4 or more wells on one pad site | \$3,041.00 | \$3,101.82 | 4 | \$3,102.00 | | \$3,102.00 | \$61.00 | | Moved to General Management - Oil and Gas Division | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------|-----------------|--|----------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|---|----------|
| 987 | Planning | 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.) | | | | | | | | | | |
| 988 | Planning | Referrals | | | | | | | | | | |
| 989 | Planning | Art | \$196.00 | \$199.92 | 4 | \$200.00 | | \$200.00 | \$4.00 | | | |
| 990 | Planning | Civil Engineering | \$196.00 | \$199.92 | 4 | \$200.00 | | \$200.00 | \$4.00 | | | |
| 991 | Planning | Parks & Open Space Referral | \$196.00 | \$199.92 | 4 | \$200.00 | | \$200.00 | \$4.00 | | | |
| 992 | Planning | Real Property | \$196.00 | \$199.92 | 4 | \$200.00 | | \$200.00 | \$4.00 | | | |
| 993 | Planning | BUSINESS DEVELOPMENT CENTER | | | | | | | | | | |
| 994 | Planning | AURORA SBDC | | | | | | | | | | |
| 995 | Planning | Single 2-hour session (Various Topics) | \$40.50 | \$41.31 | 3 | \$41.25 | | \$41.25 | \$0.75 | | This fee will no longer be used due to impact from COVID-19 and the Center adjusting their fees. | |
| 996 | Planning | Single 1-1.5 Hour Session (single topic) | | | | | | \$0.00 - \$25.00 | | | This is a new fee offered by the Small Business Development Center due to COVID-19 impacts | |
| 997 | Planning | Single 3-hour session (indiv track -Leading Edge) | \$60.75 | \$61.97 | 3 | \$62.00 | (\$2.00) | \$60.00 | (\$0.75) | | | |
| 998 | Planning | 4 sessions - 2.50 hours (Leading Edge) | \$183.00 | \$186.66 | 4 | \$187.00 | \$13.00 | \$200.00 | \$17.00 | | This fee was adjusted due to COVID-19 impacts | |
| 999 | Planning | 8-hour day Session (Leading Edge) | \$304.00 | \$310.08 | 4 | \$310.00 | | \$310.00 | \$6.00 | | This fee will no longer be used due to the impact of COVID-19 and the Center adjusting their fees | |
| 1000 | Planning | Twelve 3-hour sessions (Leading Edge) full fee | \$761.00 | \$776.22 | 4 | \$776.00 | | \$776.00 | \$15.00 | | This fee will no longer be used due to the impact of COVID-19 and the Center adjusting their fees | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
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| 1001 | Planning | Additional registration from same company (Leading Edge) | \$558.00 | \$569.16 | 4 | \$569.00 | | \$569.00 | \$11.00 | | This fee will no longer be used due to the impact of COVID-19 and the Center adjusting their fees | |
| 1002 | Planning | 3 sessions - 2.50 hours (Leading Edge-Business Model Campus) | \$120.00 | \$122.40 | 4 | \$122.00 | \$28.00 | \$150.00 | \$30.00 | | This fee was adjusted due to COVID-19 impacts | |
| 1003 | Planning | Single 3-hour sessions (indiv track - 201 Level) | \$45.00 | \$45.90 | 3 | \$46.00 | (\$1.00) | \$45.00 | \$0.00 | | | |
| 1004 | Planning | 2-3 sessions, 2.50 hours (201 Level) | | | | | | \$99.00 | | | This is a new fee offered by the Small Business Development Center due to COVID-19 impacts | |
| 1005 | Planning | AURORA SOUTH METRO DENVER SBDC | | | | | | | | | | |
| Police | | | | | | | | | | | | |
| 1006 | Police | Audio Tape Copying (per tape) | \$43.50 | \$44.37 | 3 | \$44.25 | | \$44.25 | \$0.75 | | | |
| 1007 | Police | Crime Lab Photos | | | | | | | | | | |
| 1008 | Police | 8x10 Color | \$9.00 | \$9.18 | 2 | \$9.20 | | \$9.20 | \$0.20 | | | |
| 1009 | Police | 3x5 Color | \$2.90 | \$2.96 | 2 | \$2.95 | | \$2.95 | \$0.05 | | | |
| 1010 | Police | 8x10 B&W | \$2.90 | \$2.96 | 2 | \$2.95 | | \$2.95 | \$0.05 | | | |
| 1011 | Police | 8x10 Proof Sheet | \$9.00 | \$9.18 | 2 | \$9.20 | | \$9.20 | \$0.20 | | | |
| 1012 | Police | Crime Lab Video Tape Copies | | | | | | | | | | |
| 1013 | Police | Blank Tape Provided | \$36.25 | \$36.98 | 3 | \$37.00 | | \$37.00 | \$0.75 | | | |
| 1014 | Police | Department Provides Tape | \$50.75 | \$51.77 | 3 | \$51.75 | | \$51.75 | \$1.00 | | | |
| 1015 | Police | Crime Lab Digital Photos (per picture) | \$1.70 | \$1.73 | 2 | \$1.75 | | \$1.75 | \$0.05 | | | |
| 1016 | Police | Police Offense Reports (electronic) | | | | | | | | | | |
| 1017 | Police | Maintain, Search, Retrieve and Print First 10 pages | \$7.55 | \$7.70 | 2 | \$7.70 | | \$7.70 | \$0.15 | | | |
| 1018 | Police | Each page thereafter | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | Statutory restriction | |
| 1019 | Police | Redaction/every 50 pages | \$7.55 | \$7.70 | 2 | \$7.70 | | \$7.70 | \$0.15 | | | |
| 1020 | Police | Police Offense Report (Microfilm) | | | | | | | | | | |
| 1021 | Police | Maintain, Search, Retrieve and Print First 10 pages | \$7.55 | \$7.70 | 2 | \$7.70 | | \$7.70 | \$0.15 | | | |
| 1022 | Police | Each page thereafter | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | Statutory restriction | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
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| 1023 | Police | Redaction/every 50 pages | \$7.55 | \$7.70 | 2 | \$7.70 | | \$7.70 | \$0.15 | | | |
| 1024 | Police | Final Disposition (electronic) | | | | | | | | | | |
| 1025 | Police | Maintain, Search, Retrieve and Print First 10 pages | \$7.55 | \$7.70 | 2 | \$7.70 | | \$7.70 | \$0.15 | | | |
| 1026 | Police | Each page thereafter | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | Statutory restriction | |
| 1027 | Police | Final Disposition (Microfilm) | | | | | | | | | | |
| 1028 | Police | Maintain, Search, Retrieve and Print First 10 pages | \$7.55 | \$7.70 | 2 | \$7.70 | | \$7.70 | \$0.15 | | | |
| 1029 | Police | Each page thereafter | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | Statutory restriction | |
| 1030 | Police | Records Check Fee (Per Report) | | | | | | | | | | |
| 1031 | Police | Manually compiled original report | \$12.25 | \$12.49 | 3 | \$12.50 | | \$12.50 | \$0.25 | | | |
| 1032 | Police | Notarized | \$5.00 | \$5.10 | 2 | \$5.10 | (\$0.10) | \$5.00 | \$0.00 | True | Statutory restriction | |
| 1033 | Police | Mug Shots - maintain, search and retrieve | \$2.15 | \$2.19 | 2 | \$2.20 | | \$2.20 | \$0.05 | | | |
| 1034 | Police | B&W Printout | \$0.25 | \$0.26 | 1 | \$0.26 | | \$0.26 | \$0.01 | | | |
| 1035 | Police | Sex Offender List | \$6.25 | \$6.38 | 2 | \$6.40 | | \$6.40 | \$0.15 | | | |
| 1036 | Police | Report Certification | \$12.25 | \$12.49 | 3 | \$12.50 | | \$12.50 | \$0.25 | | | |
| 1037 | Police | Records CAD Address Search (per address) | | | | | | | | | | |
| 1038 | Police | Maintain, Search, Retrieve and Print First 10 pages | \$6.40 | \$6.53 | 2 | \$6.55 | | \$6.55 | \$0.15 | | | |
| 1039 | Police | Each page thereafter | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | Statutory restriction | |
| 1040 | Police | Voluntary Weapons Storage After an Aurora Municipal Court Order | | | | | | | | | | |
| 1041 | Police | Hand Guns (fee per weapon plus per day storage fee below) | \$93.00 | \$94.86 | 3 | \$94.75 | | \$94.75 | \$1.75 | | | |
| 1042 | Police | Rifles (fee per weapon plus per day storage fee below) | \$102.00 | \$104.04 | 4 | \$104.00 | | \$104.00 | \$2.00 | | | |
| 1043 | Police | Daily Storage Fee per Weapon | \$0.59 | \$0.60 | 1 | \$0.60 | | \$0.60 | \$0.01 | | | |
| 1044 | Police | Vehicle Impound Service Fee | \$35.50 | \$36.21 | 3 | \$36.25 | | \$36.25 | \$0.75 | | | |
| 1045 | Police | Use of Firing Range by Law Enforcement, POST Approved Training or Military | | | | | | | | | | |
| 1046 | Police | Per hour plus \$10/person (\$150.00 minimum) | \$77.00 | \$78.54 | 3 | \$78.50 | | \$78.50 | \$1.50 | | | |
| 1047 | Police | Sex Offender Registration Fee | | | | | | | | | | |
| 1048 | Police | New Registration | \$75.00 | \$76.50 | 3 | \$76.50 | (\$1.50) | \$75.00 | \$0.00 | True | set by state guidelines | |
| 1049 | Police | Renewal-registration | \$25.00 | \$25.50 | 3 | \$25.50 | (\$0.50) | \$25.00 | \$0.00 | True | set by state guidelines | |

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|-------------------------------------|-------------------|---|---|---|-----|---|-------------------|---|------------|--------------|---------------------------|----------|
| 1050 | Police | Pawn/Second-Hand Transactions | | | | | | | | | | |
| 1051 | Police | Second Hand Transaction Fee (Per Transaction) | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | no software cost increase | |
| 1052 | Police | "Capital Impact Fees" | | | | | | | | | | |
| 1053 | Police | Police Capital Impact Fee | | | | | | | | | | |
| 1054 | Police | Per Single Family Detached Unit | \$1,028.82 | \$1,047.34 | 4 | \$1,047.00 | | \$1,047.00 | \$18.18 | | | |
| 1055 | Police | Per Single Family Attached Unit | \$753.13 | \$766.68 | 4 | \$767.00 | | \$767.00 | \$13.87 | | | |
| 1056 | Police | Per Multi-Family Dwelling Unit | \$743.03 | \$756.41 | 4 | \$756.00 | | \$756.00 | \$12.97 | | | |
| Public Defender | | | | | | | | | | | | |
| 1057 | Pub Def | Public Defender Application Fee | \$25.75 | \$26.27 | 3 | \$26.25 | | \$26.25 | \$0.50 | | | |
| Public Safety Communications | | | | | | | | | | | | |
| 1058 | Pub Safety | Dispatch Recording Search Fee | | | | | | | | | | |
| 1059 | Pub Safety | 911 Call (CD) | \$32.50 for one hour of research time, \$16.25 for each additional 30 minutes | \$33.15 for one hour of research time, \$16.58 for each additional 30 minutes | 3 | \$33.25 for one hour of research time, \$16.50 for each additional 30 minutes | | \$33.25 for one hour of research time, \$16.50 for each additional 30 minutes | \$0.75 | | | |
| 1060 | Pub Safety | Dispatch Recording CD | \$32.50 for one hour of research time, \$16.25 for each additional 30 minutes | \$33.15 for one hour of research time, \$16.58 for each additional 30 minutes | 3 | \$33.25 for one hour of research time, \$16.50 for each additional 30 minutes | | \$33.25 for one hour of research time, \$16.50 for each additional 30 minutes | \$0.75 | | | |
| Public Works | | | | | | | | | | | | |
| 1061 | Pub Wks | SALES - ENGINEERING SERVICES: | | | | | | | | | | |
| 1062 | Pub Wks | Blueprints, Xerographic, Reader-Printer, Copies (Paper Copy per Sheet) | | | | | | | | | | |
| 1063 | Pub Wks | 17x22 | \$1.50 | \$1.53 | 2 | \$1.55 | | \$1.55 | \$0.05 | | | |
| 1064 | Pub Wks | 22x34 | \$1.50 | \$1.53 | 2 | \$1.55 | | \$1.55 | \$0.05 | | | |
| 1065 | Pub Wks | 24x36 | \$2.95 | \$3.01 | 2 | \$3.00 | | \$3.00 | \$0.05 | | | |
| 1066 | Pub Wks | 32x36 | \$3.65 | \$3.72 | 2 | \$3.70 | | \$3.70 | \$0.05 | | | |
| 1067 | Pub Wks | 36x48 | \$3.65 | \$3.72 | 2 | \$3.70 | | \$3.70 | \$0.05 | | | |
| 1068 | Pub Wks | Roll Stock/Linear Feet | \$0.73 | \$0.74 | 1 | \$0.74 | | \$0.74 | \$0.01 | | | |
| 1069 | Pub Wks | City Maps | | | | | | | | | | |
| 1070 | Pub Wks | Annexation map (Color Plot) | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |
| 1071 | Pub Wks | City Street Map (Color-2000' scale) | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
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| 1072 | Pub Wks | City Street Map (Color-4000' scale) | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |
| 1073 | Pub Wks | City Traffic Volume Map (Color Plot) | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |
| 1074 | Pub Wks | Horizontal Control Map (Color Plot) (Sold by Survey) | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |
| 1075 | Pub Wks | Horizontal Control Map (Black & White) (Sold by Survey) | \$15.00 | \$15.30 | 3 | \$15.25 | | \$15.25 | \$0.25 | | | |
| 1076 | Pub Wks | Postage and Handling Fee (Plus Postage) | \$7.40 | \$7.55 | 2 | \$7.55 | | \$7.55 | \$0.15 | | | |
| 1077 | Pub Wks | OVERWEIGHT/OVERSIZE PERMITS | | | | | | | | | | |
| 1078 | Pub Wks | Annual Transport Fee | \$103.00 | \$105.06 | 4 | \$105.00 | | \$105.00 | \$2.00 | | | |
| 1079 | Pub Wks | Single Trip Transport Fee | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1080 | Pub Wks | REAL PROPERTY PERMITS AND CHARGES: | | | | | | | | | | |
| 1081 | Pub Wks | Easement Release (fee per type of easement; limit 5 easements per application) | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 1082 | Pub Wks | License Agreement (one-time fee per agreement) | \$2,487.00 | \$2,536.74 | 4 | \$2,537.00 | | \$2,537.00 | \$50.00 | | | |
| 1083 | Pub Wks | Master License Agreement (one-time fee per agreement) [WCF/Small Cell and Fiber included] | | | | | | \$2,537.00 | | | This is not a new fee; however, a new row is being added to provide clarity regarding the Master License Agreement and the License Agreement on line | 1082 |
| 1084 | Pub Wks | Pre-license Agreement | \$1,243.00 | \$1,267.86 | 4 | \$1,268.00 | | \$1,268.00 | \$25.00 | | | |
| 1085 | Pub Wks | Revocable License | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1086 | Pub Wks | Telecommunications Charges | | | | | | | | | | |
| 1087 | Pub Wks | Plat Exceptions (per exception) | \$737.00 | \$751.74 | 4 | \$752.00 | | \$752.00 | \$15.00 | | | |
| 1088 | Pub Wks | Fiber Optic Master License Agreements | \$2,376.00 | \$2,423.52 | 4 | \$2,424.00 | | \$2,424.00 | \$48.00 | | | |
| 1089 | Pub Wks | Master License Agreement Addendums and Assignments | \$564.00 | \$575.28 | 4 | \$575.00 | | \$575.00 | \$11.00 | | | |
| 1090 | Pub Wks | Supplemental Site License to Small Cell Master License Agreement | \$1,129.00 | \$1,151.58 | 4 | \$1,152.00 | | \$1,152.00 | \$23.00 | | | |

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| 1091 | Pub Wks | Access Agreement / Right-of-Entry | \$564.00 | \$575.28 | 4 | \$575.00 | | \$575.00 | \$11.00 | | | |
| 1092 | Pub Wks | PUBLIC IMPROVEMENT INSPECTIONS | | | | | | | | | | |
| 1093 | Pub Wks | Sidewalk Chase Drain | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1094 | Pub Wks | Street cuts, minimum base fee | \$224.00 | \$228.48 | 4 | \$228.00 | | \$228.00 | \$4.00 | | | |
| 1095 | Pub Wks | Street Cuts, per Square Foot | \$0.59 | \$0.60 | 1 | \$0.60 | | \$0.60 | \$0.01 | | | |
| 1096 | Pub Wks | Unclassified Deposit Fee (undetermined construction) | \$424.00 | \$432.48 | 4 | \$432.00 | | \$432.00 | \$8.00 | | | |
| 1097 | Pub Wks | Structures, minimum base fee | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1098 | Pub Wks | Structures, per square yard surface (Wingwalls, flatwork, etc.) | \$0.44 | \$0.45 | 1 | \$0.45 | | \$0.45 | \$0.01 | | | |
| 1099 | Pub Wks | Structures, per cubic foot (Box Culverts, etc) | \$0.06 | \$0.06 | 1 | \$0.06 | | \$0.06 | \$0.00 | | | |
| 1100 | Pub Wks | PUBLIC IMPROVEMENT INSPECTIONS | | | | | | | | | | |
| 1101 | Pub Wks | Sidewalk (minimum fee \$71.75) | \$0.57/linear foot | \$0.58/linear foot | | \$0.58/linear foot | | \$0.58/linear foot | | | | |
| 1102 | Pub Wks | Vertical Curb and Gutter (minimum fee \$71.75) | \$0.57/linear foot | \$0.58/linear foot | | \$0.58/linear foot | | \$0.58/linear foot | | | | |
| 1103 | Pub Wks | Mountable Curb and Gutter (minimum fee \$71.75) | \$0.57/linear foot | \$0.58/linear foot | | \$0.58/linear foot | | \$0.58/linear foot | | | | |
| 1104 | Pub Wks | Crosspan | \$172.00 | \$175.44 | 4 | \$175.00 | | \$175.00 | \$3.00 | | | |
| 1105 | Pub Wks | Curb Ramp | \$172.00 | \$175.44 | 4 | \$175.00 | | \$175.00 | \$3.00 | | | |
| 1106 | Pub Wks | Mid Block Ramp | \$172.00 | \$175.44 | 4 | \$175.00 | | \$175.00 | \$3.00 | | | |
| 1107 | Pub Wks | Curb Cut | \$172.00 | \$175.44 | 4 | \$175.00 | | \$175.00 | \$3.00 | | | |
| 1108 | Pub Wks | Median Cover- Concrete or Aggregate, minimum base charge | \$44.75 | \$45.65 | 3 | \$45.75 | | \$45.75 | \$1.00 | | | |
| 1109 | Pub Wks | Median Cover, per square foot | \$0.12 | \$0.12 | 1 | \$0.12 | | \$0.12 | \$0.00 | | | |
| 1110 | Pub Wks | Paving new roads, minimum base charge | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 1111 | Pub Wks | Paving new roads, per square foot | \$0.13 | \$0.13 | 1 | \$0.13 | | \$0.13 | \$0.00 | | | |
| 1112 | Pub Wks | Mill and Overlay only, minimum base charge | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 1113 | Pub Wks | Mill and Overlay only, per square foot | \$0.30 | \$0.31 | 1 | \$0.31 | | \$0.31 | \$0.01 | | | |
| 1114 | Pub Wks | Driveway | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1115 | Pub Wks | Retaining wall(s) | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |

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| 1116 | Pub Wks | Monitoring Wells | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1117 | Pub Wks | Street Light Installation | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1118 | Pub Wks | Miscellaneous Public Improvement Items | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1119 | Pub Wks | Directional Boring, minimum base fee | \$147.00 | \$149.94 | 4 | \$150.00 | | \$150.00 | \$3.00 | | | |
| 1120 | Pub Wks | Directional Boring, per lineal foot | \$0.36 | \$0.37 | 1 | \$0.37 | | \$0.37 | \$0.01 | | | |
| 1121 | Pub Wks | Pothole Inspection, Minimum fee (up to 5) | \$73.75 | \$75.22 | 3 | \$75.25 | | \$75.25 | \$1.50 | | | |
| 1122 | Pub Wks | Each additional pothole (greater than 5) | \$17.00 | \$17.34 | 3 | \$17.25 | | \$17.25 | \$0.25 | | | |
| 1123 | Pub Wks | Public improvements / Materials Lab Inspections Outside Normal Business Hours (per hour, 2-hour min) | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1124 | Pub Wks | Public Improvement, Engineering/Grade & Zoning Certificate of Occupancy Reinspection | | | | | | | | | | |
| 1125 | Pub Wks | Cost of the first two inspections is included in the normal application. After the first two inspections, a reinspection fee is imposed. | | | | | | | | | | |
| 1126 | Pub Wks | 3rd request | \$269.00 | \$274.38 | 4 | \$274.00 | | \$274.00 | \$5.00 | | | |
| 1127 | Pub Wks | 4th request | \$813.00 | \$829.26 | 4 | \$829.00 | | \$829.00 | \$16.00 | | | |
| 1128 | Pub Wks | 5th request | \$1,893.00 | \$1,930.86 | 4 | \$1,931.00 | | \$1,931.00 | \$38.00 | | | |
| 1129 | Pub Wks | 6th request | \$2,977.00 | \$3,036.54 | 4 | \$3,037.00 | | \$3,037.00 | \$60.00 | | | |
| 1130 | Pub Wks | 7th request | \$4,060.00 | \$4,141.20 | 4 | \$4,141.00 | | \$4,141.00 | \$81.00 | | | |
| 1131 | Pub Wks | 8th request | \$5,141.00 | \$5,243.82 | 4 | \$5,244.00 | | \$5,244.00 | \$103.00 | | | |
| 1132 | Pub Wks | 9th request | \$6,224.00 | \$6,348.48 | 4 | \$6,348.00 | | \$6,348.00 | \$124.00 | | | |
| 1133 | Pub Wks | 10th request | \$7,306.00 | \$7,452.12 | 4 | \$7,452.00 | | \$7,452.00 | \$146.00 | | | |
| 1134 | Pub Wks | Traffic Control Plan | | | | | | | | | | |
| 1135 | Pub Wks | Review Fee | \$56.75 | \$57.88 | 3 | \$58.00 | | \$58.00 | \$1.25 | | | |
| 1136 | Pub Wks | Re-Application Fee | \$112.00 | \$114.24 | 4 | \$114.00 | | \$114.00 | \$2.00 | | | |
| 1137 | Pub Wks | Traffic Study Review Fees | | | | | | | | | | |
| 1138 | Pub Wks | Traffic Impact Letter review fee, fee includes 1 revision | \$433.00 | \$441.66 | 4 | \$442.00 | | \$442.00 | \$9.00 | | | |
| 1139 | Pub Wks | Traffic Impact Study (medium) review fee, fee includes 2 revisions | \$920.00 | \$938.40 | 4 | \$938.00 | | \$938.00 | \$18.00 | | | |
| 1140 | Pub Wks | Traffic Impact Study (Regional) review fee, fee includes 2 revisions | \$2,028.00 | \$2,068.56 | 4 | \$2,069.00 | | \$2,069.00 | \$41.00 | | | |
| 1141 | Pub Wks | 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) | | | | | | | | | | |

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| 1142 | Pub Wks | Arterial - Minimum (minimum for fee calculation-420ft) | \$0.45 | \$0.46 | 1 | \$0.46 | | \$0.46 | \$0.01 | | | |
| 1143 | Pub Wks | Collector - Minimum (minimum for fee calculation-280ft) | \$0.45 | \$0.46 | 1 | \$0.46 | | \$0.46 | \$0.01 | | | |
| 1144 | Pub Wks | Local - Minimum (minimum for fee calculation-225ft) | \$0.15 | \$0.15 | 1 | \$0.15 | | \$0.15 | \$0.00 | | | |
| 1145 | Pub Wks | Alley (No detour fee) | \$0.15 | \$0.15 | 1 | \$0.15 | | \$0.15 | \$0.00 | | | |
| 1146 | Pub Wks | Bike lane (Arterial & Collector ONLY) | \$0.15 | \$0.15 | 1 | \$0.15 | | \$0.15 | \$0.00 | | | |
| 1147 | Pub Wks | Parking lane | no fee | no fee | | | | no fee | | | | |
| 1148 | Pub Wks | Parking lane- Collector | \$0.15 | \$0.15 | 1 | \$0.15 | | \$0.15 | \$0.00 | | | |
| 1149 | Pub Wks | Parking lane- Arterial | \$0.44 | \$0.45 | 1 | \$0.45 | | \$0.45 | \$0.01 | | | |
| 1150 | Pub Wks | Parking lane (Meter) | \$0.44 | \$0.45 | 1 | \$0.45 | | \$0.45 | \$0.01 | | | |
| 1151 | Pub Wks | Parking lane (Permit) | \$0.15 | \$0.15 | 1 | \$0.15 | | \$0.15 | \$0.00 | | | |
| 1152 | Pub Wks | DETOUR FEES (Calculation = Fee multiplied by number of lanes detoured and by duration of detour (days) ; x2 for peak hours) | | | | | | | | | | |
| 1153 | 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 | | | |
| 1154 | Pub Wks | Arterial/Collector (in addition to Lane Occupancy Fee) | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |
| 1155 | Pub Wks | Local (instead of Lane Occupancy Fee) | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |
| 1156 | Pub Wks | DEVELOPMENT APPLICATION FEES: | | | | | | | | | | |
| 1157 | Pub Wks | Civil Plans Review/Mylar Plan Difference | | | | | | | | | | |
| 1158 | Pub Wks | Per Sheet | \$581.00 | \$592.62 | 4 | \$593.00 | | \$593.00 | \$12.00 | | | |
| 1159 | Pub Wks | Engineering Permit Fee | | | | | | | | | | |
| 1160 | Pub Wks | Per Referral | \$37.50 | \$38.25 | 3 | \$38.25 | | \$38.25 | \$0.75 | | | |
| 1161 | Pub Wks | 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) | | | | | | | | | | |
| 1162 | Pub Wks | Preliminary Drainage Report | \$2,173.00 | \$2,216.46 | 4 | \$2,216.00 | | \$2,216.00 | \$43.00 | | | |
| 1163 | Pub Wks | Preliminary Drainage Letter | \$963.00 | \$982.26 | 4 | \$982.00 | | \$982.00 | \$19.00 | | | |
| 1164 | Pub Wks | Master Drainage Report | \$6,535.00 | \$6,665.70 | 4 | \$6,666.00 | | \$6,666.00 | \$131.00 | | | |
| 1165 | Pub Wks | 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) | | | | | | | | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------|----------------|---|---|--|-----|---|-------------------|---|------------|--------------|----------|----------|
| 1166 | Pub Wks | Per LOMR / CLOMR submittal | \$1,987.00 | \$2,026.74 | 4 | \$2,027.00 | | \$2,027.00 | \$40.00 | | | |
| 1167 | Pub Wks | 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) | | | | | | | | | | |
| 1168 | Pub Wks | Per report or letter | \$313.00 | \$319.26 | 4 | \$319.00 | | \$319.00 | \$6.00 | | | |
| 1169 | Pub Wks | Plan Revisions (per sheet) | \$106.00 | \$108.12 | 4 | \$108.00 | | \$108.00 | \$2.00 | | | |
| 1170 | Pub Wks | 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) | | | | | | | | | | |
| 1171 | 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) | \$367.20/includes 10 pages/sheets + \$36 each additional page in report (total pages/sheets including structural and geotechnical) | | \$367/includes 10 pages/sheets + \$36 each additional page in report (total pages/sheets including structural and geotechnical) | | \$367/includes 10 pages/sheets + \$36 each additional page in report (total pages/sheets including structural and geotechnical) | | | | |
| 1172 | Pub Wks | BUILDING DIVISION: | | | | | | | | | | |
| 1173 | Pub Wks | Building Permit and Plan Review Fees | | | | | | | | | | |
| 1174 | Pub Wks | Up to 500.00 of value | \$33.25 | \$33.91 | 3 | \$34.00 | | \$34.00 | \$0.75 | | | |
| 1175 | Pub Wks | Base Fee-More than 500.00 and up to 2,000.00 of Value | \$33.25 | \$33.91 | 3 | \$34.00 | | \$34.00 | \$0.75 | | | |
| 1176 | Pub Wks | plus fee per 100.00 of value over 500.00 | \$4.25 | \$4.34 | 2 | \$4.35 | | \$4.35 | \$0.10 | | | |
| 1177 | Pub Wks | Base Fee-More than 2,000.00 and up to 25,000.00 of Value | \$97.75 | \$99.70 | 3 | \$99.75 | | \$99.75 | \$2.00 | | | |
| 1178 | Pub Wks | plus fee per 1,000.00 of value over 2,000.00 | \$19.75 | \$20.14 | 3 | \$20.25 | | \$20.25 | \$0.50 | | | |
| 1179 | Pub Wks | Base Fee-More than 25,000.00 and up to 50,000.00 of Value | \$554.00 | \$565.08 | 4 | \$565.00 | | \$565.00 | \$11.00 | | | |
| 1180 | Pub Wks | plus fee per 1,000.00 of value over 25,000.00 | \$14.25 | \$14.54 | 3 | \$14.50 | | \$14.50 | \$0.25 | | | |
| 1181 | Pub Wks | Base Fee-More than 50,000.00 and up to 100,000.00 of Value | \$912.00 | \$930.24 | 4 | \$930.00 | | \$930.00 | \$18.00 | | | |
| 1182 | Pub Wks | plus fee per 1,000.00 of value over 50,000.00 | \$9.85 | \$10.05 | 3 | \$10.00 | | \$10.00 | \$0.15 | | | |
| 1183 | Pub Wks | Base Fee-More than 100,000.00 and up to 500,000.00 of Value | \$1,404.00 | \$1,432.08 | 4 | \$1,432.00 | | \$1,432.00 | \$28.00 | | | |
| 1184 | Pub Wks | plus fee per 1,000.00 of value over 100,000.00 | \$7.90 | \$8.06 | 2 | \$8.05 | | \$8.05 | \$0.15 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|---------|---|------------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|----------|----------|
| 1185 | Pub Wks | Base Fee-More than 500,000.00 and up to 1,000,000.00 of Value | \$4,577.00 | \$4,668.54 | 4 | \$4,669.00 | | \$4,669.00 | \$92.00 | | | |
| 1186 | Pub Wks | plus fee per 1,000.00 of value over 500,000.00 | \$6.70 | \$6.83 | 2 | \$6.85 | | \$6.85 | \$0.15 | | | |
| 1187 | Pub Wks | Base Fee-More than 1,000,000.00 of Value | \$7,936.00 | \$8,094.72 | 4 | \$8,095.00 | | \$8,095.00 | \$159.00 | | | |
| 1188 | Pub Wks | plus fee per 1,000.00 of value over 1,000,000.00 | \$4.35 | \$4.44 | 2 | \$4.45 | | \$4.45 | \$0.10 | | | |
| 1189 | Pub Wks | Residential Decks | \$332.00 | \$338.64 | 4 | \$339.00 | | \$339.00 | \$7.00 | | | |
| 1190 | Pub Wks | Residential Basement Finish | \$444.00 | \$452.88 | 4 | \$453.00 | | \$453.00 | \$9.00 | | | |
| 1191 | Pub Wks | Residential Patio Covers | \$332.00 | \$338.64 | 4 | \$339.00 | | \$339.00 | \$7.00 | | | |
| 1192 | Pub Wks | Commercial Signs (all types) | \$332.00 | \$338.64 | 4 | \$339.00 | | \$339.00 | \$7.00 | | | |
| 1193 | Pub Wks | Fuel Storage Tank Installation | \$222.00 | \$226.44 | 4 | \$226.00 | | \$226.00 | \$4.00 | | | |
| 1194 | Pub Wks | Air Conditioner Replacement | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |
| 1195 | Pub Wks | Boiler Replacement | \$249.00 | \$253.98 | 4 | \$254.00 | | \$254.00 | \$5.00 | | | |
| 1196 | Pub Wks | Commercial Roof Replacement | \$444.00 | \$452.88 | 4 | \$453.00 | | \$453.00 | \$9.00 | | | |
| 1197 | Pub Wks | Fire Damage Repair | \$444.00 | \$452.88 | 4 | \$453.00 | | \$453.00 | \$9.00 | | | |
| 1198 | Pub Wks | Demolition (Full or Partial Building) | \$332.00 | \$338.64 | 4 | \$339.00 | | \$339.00 | \$7.00 | | | |
| 1199 | Pub Wks | Egress Window Installation | \$83.00 | \$84.66 | 3 | \$84.75 | | \$84.75 | \$1.75 | | | |
| 1200 | Pub Wks | Electrical Service Upgrade | \$158.00 | \$161.16 | 4 | \$161.00 | | \$161.00 | \$3.00 | | | |
| 1201 | Pub Wks | Evaporative Cooler Replacement | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |
| 1202 | Pub Wks | Furnace Replacement | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |
| 1203 | Pub Wks | Furnace AND Air Conditioner Replacement | \$249.00 | \$253.98 | 4 | \$254.00 | | \$254.00 | \$5.00 | | | |
| 1204 | Pub Wks | Life Safety Permits | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |
| 1205 | Pub Wks | Residential Roof Replacement | \$211.00 | \$215.22 | 4 | \$215.00 | | \$215.00 | \$4.00 | | | |
| 1206 | Pub Wks | Residential Mobile Home Setup | \$249.00 | \$253.98 | 4 | \$254.00 | | \$254.00 | \$5.00 | | | |
| 1207 | Pub Wks | Rooftop Unit Replacement | \$278.00 | \$283.56 | 4 | \$284.00 | | \$284.00 | \$6.00 | | | |
| 1208 | Pub Wks | Siding Replacement | \$83.00 | \$84.66 | 3 | \$84.75 | | \$84.75 | \$1.75 | | | |
| 1209 | Pub Wks | Temporary Sales or Construction Trailer Setup | \$167.00 | \$170.34 | 4 | \$170.00 | | \$170.00 | \$3.00 | | | |

Attachment 1

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------|---------|---|------------------------|------------------------|-----|------------------|-------------------|------------------------|------------|--------------|--|----------|
| 1210 | Pub Wks | Water Heater Replacement | \$33.50 | \$34.17 | 3 | \$34.25 | \$50.50 | \$84.75 | \$51.25 | True | This fee contained a typographical error and has been adjusted to reflect the correct amount and is now in line with similar fees. | |
| 1211 | Pub Wks | Furnace, Air Conditioner and Water Heater Replacement | \$278.00 | \$283.56 | 4 | \$284.00 | | \$284.00 | \$6.00 | | | |
| 1212 | Pub Wks | Furnace and Water Heater Replacement | \$242.00 | \$246.84 | 4 | \$247.00 | | \$247.00 | \$5.00 | | | |
| 1213 | Pub Wks | Change In Occupancy Permit | \$83.00 | \$84.66 | 3 | \$84.75 | | \$84.75 | \$1.75 | | | |
| 1214 | Pub Wks | R-3 Master Plan Fee | \$2,200.00 | \$2,244.00 | 4 | \$2,244.00 | | \$2,244.00 | \$44.00 | | | |
| 1215 | Pub Wks | Life Safety Permits with Plan Review | \$271.00 | \$276.42 | 4 | \$276.00 | | \$276.00 | \$5.00 | | | |
| 1216 | Pub Wks | Sales Office in Residential Model with Plan Review | \$554.00 | \$565.08 | 4 | \$565.00 | | \$565.00 | \$11.00 | | | |
| 1217 | Pub Wks | Solar Photovoltaic Residential | \$500.00 | \$510.00 | 4 | \$510.00 | (\$10.00) | \$500.00 | \$0.00 | True | This fee is capped by state regulations | |
| 1218 | Pub Wks | Solar Photovoltaic Commercial | \$1,000.00 | \$1,020.00 | 4 | \$1,020.00 | (\$20.00) | \$1,000.00 | \$0.00 | True | See line | 1217 |
| 1219 | Pub Wks | Occupancy Group A (Assembly- i.e. Bars/Restaurants/Theaters) Per square foot (minimum fee \$5,000 maximum fee \$75,000) | \$2.95 | \$3.01 | 2 | \$3.00 | | \$3.00 | \$0.05 | | | |
| 1220 | Pub Wks | Occupancy Group B (Business- i.e. Banks/Offices) Per square foot (minimum fee \$5,000 maximum fee \$100,000) | \$2.40 | \$2.45 | 2 | \$2.45 | | \$2.45 | \$0.05 | | | |
| 1221 | Pub Wks | Occupancy Group E (Educational- i.e. Schools) | Per State fee schedule | Per State fee schedule | | | | Per State fee schedule | | | | |
| 1222 | Pub Wks | Occupancy Group F (Factory- i.e. factories producing goods) Per square foot (minimum fee \$5,000 maximum fee \$50,000) | \$2.10 | \$2.14 | 2 | \$2.15 | | \$2.15 | \$0.05 | | | |
| 1223 | Pub Wks | Occupancy Group I (Institutional- i.e. hospitals/nursing homes/daycare) Per square foot (minimum fee \$5,000 maximum fee \$125,000) | \$2.10 | \$2.14 | 2 | \$2.15 | | \$2.15 | \$0.05 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------|----------------|---|----------|---------------|-----|------------------|-------------------|--------------------|------------|--------------|--|----------|
| 1224 | Pub Wks | Occupancy Group M (Mercantile- i.e. retail stores) Per square foot (minimum fee \$2,500 maximum fee \$75,000) | \$2.10 | \$2.14 | 2 | \$2.15 | | \$2.15 | \$0.05 | | | |
| 1225 | Pub Wks | Occupancy Group R-1 (Hotels/Motels) Per square foot (minimum fee \$5,000 maximum fee \$200,000) | \$1.00 | \$1.02 | 2 | \$1.00 | | \$1.00 | \$0.00 | | | |
| 1226 | Pub Wks | Occupancy Group R-2 (Apartments/Dorms) Per square foot (minimum fee \$5,000 maximum fee \$25,000) | \$0.64 | \$0.65 | 1 | \$0.65 | | \$0.65 | \$0.01 | | | |
| 1227 | Pub Wks | Occupancy Group R-3 (Single Family Homes) Per square foot (minimum fee \$2,000 maximum fee \$10,000) | \$1.10 | \$1.12 | 2 | \$1.10 | | \$1.10 | \$0.00 | | | |
| 1228 | Pub Wks | Occupancy Group R-4 (Group Homes/Halfway Houses) Per square foot (minimum fee \$10,000 maximum fee \$250,000) | \$1.15 | \$1.17 | 2 | \$1.15 | | \$1.15 | \$0.00 | | | |
| 1229 | Pub Wks | Occupancy Group S (Storage) Per square foot (minimum fee \$3,500 maximum fee \$200,000) | \$0.24 | \$0.24 | 1 | \$0.24 | | \$0.24 | \$0.00 | | | |
| 1230 | Pub Wks | Occupancy Group U (Utility- i.e. commercial garages / miscellaneous structures) | \$2.80 | \$2.86 | 2 | \$2.85 | | \$2.85 | \$0.05 | | | |
| 1231 | Pub Wks | Temporary Certificate of Occupancy (TCO) | \$850.00 | \$867.00 | 4 | \$867.00 | (\$17.00) | \$850.00 | \$0.00 | True | This fee is a refundable deposit and should not be subject to indexing | |
| 1232 | Pub Wks | Temporary Certificate of Occupancy (TCO) Renewal | \$550.00 | \$561.00 | 4 | \$561.00 | (\$11.00) | \$550.00 | \$0.00 | True | See line | 1231 |
| 1233 | Pub Wks | Building permit by building trade | \$83.00 | \$84.66 | 3 | \$84.75 | | \$84.75 | \$1.75 | | | |
| 1234 | Pub Wks | Licenses | | | | | | | | | | |
| 1235 | Pub Wks | Supervisor License | \$108.00 | \$110.16 | 4 | \$110.00 | | \$110.00 | \$2.00 | | | |
| 1236 | Pub Wks | Supervisor License Renewal | \$108.00 | \$110.16 | 4 | \$110.00 | | \$110.00 | \$2.00 | | | |
| 1237 | Pub Wks | Commercial Building Contractor License | \$325.00 | \$331.50 | 4 | \$331.00 | | \$331.00 | \$6.00 | | | |
| 1238 | Pub Wks | Residential Building Contractor License | \$195.00 | \$198.90 | 4 | \$199.00 | | \$199.00 | \$4.00 | | | |
| 1239 | Pub Wks | Roofing Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1240 | Pub Wks | Swimming Pool Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------|----------------|--|-------------------|-------------------|-----|-------------------|---------------------|--------------------|-----------------|--------------|--|----------|
| 1241 | Pub Wks | Remodeling Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1242 | Pub Wks | Fire Alarm Systems Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1243 | Pub Wks | Fire Sprinkler Systems Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1244 | Pub Wks | Fire Extinguishing Systems Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1245 | Pub Wks | Fuel Tank Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1246 | Pub Wks | Emergency Responder Radio Coverage Installer Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1247 | Pub Wks | Mobile Home Installer Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1248 | Pub Wks | Demolition Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1249 | Pub Wks | Sign Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1250 | Pub Wks | Mechanical Systems Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1251 | Pub Wks | Residential Elevator Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1252 | Pub Wks | Right of Way Contractor License | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1253 | Pub Wks | Inspections Outside Normal Business Hours (per hour, 2-hour min) | \$136.00 | \$138.72 | 4 | \$139.00 | | \$139.00 | \$3.00 | | | |
| 1254 | Pub Wks | Building Code and Contractor's Appeal and Standards Board | | | | | | | | | | |
| 1255 | Pub Wks | Regular Meeting for appeals | \$201.00 | \$205.02 | 4 | \$205.00 | | \$205.00 | \$4.00 | | | |
| 1256 | Pub Wks | Special Meeting for appeals | \$407.00 | \$415.14 | 4 | \$415.00 | | \$415.00 | \$8.00 | | | |
| 1257 | Pub Wks | PARKING & MOBILITY PROGRAM | | | | | | | | | | |
| 1258 | Pub Wks | Hyatt Conference Center Garage | | | | | | | | | | |
| 1259 | Pub Wks | Self Parking Rates | | | | | | | | | | |
| 1260 | Pub Wks | 0- 6 hours | \$6.00 - \$8.00 | \$6.12 - \$8.16 | 2-2 | \$6.10 - \$8.15 | (\$0.10) - (\$0.15) | \$6.00 - \$8.00 | \$0.00 - \$0.00 | True | Changes to the existing parking fees are not warranted at this time. All current fee amounts are reasonable and within market rates. | |
| 1261 | Pub Wks | 6 - 24 hours (per 24 hour period) | \$12.00 - \$16.00 | \$12.24 - \$16.32 | 3-3 | \$12.25 - \$16.25 | (\$0.25) - (\$0.25) | \$12.00 - \$16.00 | \$0.00 - \$0.00 | True | See line | 1260 |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|-------------|----------------|--|-----------------------------------|-----------------------------------|-----|-----------------------------------|--------------------------|-----------------------------------|-----------------|--------------|----------|----------|
| 1262 | Pub Wks | Lost Entry Ticket | \$12.00 - \$15.00 | \$12.24 - \$15.30 | 3-3 | \$12.25 - \$15.25 | (\$0.25) - (\$0.25) | \$12.00 - \$15.00 | \$0.00 - \$0.00 | True | See line | 1260 |
| 1263 | Pub Wks | Residential Parking Permit Program | | | | | | | | | | |
| 1264 | Pub Wks | up to 2 pass per residence | Free | Free | | | | Free | | | | |
| 1265 | Pub Wks | each additional pass | \$10.00 | \$10.20 | 3 | \$10.25 | (\$0.25) | \$10.00 | \$0.00 | True | See line | 1260 |
| 1266 | Pub Wks | Permit Replacement Fee | \$10.00 | \$10.20 | 3 | \$10.25 | (\$0.25) | \$10.00 | \$0.00 | True | See line | 1260 |
| 1267 | Pub Wks | Iliff Parking Garage | | | | | | | | | | |
| 1268 | Pub Wks | Daily parking | \$0.00 - \$5.00 | \$0.00 - \$5.10 | 1-2 | \$0.00 - \$5.10 | \$0.00 - (\$0.10) | \$0.00 - \$5.00 | \$0.00 - \$0.00 | True | See line | 1260 |
| 1269 | Pub Wks | Monthly parking | \$40.00 - \$85.00 | \$40.80 - \$86.70 | 3-3 | \$40.75 - \$86.75 | (\$0.75) - (\$1.75) | \$40.00 - \$85.00 | \$0.00 - \$0.00 | True | See line | 1260 |
| 1270 | Pub Wks | Immobilization/Boot Fee | \$100.00 | \$102.00 | 4 | \$102.00 | (\$2.00) | \$100.00 | \$0.00 | True | See line | 1260 |
| 1271 | Pub Wks | On-Street Parking | | | | | | | | | | |
| 1272 | Pub Wks | Monthly Commuter Parking Permit (Dayton Dayton, Iliff, Florida, Metro Center, 2nd/Abilene,Other) | \$25.00 - \$50.00 | \$25.50 - \$51.00 | 3-3 | \$25.50 - \$51.00 | (\$0.50) - (\$1.00) | \$25.00 - \$50.00 | \$0.00 - \$0.00 | True | See line | 1260 |
| 1273 | Pub Wks | Parking Meter Rates | \$0.50 per hour - \$5.00 per hour | \$0.51 per hour - \$5.10 per hour | | \$0.51 per hour - \$5.10 per hour | (0.01) - (0.10) per hour | \$0.50 per hour - \$5.00 per hour | | True | See line | 1260 |
| 1274 | Pub Wks | Shared Mobility Fees | | | | | | | | | | |
| 1275 | Pub Wks | Shared Mobility Fleet License Fee - 100 to 500 devices (annual fee) | \$5,000.00 | \$5,100.00 | 4 | \$5,100.00 | (\$100.00) | \$5,000.00 | \$0.00 | True | See line | 1260 |
| 1276 | Pub Wks | Shared Mobility Fleet License Fee - 501 to 1,000 devices (annual fee) | \$10,000.00 | \$10,200.00 | 4 | \$10,200.00 | (\$200.00) | \$10,000.00 | \$0.00 | True | See line | 1260 |
| 1277 | Pub Wks | Shared Mobility Fleet License Fee - 1,000 to 2,000 devices (annual fee) | \$15,000.00 | \$15,300.00 | 4 | \$15,300.00 | (\$300.00) | \$15,000.00 | \$0.00 | True | See line | 1260 |
| 1278 | Pub Wks | Shared Mobility Infrastrure Fee | \$0.03/per rental, per device | \$0.03/per rental, per device | | | | \$0.03/per rental, per device | | | | |
| 1279 | Pub Wks | Shared Mobility Docking Station Fee | \$750.00/ea. | \$765.00/ea. | | \$765.00/ea. | (\$15.00)/ea | \$750.00/ea. | | True | See line | 1260 |
| 1280 | Pub Wks | Shared Mobility Violation Fee | \$30.00/ea. | \$30.60/ea. | | \$30.50/ea. | (0.50)/ea | \$30.00/ea. | | True | See line | 1260 |
| 1281 | Pub Wks | Shared Mobility Operator Reserve (refundable deposit) | \$25,000 | \$25,000 | | | | \$25,000 | | | | |
| 1282 | Pub Wks | Capital Impact Fees | | | | | | | | | | |
| 1283 | Pub Wks | Transportation Capital Impact Fee | | | | | | | | | | |
| 1284 | Pub Wks | Per Single Family Detached Unit | \$666.75 | \$668.75 | 4 | \$669.00 | | \$669.00 | \$2.25 | | | |
| 1285 | Pub Wks | Per Single Family Attached Unit | \$563.85 | \$565.54 | 4 | \$566.00 | | \$566.00 | \$2.15 | | | |

| Line | Dept | Category | 2021 Fee | 2022 Base Fee | Rnd | 2022 Indexed Fee | 2022 Add'l Change | 2022 Final Est Fee | Fee Change | Index Exempt | Comments | Ref Line |
|------------------|-------------------|---|--|--|-----|--|-------------------|--|------------|--------------|--------------------|----------|
| 1286 | Pub Wks | Per Multi-Family Dwelling Unit | \$469.35 | \$470.76 | 4 | \$471.00 | | \$471.00 | \$1.65 | | | |
| City Wide | | | | | | | | | | | | |
| 1287 | All Depts. | Research/Data (Not otherwise described) | 1st hour free, each additional hour \$34.00 per hour | 1st hour free, each additional hour \$34.68 per hour | | 1st hour free, each additional hour \$34.75 per hour | | 1st hour free, each additional hour \$34.75 per hour | | | | |
| 1288 | All Depts. | Open Record Request Fees | | | | | | | | | | |
| 1289 | All Depts. | Standard Fee (Per hour) | 1st hour free, each additional hour \$34.00 per hour | 1st hour free, each additional hour \$34.68 per hour | | 1st hour free, each additional hour \$34.75 per hour | | 1st hour free, each additional hour \$34.75 per hour | | | | |
| 1290 | All Depts. | Extraction of e-mail data/device download | 1st hour free, each additional hour \$34.00 per hour | 1st hour free, each additional hour \$34.68 per hour | | 1st hour free, each additional hour \$34.75 per hour | | 1st hour free, each additional hour \$34.75 per hour | | | | |
| 1291 | All Depts. | Contracted work | | | | | | | | | | |
| 1292 | All Depts. | Copy Fees For Providing Public Records | | | | | | | | | | |
| 1293 | All Depts. | Copy - Standard Page | \$0.25 | \$0.26 | 1 | \$0.26 | (\$0.01) | \$0.25 | \$0.00 | True | Keep copy fee same | |
| 1294 | All Depts. | Copy - Other Formats | Cost | Cost | | | | Cost | | | | |
| 1295 | All Depts. | Returned Check Fee | \$20.00 | \$20.40 | 3 | \$20.50 | (\$0.50) | \$20.00 | \$0.00 | True | Statutorily set | |

Capital Impact Fee Summary

| Fee Name | Fee Year | Per single family detached unit | Per single family attached unit | Per multi-family dwelling unit | 2022 Index | Fee Index* |
|---|----------|---------------------------------|---------------------------------|--------------------------------|------------|---|
| Transportation Capital Impact Fee | 2021 Fee | 666.75 | 563.83 | 469.35 | 0.3% | CDOT - Colorado Construction Cost Index |
| | 2022 Fee | 669.00 | 566.00 | 471.00 | | |
| Police Capital Impact Fee | 2021 Fee | 1,028.82 | 753.13 | 743.03 | 1.8% | ENR - Denver Building Cost Index |
| | 2022 Fee | 1,047.00 | 767.00 | 756.00 | | |
| Fire Capital Impact Fee | 2021 Fee | 967.73 | 708.40 | 698.92 | 1.9% | Weighted average of the Denver-Boulder-Greeley (DBG) CPI-U and the Denver ENR Building Cost Index** |
| | 2022 Fee | 986.00 | 722.00 | 712.00 | | |
| Urban, Special Use, and Regional Parks Capital Impact Fee | 2021 Fee | 957.67 | 712.63 | 689.83 | 1.1% | ENR - Denver Construction Cost Index |
| | 2022 Fee | 1296.00 | 948.00 | 936.00 | | |
| General Government Capital Impact Fee | 2021 Fee | 876.84 | 652.44 | 631.26 | 1.8% | ENR - Denver Building Cost Index |
| | 2022 Fee | 1212.00 | 888.00 | 876.00 | | |
| Recreation Capital Impact Fee | 2021 Fee | 786.43 | 575.69 | 567.98 | 1.8% | ENR - Denver Building Cost Index |
| | 2022 Fee | 1,201.00 | 879.00 | 867.00 | | |
| Library Capital Impact Fee | 2021 Fee | 189.86 | 138.98 | 137.13 | 1.8% | ENR - Denver Building Cost Index |
| | 2022 Fee | 290.00 | 212.00 | 209.00 | | |

*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.



CITY OF AURORA

Council Agenda Commentary

| |
|---|
| Item Title: A resolution of the City Council of the City of Aurora, Colorado approving the 2022 Employee Pay Table and Classification. |
| Item Initiator: Ryan Lantz |
| Staff Source/Legal Source: Ryan Lantz, Interim Director of Human Resources/Rachel Allen, Client Group Manager |
| Outside Speaker: n/a |
| Council Goal: 2012: 6.0--Provide a well-managed and financially strong City |

COUNCIL MEETING DATES:

Study Session: 9/25/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting (Budget Workshop)
- Approve Item as proposed at Regular Meeting

Approve Item with Waiver of Reconsideration

Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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.)*

Annually, in collaboration with the annual budget process, Human Resources prepares an updated pay table and submits the table with a Resolution for Council's approval. As part of the 2022 budgetary process and to sustain the compensation and classification structure adopted by the city, the attached is proposed for classification, including, but not limited to, career service, civil service, department directors, appointees, part-time, variable-hour and seasonal positions.

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

The attached resolution will approve the 2022 Employee Pay Table and Classification for the employees of the City of Aurora, Colorado.

QUESTIONS FOR COUNCIL

Does the Management and Finance Policy Committee support approval of the resolution of the 2022 Pay Table and Classification, and sending for full Council consideration at a regular meeting?

LEGAL COMMENTS

In conjunction with the annual budget review, the 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 shall be as set forth from year to year in an appropriate resolution passed by the city council. (City Code Sec. 102-1) (Allen)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

RESOLUTION NO. R2021-_____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA,
COLORADO, APPROVING THE 2022 EMPLOYEE PAY TABLE 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 Table and Classifications”); and

WHEREAS, the City Council has reviewed and approves the implementation of the 2022 Employee Pay Table and Classifications; and

WHEREAS, the 2022 Employee Pay Table and Classifications includes the City’s rate of pay for members of the collective bargaining units for police officers and firefighters based on agreements reached with bargaining units for police and fire.

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

Section 1. Except as stated below, the 2022 Employee Pay Table 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. Council’s adoption of the 2022 Employee Pay Table and Classifications will be amended upon the ratification of the applicable collective bargaining contract by the members of the certified employee organization for the police and fire departments.

Section 3. The Director of Human Resources or City Attorney may make such technical additions, deletions, and variations to the 2022 Employee Pay Table 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 _____, 2021.

MIKE COFFMAN, Mayor

ATTEST:

KADEE RODRIGUEZ, City Clerk

APPROVED AS TO FORM:

A handwritten signature in purple ink, appearing to read "Rachel Allen", written over a horizontal line.

Rachel Allen, Client Group Manager

2021-2022



COMP & CLASS

PAY TABLE



**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|--------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| ACCOUNTANT | Universal | \$52,997 | \$66,246 | \$82,808 | \$25.47937 | \$31.84921 | \$39.81151 | EX | 0001 | 03 |
| ACCOUNTANT II | Universal | \$58,186 | \$72,733 | \$90,916 | \$27.97427 | \$34.96784 | \$43.70980 | EX | 0003 | 03 |
| ACCOUNTANT II SR | Universal | \$67,205 | \$84,007 | \$105,008 | \$32.31029 | \$40.38786 | \$50.48482 | EX | 0004 | 03 |
| ACCOUNTANT OFFICER | Universal | \$71,685 | \$89,606 | \$112,007 | \$34.46380 | \$43.07975 | \$53.84969 | EX | 0005 | 04 |
| ACCOUNTANT SR | Universal | \$65,917 | \$82,397 | \$102,996 | \$31.69104 | \$39.61380 | \$49.51725 | EX | 0002 | 03 |
| ACCOUNTING SERVICES ADMIN | Universal | \$74,051 | \$92,564 | \$115,705 | \$35.60154 | \$44.50192 | \$55.62740 | EX | 0006 | 04 |
| ACCOUNTING TECHNICIAN SR | Universal | \$42,167 | \$52,709 | \$65,886 | \$20.27269 | \$25.34087 | \$31.67608 | NE | 0007 | 03 |
| ADMINISTRATIVE ASSISTANT | Universal | \$33,296 | \$41,621 | \$52,026 | \$16.00788 | \$20.00986 | \$25.01232 | NE | 0008 | 02 |
| ADMINISTRATIVE ASSISTANT SR | Universal | \$38,913 | \$48,642 | \$60,802 | \$18.70836 | \$23.38545 | \$29.23181 | NE | 0009 | 02 |
| ADMINISTRATIVE SPECIALIST | Universal | \$42,288 | \$52,860 | \$66,075 | \$20.33077 | \$25.41346 | \$31.76683 | NE | 0010 | 02 |
| ADMINISTRATIVE SPECIALIST II | Universal | \$43,557 | \$54,446 | \$68,057 | \$20.94069 | \$26.17587 | \$32.71983 | NE | 0011 | 02 |
| ADMINISTRATIVE SPECIALIST III | Universal | \$44,863 | \$56,079 | \$70,099 | \$21.56891 | \$26.96114 | \$33.70143 | NE | 0012 | 02 |
| ADMINISTRATIVE SUPERVISOR | Universal | \$59,730 | \$74,662 | \$93,328 | \$28.71615 | \$35.89519 | \$44.86899 | EX | 0013 | 04 |
| ADVANCED TREATMENT SUPER | Water | \$93,629 | \$117,037 | \$146,296 | \$45.01406 | \$56.26758 | \$70.33448 | EX | 5201 | 16 |
| AMI SPECIALIST | Water | \$55,967 | \$69,959 | \$87,448 | \$26.90722 | \$33.63403 | \$42.04254 | NE | 5202 | 01 |
| ANIMAL SERVICES ASSISTANT | Housing and Community Services | \$31,816 | \$39,770 | \$49,712 | \$15.29612 | \$19.12015 | \$23.90019 | NE | 6404 | 02 |
| ANIMAL SERVICES SPECIALIST | Housing and Community Services | \$32,084 | \$43,747 | \$50,131 | \$15.42488 | \$21.03217 | \$24.10137 | NE | 6405 | 02 |
| SHELTER ATTENDANT LEAD | Housing and Community Services | \$35,292 | \$44,115 | \$55,144 | \$16.96737 | \$21.20921 | \$26.51151 | NE | 6421 | 01 |
| VETERINARY TECHNICIAN | Housing and Community Services | \$35,426 | \$44,283 | \$55,354 | \$17.03192 | \$21.28990 | \$26.61238 | NE | 6425 | 01 |
| BEHAVIOR TRANSFER COORDINATOR | Housing and Community Services | \$37,969 | \$47,461 | \$59,326 | \$18.25412 | \$22.81764 | \$28.52206 | NE | 6407 | 02 |
| Graffiti off Neighborhood | Housing and Community Services | \$41,010 | \$51,263 | \$64,079 | \$19.71658 | \$24.64572 | \$30.80715 | NE | 6429 | 01 |
| Arborist Climbing Technician | Parks, Recreation & Open Space | \$43,557 | \$54,447 | \$68,059 | \$20.94109 | \$26.17636 | \$32.72045 | NE | 6103 | 01 |
| Arborist Crew Leader | Parks, Recreation & Open Space | \$52,291 | \$65,364 | \$81,705 | \$25.13986 | \$31.42483 | \$39.28103 | NE | 6104 | 01 |
| Arborist Small Tree Technician | Parks, Recreation & Open Space | \$37,000 | \$46,250 | \$57,813 | \$17.78850 | \$22.23562 | \$27.79453 | NE | 6105 | 01 |
| Arborist Supervisor | Parks, Recreation & Open Space | \$60,652 | \$75,814 | \$94,768 | \$29.15938 | \$36.44922 | \$45.56153 | EX | 6106 | 04 |
| ARMORER | Police | \$50,794 | \$63,492 | \$79,366 | \$24.42019 | \$30.52521 | \$38.15673 | NE | 5501 | 02 |
| ASSISTANT GOLF SUPERINTENDENT | Parks, Recreation & Open Space | \$57,088 | \$71,361 | \$89,201 | \$27.44635 | \$34.30793 | \$42.88492 | NE | 6108 | 01 |
| ASSOCIATE JUDGE | Judicial | \$132,636 | \$165,795 | \$207,244 | \$63.76731 | \$79.70913 | \$99.63642 | EX | 0736 | 06 |
| Asst Attorney I Civil | City Attorney | \$81,600 | \$102,000 | \$127,500 | \$39.23077 | \$49.03846 | \$61.29808 | EX | 1602 | 06 |
| Asst Attorney I Criminal | City Attorney | \$74,865 | \$93,581 | \$116,976 | \$35.99269 | \$44.99086 | \$56.23858 | EX | 1603 | 06 |
| Asst Attorney II Civil | City Attorney | \$93,940 | \$117,425 | \$146,781 | \$45.16344 | \$56.45430 | \$70.56788 | EX | 1604 | 06 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|--------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| Asst Attorney II Criminal | City Attorney | \$87,292 | \$109,115 | \$136,393 | \$41.96718 | \$52.45897 | \$65.57372 | EX | 1605 | 06 |
| Asst Attorney Sr Civil | City Attorney | \$107,331 | \$134,164 | \$167,705 | \$51.60166 | \$64.50208 | \$80.62760 | EX | 1601 | 06 |
| Audit Supervisor | Finance | \$84,556 | \$105,695 | \$132,118 | \$40.65181 | \$50.81476 | \$63.51845 | EX | 3401 | 04 |
| ANIMAL PROTECTION OFFICER | Housing and Community Services | \$43,432 | \$54,290 | \$67,863 | \$20.88087 | \$26.10109 | \$32.62636 | NE | 6402 | 02 |
| Benefits Analyst | Human Resources | \$50,701 | \$63,377 | \$79,221 | \$24.37558 | \$30.46947 | \$38.08684 | EX | 3101 | 03 |
| Benefits Technician | Human Resources | \$41,981 | \$52,477 | \$65,596 | \$20.18327 | \$25.22909 | \$31.53636 | NE | 3102 | 02 |
| BILLING REPRESENTATIVE | Water | \$36,172 | \$45,215 | \$56,519 | \$17.39036 | \$21.73796 | \$27.17244 | NE | 5203 | 02 |
| BLDG COMPLIANCE SPEC LEAD | Public Works | \$55,315 | \$69,144 | \$86,430 | \$26.59377 | \$33.24221 | \$41.55276 | NE | 4902 | 02 |
| BUDGET ANALYST | Universal | \$52,997 | \$66,246 | \$82,808 | \$25.47937 | \$31.84921 | \$39.81151 | EX | 0014 | 03 |
| BUDGET ANALYST LEAD | Finance | \$71,861 | \$89,827 | \$112,283 | \$34.54868 | \$43.18585 | \$53.98232 | EX | 3410 | 03 |
| BUDGET ANALYST SENIOR | Universal | \$61,746 | \$77,183 | \$96,479 | \$29.68573 | \$37.10716 | \$46.38395 | EX | 0015 | 03 |
| BUDGET OFFICER | Finance | \$111,803 | \$139,754 | \$174,692 | \$53.75151 | \$67.18939 | \$83.98673 | EX | 3402 | 16 |
| Budget Program Manager | Finance | \$91,187 | \$113,984 | \$142,480 | \$43.84000 | \$54.80000 | \$68.50000 | EX | 3403 | 16 |
| BUILDING COMPLIANCE SPECIALIST | Public Works | \$48,677 | \$60,847 | \$76,058 | \$23.40258 | \$29.25323 | \$36.56654 | NE | 4901 | 02 |
| BUILDING COMPLIANCE SUPERVISOR | Public Works | \$74,451 | \$93,064 | \$116,330 | \$35.79385 | \$44.74231 | \$55.92788 | EX | 4903 | 04 |
| BUILDING CUSTOMER SERVICE TECH | Public Works | \$47,611 | \$59,514 | \$74,393 | \$22.89000 | \$28.61250 | \$35.76563 | NE | 4904 | 02 |
| BUILDING INSPECTIONS SUP | Public Works | \$74,451 | \$93,064 | \$116,330 | \$35.79392 | \$44.74240 | \$55.92800 | EX | 4905 | 04 |
| BUILDING INSPECTOR | Public Works | \$55,838 | \$69,798 | \$87,248 | \$26.84538 | \$33.55673 | \$41.94591 | NE | 4906 | 02 |
| BUILDING INSPECTOR SR | Public Works | \$62,043 | \$77,554 | \$96,942 | \$29.82840 | \$37.28550 | \$46.60688 | NE | 4908 | 02 |
| BUILDING INSPECTOR TRAINEE | Public Works | \$45,229 | \$56,536 | \$70,670 | \$21.74467 | \$27.18084 | \$33.97604 | NE | 4909 | 02 |
| BUILDING PLANS EXAMINER | Public Works | \$56,749 | \$70,936 | \$88,670 | \$27.28312 | \$34.10389 | \$42.62987 | EX | 4910 | 03 |
| BUILDING PLANS REVIEWER | Public Works | \$56,749 | \$70,936 | \$88,670 | \$27.28312 | \$34.10389 | \$42.62987 | EX | 4911 | 03 |
| BUILDING PLANS REVIEWER SR | Public Works | \$63,559 | \$79,448 | \$99,310 | \$30.55705 | \$38.19631 | \$47.74538 | EX | 4912 | 03 |
| Business Analyst | Information Technology | \$65,917 | \$82,397 | \$102,996 | \$31.69104 | \$39.61380 | \$49.51725 | EX | 3701 | 03 |
| BUSINESS SOLUTION ARCH SR | Information Technology | \$92,272 | \$115,339 | \$144,174 | \$44.36131 | \$55.45163 | \$69.31454 | EX | 3702 | 03 |
| BUSINESS SOLUTIONS ARCH II | Information Technology | \$88,077 | \$110,097 | \$137,621 | \$42.34488 | \$52.93111 | \$66.16388 | EX | 3704 | 03 |
| BUSINESS SOLUTIONS ARCHITECT | Information Technology | \$83,883 | \$104,854 | \$131,068 | \$40.32846 | \$50.41058 | \$63.01322 | EX | 3703 | 03 |
| BUSINESS SYSTEM ANALYST | Universal | \$65,176 | \$81,471 | \$101,838 | \$31.33481 | \$39.16851 | \$48.96064 | EX | 0016 | 03 |
| BUSINESS SYSTEM ANALYST II | Universal | \$67,132 | \$83,915 | \$104,894 | \$32.27505 | \$40.34381 | \$50.42977 | EX | 0018 | 03 |
| BUSINESS SYSTEM ANALYST SR | Universal | \$72,998 | \$91,248 | \$114,059 | \$35.09520 | \$43.86900 | \$54.83625 | EX | 0017 | 03 |
| Carpenter AND Operations Tech | Library & Cultural Services | \$40,233 | \$50,292 | \$62,865 | \$19.34300 | \$24.17875 | \$30.22344 | NE | 4301 | 01 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|--------------------------------|--------------------------------|----------------|------------------------------|----------------|-------------------------|---------------------|-------------------------|-------------|-----------------|------------------|
| CASE MANAGEMENT SUPERVISOR | Court Administration | \$62,717 | \$78,396 | \$97,995 | \$30.15235 | \$37.69043 | \$47.11304 | EX | 1031 | 04 |
| CASHIER II | Finance | \$33,010 | \$41,262 | \$51,578 | \$15.87007 | \$19.83759 | \$24.79699 | NE | 3405 | 02 |
| CASHIER LEAD | Finance | \$40,568 | \$50,710 | \$63,388 | \$19.50385 | \$24.37981 | \$30.47476 | NE | 3411 | 02 |
| CASHIER SENIOR | Finance | \$36,880 | \$46,100 | \$57,625 | \$17.73077 | \$22.16346 | \$27.70433 | NE | 3404 | 02 |
| CHANGE MANAGER AND TRAINER | Human Resources | \$71,685 | \$89,606 | \$112,007 | \$34.46380 | \$43.07975 | \$53.84969 | EX | 3103 | 03 |
| CHIEF BUILDING OFFICIAL | Public Works | \$109,675 | \$137,094 | \$171,367 | \$52.72831 | \$65.91038 | \$82.38798 | EX | 4913 | 16 |
| CHIEF COURT REPORTER | Judicial | \$62,736 | \$78,420 | \$98,025 | \$30.16154 | \$37.70192 | \$47.12740 | EX | 0737 | 04 |
| CHIEF DEPUTY PUBLIC DEFENDER | Public Defender | \$125,731 | \$157,164 | \$196,455 | \$60.44769 | \$75.55962 | \$94.44952 | EX | 1335 | 06 |
| CHIEF INFO SECURITY OFFICER | Information Technology | \$118,292 | \$147,865 | \$184,831 | \$56.87115 | \$71.08894 | \$88.86118 | EX | 3706 | 16 |
| CHIEF INFORMATION OFFICER | Information Technology | \$158,697 | \$198,371 | \$247,964 | \$76.29668 | \$95.37085 | \$119.21357 | EX | 3705 | 05 |
| CHIEF MARSHAL | Court Administration | \$69,213 | \$86,517 | \$108,146 | \$33.27571 | \$41.59464 | \$51.99330 | EX | 1032 | 16 |
| CHIEF PROBATION OFFICER | Court Administration | \$67,895 | \$84,869 | \$106,086 | \$32.64189 | \$40.80236 | \$51.00295 | EX | 1033 | 16 |
| CHIEF PUBLIC DEFENDER | Public Defender | \$144,128 | \$180,160 | \$225,200 | \$69.29231 | \$86.61538 | \$108.26923 | EX | 1336 | 06 |
| CHIEF TREATMENT PLANT OPERATOR | Water | \$70,345 | \$87,931 | \$109,914 | \$33.81962 | \$42.27452 | \$52.84315 | EX | 5204 | 04 |
| City Arborist | Parks, Recreation & Open Space | \$66,394 | \$82,993 | \$103,741 | \$31.92019 | \$39.90024 | \$49.87530 | EX | 6111 | 04 |
| CITY ATTORNEY | City Attorney | \$167,269 | \$209,086 | \$261,358 | \$80.41786 | \$100.52232 | \$125.65290 | EX | 1607 | 06 |
| CITY CLERK | General Management | \$90,641 | \$113,301 | \$141,626 | \$43.57724 | \$54.47155 | \$68.08944 | EX | 1701 | 16 |
| CITY CLERK SUPERVISOR | General Management | \$67,709 | \$84,636 | \$105,795 | \$32.55236 | \$40.69044 | \$50.86306 | EX | 1702 | 04 |
| CITY CLERK TECHNICIAN | General Management | \$37,097 | \$46,371 | \$57,964 | \$17.83512 | \$22.29390 | \$27.86738 | NE | 1703 | 03 |
| CITY ENGINEER | Public Works | \$111,646 | \$139,557 | \$174,446 | \$53.67577 | \$67.09471 | \$83.86839 | EX | 4914 | 16 |
| CITY MANAGER | General Management | \$213,416 | \$266,770 | \$333,462 | \$102.60384 | \$128.25481 | \$160.31851 | EX | 1704 | 06 |
| CITY SURVEYOR | Public Works | \$67,895 | \$84,869 | \$106,086 | \$32.64189 | \$40.80236 | \$51.00295 | EX | 4915 | 04 |
| CITY TREASURER | Finance | \$109,451 | \$136,814 | \$171,017 | \$52.62060 | \$65.77575 | \$82.21969 | EX | 3406 | 16 |
| CIVIL SERVICE SUPERVISOR | Civil Service | \$82,894 | \$103,617 | \$129,521 | \$39.85276 | \$49.81595 | \$62.26994 | EX | 0542 | 04 |
| INTAKE AND COMP SPECIALIST | Housing and Community Services | \$43,920 | \$54,900 | \$68,625 | \$21.11538 | \$26.39423 | \$32.99279 | EX | 6420 | 03 |
| CODE ENFORCEMENT OFFICER | Housing and Community Services | \$45,488 | \$56,860 | \$71,075 | \$21.86928 | \$27.33660 | \$34.17075 | NE | 6408 | 02 |
| ANIMAL PROTECTION OFFICER II | Housing and Community Services | \$45,604 | \$57,005 | \$71,256 | \$21.92492 | \$27.40615 | \$34.25768 | NE | 6403 | 02 |
| COMMAND SPECIALIST | Police | \$42,288 | \$52,860 | \$66,075 | \$20.33077 | \$25.41346 | \$31.76683 | NE | 5502 | 02 |
| COMMUNICATION STRATEGIST | Communications | \$56,030 | \$70,037 | \$87,546 | \$26.93731 | \$33.67163 | \$42.08954 | EX | 0076 | 03 |
| COMMUNICATION STRATEGIST SR | Universal | \$72,674 | \$90,843 | \$113,553 | \$34.93950 | \$43.67437 | \$54.59296 | EX | 0076 | 03 |
| COMMUNICATIONS MARKETING SPEC | Universal | \$57,754 | \$72,192 | \$90,240 | \$27.76613 | \$34.70766 | \$43.38458 | NE | 0081 | 03 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|--------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| COMMUNITY ENGAGEMENT COOR | Universal | \$55,041 | \$68,802 | \$86,002 | \$26.46219 | \$33.07774 | \$41.34718 | EX | 0019 | 03 |
| COMMUNITY OUTREACH PROGRAM CRD | Housing and Community Services | \$47,030 | \$58,788 | \$73,485 | \$22.61077 | \$28.26346 | \$35.32933 | NE | 6411 | 03 |
| COMMUNITY PROGRAM SPECIALIST | Housing and Community Services | \$47,334 | \$59,168 | \$73,960 | \$22.75679 | \$28.44599 | \$35.55749 | NE | 6412 | 03 |
| YOUTH VIOLENCE PREV SPEC | Housing and Community Services | \$49,014 | \$61,267 | \$76,584 | \$23.56423 | \$29.45529 | \$36.81911 | NE | 6427 | 03 |
| HSNG AND CMMRCL DEVLPMNT SPEC | Housing and Community Services | \$49,701 | \$62,126 | \$77,658 | \$23.89463 | \$29.86829 | \$37.33536 | NE | 6419 | 03 |
| COMP AND CLASS ANALYST | Human Resources | \$59,765 | \$74,707 | \$93,383 | \$28.73327 | \$35.91659 | \$44.89573 | EX | 3104 | 03 |
| CONSTRUCTION INSPECTION SUP | Universal | \$78,131 | \$97,664 | \$122,080 | \$37.56320 | \$46.95400 | \$58.69250 | EX | 0020 | 04 |
| CONSTRUCTION INSPECTOR | Universal | \$61,764 | \$77,205 | \$96,506 | \$29.69423 | \$37.11779 | \$46.39712 | NE | 0021 | 02 |
| CONSTRUCTION INSPECTOR SR | Universal | \$67,940 | \$84,926 | \$106,157 | \$32.66365 | \$40.82957 | \$51.03696 | NE | 0022 | 02 |
| CONTROLLER | Finance | \$117,141 | \$146,426 | \$183,033 | \$56.31780 | \$70.39725 | \$87.99657 | EX | 3407 | 16 |
| CORROSION CONTROL TECH SR | Water | \$53,895 | \$67,368 | \$84,210 | \$25.91083 | \$32.38853 | \$40.48567 | NE | 5206 | 01 |
| CORROSION CONTROL TECHNICIAN | Water | \$46,865 | \$58,581 | \$73,226 | \$22.53115 | \$28.16394 | \$35.20493 | NE | 5205 | 01 |
| COURT CLERK II | Court Administration | \$39,121 | \$48,901 | \$61,126 | \$18.80806 | \$23.51007 | \$29.38759 | NE | 1034 | 02 |
| COURT CLERK III | Court Administration | \$43,033 | \$53,791 | \$67,239 | \$20.68888 | \$25.86111 | \$32.32638 | NE | 1035 | 02 |
| COURT LIAISON TECHNICIAN | Police | \$43,700 | \$54,625 | \$68,281 | \$21.00962 | \$26.26202 | \$32.82740 | NE | 5503 | 02 |
| COURT REPORTER | Judicial | \$54,994 | \$68,742 | \$85,928 | \$26.43923 | \$33.04904 | \$41.31130 | NE | 0738 | 02 |
| COURTROOM ASSISTANT | Judicial | \$38,700 | \$48,375 | \$60,469 | \$18.60570 | \$23.25713 | \$29.07141 | NE | 0739 | 02 |
| COURTROOM ASSISTANT II | Judicial | \$42,309 | \$52,886 | \$66,108 | \$20.34092 | \$25.42614 | \$31.78268 | NE | 0741 | 02 |
| Crim Firearms Examiner SR | Police | \$80,362 | \$100,453 | \$125,566 | \$38.63574 | \$48.29467 | \$60.36834 | EX | 5516 | 03 |
| CRIM LATENT PRINTS LEAD | Police | \$88,399 | \$110,498 | \$138,123 | \$42.49935 | \$53.12418 | \$66.40523 | EX | 5513 | 03 |
| CRIM QUESTIONED DOC EX II | Police | \$73,057 | \$91,321 | \$114,151 | \$35.12340 | \$43.90425 | \$54.88031 | EX | 5515 | 03 |
| Crim Questioned Doc Ex Sr | Police | \$80,362 | \$100,453 | \$125,566 | \$38.63574 | \$48.29467 | \$60.36834 | EX | 5517 | 03 |
| CRIME ANALYST | Police | \$61,106 | \$76,383 | \$95,478 | \$29.37798 | \$36.72247 | \$45.90309 | EX | 5504 | 03 |
| CRIME ANALYST LEAD | Police | \$70,578 | \$88,222 | \$110,278 | \$33.93156 | \$42.41445 | \$53.01807 | EX | 5505 | 03 |
| CRIME ANALYST SR | Police | \$64,162 | \$80,202 | \$100,252 | \$30.84688 | \$38.55859 | \$48.19824 | EX | 5506 | 03 |
| CRIME SCENE INVESTIGATOR I | Police | \$58,760 | \$73,450 | \$91,812 | \$28.24989 | \$35.31236 | \$44.14045 | NE | 5507 | 03 |
| CRIME SCENE INVESTIGATOR II | Police | \$60,523 | \$75,653 | \$94,567 | \$29.09739 | \$36.37173 | \$45.46466 | NE | 5508 | 03 |
| CRIME SCENE INVESTIGATOR III | Police | \$62,338 | \$77,923 | \$97,403 | \$29.97031 | \$37.46288 | \$46.82860 | NE | 5509 | 03 |
| Crime Scene Supervisor | Police | \$73,124 | \$91,404 | \$114,256 | \$35.15554 | \$43.94443 | \$54.93054 | EX | 5510 | 04 |
| CRIMINALIST DNA | Police | \$64,771 | \$80,964 | \$101,205 | \$31.14007 | \$38.92509 | \$48.65636 | EX | 5511 | 03 |
| CRIMINALIST LEAD CHEMIST | Police | \$80,362 | \$100,453 | \$125,566 | \$38.63574 | \$48.29467 | \$60.36834 | EX | 5512 | 03 |

**2021 SALARY SCHEDULE
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|----------------------------------|------------------------|----------------|------------------------------|----------------|-------------------------|---------------------|-------------------------|-------------|-----------------|------------------|
| CROSS CONNECT CONT TECH II | Water | \$48,271 | \$60,338 | \$75,423 | \$23.20709 | \$29.00886 | \$36.26108 | NE | 5208 | 01 |
| CROSS CONNECTION CONT TECH | Water | \$46,865 | \$58,581 | \$73,226 | \$22.53115 | \$28.16394 | \$35.20493 | NE | 5207 | 01 |
| CUSTOMER SERVICE REP | Universal | \$42,871 | \$53,589 | \$66,987 | \$20.61127 | \$25.76409 | \$32.20511 | NE | 0023 | 02 |
| CUSTOMER SERVICE SUPERVISOR | Universal | \$66,348 | \$82,935 | \$103,669 | \$31.89808 | \$39.87260 | \$49.84075 | EX | 0024 | 04 |
| CUSTOMER SERVICE TECHNICIAN | Water | \$42,049 | \$52,561 | \$65,701 | \$20.21580 | \$25.26975 | \$31.58718 | NE | 5210 | 02 |
| CUSTOMER SVC AND BILLING MGR | Water | \$108,243 | \$135,304 | \$169,130 | \$52.04000 | \$65.05000 | \$81.31250 | EX | 5209 | 16 |
| DAM SAFETY SPECIALIST | Water | \$55,967 | \$69,959 | \$87,448 | \$26.90722 | \$33.63403 | \$42.04254 | NE | 5211 | 01 |
| DAM UTILITY SPECIALIST | Water | \$47,377 | \$59,221 | \$74,026 | \$22.77731 | \$28.47163 | \$35.58954 | NE | 5212 | 01 |
| DEBT AND TREASURY SENIOR ANALYST | Finance | \$66,880 | \$83,600 | \$104,500 | \$32.15385 | \$40.19231 | \$50.24038 | EX | | 03 |
| DEI MANAGER | General Management | \$90,641 | \$113,301 | \$141,626 | \$43.57740 | \$54.47163 | \$68.08942 | EX | 1705 | 16 |
| DEI OFFICER | General Management | \$126,960 | \$158,700 | \$198,375 | \$61.03846 | \$76.29808 | \$95.37260 | EX | 1711 | 05 |
| DEPUTY CITY ATTORNEY | City Attorney | \$150,547 | \$188,184 | \$235,230 | \$72.37859 | \$90.47324 | \$113.09155 | EX | 1608 | 06 |
| DEPUTY CITY CLERK | General Management | \$68,169 | \$85,211 | \$106,514 | \$32.77346 | \$40.96683 | \$51.20853 | EX | 1706 | 04 |
| DEPUTY CITY MANAGER | General Management | \$164,965 | \$206,206 | \$257,758 | \$79.31000 | \$99.13750 | \$123.92188 | EX | 1707 | 05 |
| DEPUTY DIR BUS SVC | Water | \$143,369 | \$179,212 | \$224,015 | \$68.92760 | \$86.15950 | \$107.69938 | EX | 5213 | 16 |
| DEPUTY DIR IT | Information Technology | \$114,237 | \$142,796 | \$178,496 | \$54.92169 | \$68.65212 | \$85.81514 | EX | 3707 | 16 |
| DEPUTY DIR OF COMM | Communications | \$103,007 | \$128,758 | \$160,948 | \$49.52240 | \$61.90300 | \$77.37875 | EX | 1901 | 16 |
| DEPUTY DIR OF ENGINEERING | Public Works | \$143,370 | \$179,212 | \$224,015 | \$68.92769 | \$86.15962 | \$107.69952 | EX | 4916 | 16 |
| DEPUTY DIR OF HR | Human Resources | \$118,914 | \$148,643 | \$185,803 | \$57.17031 | \$71.46288 | \$89.32860 | EX | 3105 | 16 |
| DEPUTY DIR OF OPERATIONS | Water | \$146,140 | \$182,675 | \$228,344 | \$70.25962 | \$87.82452 | \$109.78065 | EX | 5214 | 16 |
| DEPUTY DIR OF PLAN AND ENG | Water | \$148,978 | \$186,223 | \$232,779 | \$77.17000 | \$96.46000 | \$120.57000 | EX | 5215 | 16 |
| DEPUTY DIR OF WATER RES | Water | \$160,509 | \$200,636 | \$250,795 | \$77.17000 | \$96.46000 | \$120.57000 | EX | 5216 | 16 |
| DEPUTY DIR PW OPERATIONS | Public Works | \$143,369 | \$179,212 | \$224,015 | \$68.93000 | \$86.16000 | \$107.70000 | EX | 4917 | 16 |
| DEPUTY FIRE CHIEF | Fire | \$133,245 | \$166,556 | \$208,195 | \$64.06000 | \$80.07500 | \$100.09375 | EX | 1227 | 14 |
| DEPUTY POLICE CHIEF | Police | \$137,576 | \$176,494 | \$215,412 | \$66.14231 | \$84.85288 | \$103.56350 | EX | 1258 | 13 |
| DEPUTY PUBLIC DEFENDER | Public Defender | \$73,863 | \$92,328 | \$115,411 | \$35.51096 | \$44.38870 | \$55.48587 | EX | 1337 | 06 |
| DEPUTY PUBLIC DEFENDER II | Public Defender | \$86,321 | \$107,901 | \$134,876 | \$41.50026 | \$51.87532 | \$64.84415 | EX | 1338 | 06 |
| DETENTION ADMINISTRATIVE SUP | Court Administration | \$60,240 | \$75,300 | \$94,125 | \$28.96154 | \$36.20192 | \$45.25240 | EX | 1036 | 04 |
| DETENTION OFFICER | Court Administration | \$40,108 | \$50,135 | \$62,669 | \$19.28279 | \$24.10349 | \$30.12936 | NE | 1038 | 02 |
| DETENTION OFFICER LEAD | Court Administration | \$52,013 | \$65,016 | \$81,270 | \$25.00615 | \$31.25769 | \$39.07212 | NE | 1039 | 02 |
| DETENTION OFFICER SENIOR | Court Administration | \$44,119 | \$55,149 | \$68,936 | \$21.21107 | \$26.51383 | \$33.14229 | NE | 1040 | 02 |

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|-------------------------------|--------------------------------|----------------|------------------------------|----------------|-------------------------|---------------------|-------------------------|-------------|-----------------|------------------|
| DETENTION SUPERVISOR | Court Administration | \$62,047 | \$77,559 | \$96,949 | \$29.83038 | \$37.28798 | \$46.60998 | EX | 1041 | 04 |
| DETENTION TECNICIAN | Court Administration | \$44,119 | \$55,149 | \$68,936 | \$21.21107 | \$26.51383 | \$33.14229 | NE | 1042 | 02 |
| DEV PROCESS IMPROVEMENT MGR | General Management | \$94,763 | \$118,453 | \$148,067 | \$45.55896 | \$56.94870 | \$71.18588 | EX | 1708 | 16 |
| DEV PROJECT MANAGER SR | General Management | \$76,901 | \$96,126 | \$120,158 | \$36.97163 | \$46.21454 | \$57.76817 | EX | 1710 | 03 |
| Development Coordinator | Planning & Development Service | \$47,008 | \$58,760 | \$73,450 | \$22.60000 | \$28.25000 | \$35.31250 | EX | 6701 | 03 |
| DEVELOPMENT PROJECT MANAGER | General Management | \$68,662 | \$85,827 | \$107,284 | \$33.01038 | \$41.26298 | \$51.57873 | EX | 1709 | 03 |
| DIGITAL MEDIA RCDS SPEC LEAD | Police | \$46,082 | \$57,603 | \$72,004 | \$22.15500 | \$27.69375 | \$34.61719 | NE | 5518 | 02 |
| DIGITAL RECORDS TECHNICIAN | Police | \$38,480 | \$48,100 | \$60,125 | \$18.50000 | \$23.12500 | \$28.90625 | NE | 5519 | 02 |
| DIR OF PKS REC OPEN SP | Parks, Recreation & Open Space | \$127,798 | \$159,748 | \$199,685 | \$61.44156 | \$76.80195 | \$96.00244 | EX | 6112 | 05 |
| DIRECTOR OF COMM AND MKTING | Communications | \$134,808 | \$168,510 | \$210,638 | \$64.81154 | \$81.01442 | \$101.26803 | EX | 1902 | 05 |
| DIRECTOR OF COURTS AND DET | Court Administration | \$127,798 | \$159,748 | \$199,685 | \$61.44154 | \$76.80192 | \$96.00240 | EX | 1043 | 06 |
| Director of Emergency Comm | Public Safety Communications | \$94,763 | \$118,453 | \$148,067 | \$45.55896 | \$56.94870 | \$71.18588 | EX | 5601 | 16 |
| DIRECTOR OF FINANCE | Finance | \$152,967 | \$191,209 | \$239,012 | \$73.54200 | \$91.92750 | \$114.90938 | EX | 3409 | 05 |
| CODE ENFORCEMENT OFFICER SR | Housing and Community Services | \$50,037 | \$62,546 | \$78,183 | \$24.05620 | \$30.07025 | \$37.58782 | NE | 6409 | 02 |
| Director of Lib Cultrl Svcs | Library & Cultural Services | \$127,798 | \$159,748 | \$199,685 | \$61.44156 | \$76.80195 | \$96.00244 | EX | 4302 | 05 |
| DIRECTOR OF PLAN DEV SVCS | Planning & Development Service | \$127,798 | \$159,748 | \$199,685 | \$61.44156 | \$76.80195 | \$96.00244 | EX | 6702 | 05 |
| DIRECTOR OF PUBLIC WORKS | Public Works | \$160,509 | \$200,636 | \$250,795 | \$77.16769 | \$96.45962 | \$120.57452 | EX | 4918 | 05 |
| DOT Program Manager | Human Resources | \$65,917 | \$77,846 | \$102,996 | \$31.69104 | \$37.42596 | \$49.51725 | EX | 3107 | 03 |
| ECONOMIC AND BUS DEV SUPVSR | Planning & Development Service | \$82,380 | \$102,975 | \$128,719 | \$39.60595 | \$49.50743 | \$61.88429 | EX | 6703 | 04 |
| ELECTRICAL SPECIALIST | Water | \$55,967 | \$69,959 | \$87,448 | \$26.90722 | \$33.63403 | \$42.04254 | NE | 5218 | 01 |
| ELECTRICAL SUP INDUSTRIAL | Water | \$82,894 | \$103,617 | \$129,521 | \$39.85276 | \$49.81595 | \$62.26994 | EX | 5219 | 04 |
| Emerg Comm Rcd AND Disc Spec | Public Safety Communications | \$35,427 | \$44,283 | \$55,354 | \$17.03208 | \$21.29010 | \$26.61263 | NE | 5603 | 02 |
| Emergency Comm Operations Mgr | Public Safety Communications | \$86,579 | \$108,224 | \$135,280 | \$41.62468 | \$52.03085 | \$65.03856 | EX | 5613 | 04 |
| Emergency Comm Recrt I ECR1 | Public Safety Communications | \$36,973 | \$46,216 | \$57,770 | \$17.77535 | \$22.21919 | \$27.77398 | NE | 5604 | 02 |
| Emergency Comm Recrt II ECR2 | Public Safety Communications | \$39,191 | \$48,989 | \$61,236 | \$18.84187 | \$23.55234 | \$29.44042 | NE | 5605 | 02 |
| Emergency Comm Spec I ECS1 | Public Safety Communications | \$42,131 | \$52,664 | \$65,830 | \$20.25542 | \$25.31928 | \$31.64910 | NE | 5606 | 02 |
| Emergency Comm Spec II ECS-2 | Public Safety Communications | \$45,291 | \$56,614 | \$70,767 | \$21.77458 | \$27.21823 | \$34.02278 | NE | 5602 | 02 |
| Emergency Comm Spec III ECS3 | Public Safety Communications | \$48,688 | \$60,860 | \$76,075 | \$23.40767 | \$29.25959 | \$36.57449 | NE | 5607 | 02 |
| Emergency Comm Spec IV ECS4 | Public Safety Communications | \$52,028 | \$65,035 | \$81,294 | \$25.01346 | \$31.26683 | \$39.08353 | NE | 5608 | 02 |
| Emergency Comm Spec V ECS5 | Public Safety Communications | \$57,231 | \$71,539 | \$89,423 | \$27.51490 | \$34.39363 | \$42.99204 | EX | 5609 | 02 |
| Emergency Comm Supervisor | Public Safety Communications | \$64,230 | \$80,287 | \$100,359 | \$30.87980 | \$38.59975 | \$48.24968 | EX | 5610 | 04 |

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|--------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| Emergency Comm Supervisor QA | Public Safety Communications | \$64,230 | \$80,287 | \$100,359 | \$30.87980 | \$38.59975 | \$48.24968 | EX | 5611 | 04 |
| Emergency Services Coordinator | Fire | \$58,400 | \$73,000 | \$91,250 | \$28.07693 | \$35.09616 | \$43.87020 | EX | 5801 | 03 |
| Emp Relations Spec SR | Human Resources | \$69,101 | \$86,377 | \$107,971 | \$33.22173 | \$41.52716 | \$51.90895 | EX | 3108 | 03 |
| EMP RELATIONS SPECIALIST | Human Resources | \$63,975 | \$79,969 | \$99,961 | \$30.75721 | \$38.44663 | \$48.05817 | EX | 3109 | 03 |
| End User Computing Analyst | Information Technology | \$43,633 | \$54,542 | \$68,177 | \$20.97753 | \$26.22192 | \$32.77740 | NE | 3708 | 02 |
| End User Computng Analyst II | Information Technology | \$46,224 | \$57,781 | \$72,226 | \$22.22328 | \$27.77910 | \$34.72388 | NE | 3710 | 02 |
| End User Computng Analyst Sr | Information Technology | \$48,536 | \$60,670 | \$75,838 | \$23.33463 | \$29.16829 | \$36.46037 | EX | 3709 | 03 |
| ENGINEER | Universal | \$61,764 | \$77,205 | \$96,506 | \$29.69423 | \$37.11779 | \$46.39724 | EX | 0025 | 03 |
| ENGINEER II | Universal | \$63,617 | \$79,521 | \$99,401 | \$30.58500 | \$38.23125 | \$47.78906 | EX | 0027 | 03 |
| ENGINEER SR | Universal | \$95,328 | \$119,160 | \$148,949 | \$45.83060 | \$57.28825 | \$71.61031 | EX | 0026 | 03 |
| ENGINEERING SUPERVISOR | Universal | \$106,246 | \$132,807 | \$166,009 | \$51.07962 | \$63.84952 | \$79.81190 | EX | 0028 | 04 |
| ENGINEERING TECHNICIAN | Universal | \$45,993 | \$57,492 | \$71,864 | \$22.11212 | \$27.64014 | \$34.55018 | NE | 0029 | 02 |
| ENGINEERING TECHNICIAN SUP | Universal | \$59,791 | \$74,739 | \$93,424 | \$28.74575 | \$35.93219 | \$44.91523 | EX | 0030 | 04 |
| ENVIRONMENT INSPECTION SUP | Water | \$69,213 | \$86,517 | \$108,146 | \$33.27559 | \$41.59449 | \$51.99311 | EX | 5220 | 04 |
| ENVIRONMENTAL INSPECTOR | Water | \$47,585 | \$59,481 | \$74,351 | \$22.87731 | \$28.59663 | \$35.74579 | NE | 5221 | 02 |
| ENVIRONMENTAL INSPECTOR II | Water | \$49,960 | \$62,451 | \$78,063 | \$24.01942 | \$30.02428 | \$37.53035 | NE | 5222 | 02 |
| ENVIRONMENTAL INSPECTOR III | Water | \$49,960 | \$62,451 | \$78,063 | \$24.01942 | \$30.02428 | \$37.53035 | NE | 5223 | 02 |
| ENVIRONMENTAL QUALITY SPEC | Water | \$59,352 | \$74,190 | \$92,738 | \$28.53462 | \$35.66827 | \$44.58534 | EX | 5224 | 03 |
| ENVIRONMENTAL QUALITY SPEC II | Water | \$62,320 | \$77,900 | \$97,374 | \$29.96135 | \$37.45168 | \$46.81460 | EX | 5226 | 03 |
| ENVIRONMENTAL QUALITY SPEC III | Water | \$67,246 | \$84,058 | \$105,072 | \$32.32985 | \$40.41231 | \$50.51538 | EX | 5227 | 03 |
| ENVIRONMENTAL QUALITY SPEC SR | Water | \$73,971 | \$92,464 | \$115,580 | \$35.56300 | \$44.45375 | \$55.56719 | EX | 5228 | 03 |
| ENVIRONMENTAL QUALITY SUP | Water | \$90,398 | \$112,998 | \$141,248 | \$43.46077 | \$54.32596 | \$67.90745 | EX | 5225 | 04 |
| EVENT COORDINATOR | Parks, Recreation & Open Space | \$55,200 | \$69,000 | \$86,250 | \$26.53846 | \$33.17308 | \$41.46635 | EX | 6113 | 03 |
| EVENT COORDINATOR SR | Parks, Recreation & Open Space | \$60,720 | \$75,900 | \$94,875 | \$29.19231 | \$36.49038 | \$45.61298 | EX | 6114 | 03 |
| EXECUTIVE ASSISTANT | Universal | \$49,887 | \$62,359 | \$77,949 | \$23.98423 | \$29.98029 | \$37.47536 | NE | 0031 | 03 |
| EXECUTIVE PRODUCER | Library & Cultural Services | \$61,689 | \$77,111 | \$96,389 | \$29.65806 | \$37.07257 | \$46.34072 | EX | 4303 | 04 |
| EXECUTIVE SPECIALIST | Universal | \$52,897 | \$66,122 | \$82,652 | \$25.43135 | \$31.78918 | \$39.73648 | NE | 0032 | 03 |
| FACILITIES TECHNICIAN | Public Works | \$40,234 | \$50,292 | \$62,865 | \$19.34308 | \$24.17885 | \$30.22356 | NE | 4919 | 01 |
| FACILITIES WORKER | Public Works | \$33,281 | \$41,602 | \$52,002 | \$16.00062 | \$20.00077 | \$25.00096 | NE | 4970 | 01 |
| FACILITY PROGRAM SUPERVISOR | Parks, Recreation & Open Space | \$72,606 | \$90,757 | \$113,447 | \$34.90670 | \$43.63338 | \$54.54172 | EX | 6115 | 04 |
| FACILITY SPECIALIST | Parks, Recreation & Open Space | \$41,699 | \$52,124 | \$65,155 | \$20.04776 | \$25.05970 | \$31.32463 | NE | 6107 | 03 |

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|--------------------------------|--------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| FACILITY SUPERINTENDENT | Public Works | \$75,837 | \$94,797 | \$118,496 | \$36.46026 | \$45.57532 | \$56.96915 | EX | 4920 | 04 |
| FINANCIAL ANALYST | Universal | \$58,910 | \$73,638 | \$92,047 | \$28.32217 | \$35.40271 | \$44.25338 | EX | 0033 | 03 |
| FINANCIAL SUPERVISOR | Universal | \$80,380 | \$100,475 | \$125,594 | \$38.64423 | \$48.30529 | \$60.38161 | EX | 0034 | 04 |
| FINANCIAL SUPPORT SPEC II | Universal | \$52,053 | \$65,067 | \$81,334 | \$25.02571 | \$31.28214 | \$39.10267 | NE | 0035 | 03 |
| FINANCIAL SUPPORT SPECIALIST | Universal | \$49,575 | \$61,968 | \$77,461 | \$23.83401 | \$29.79251 | \$37.24064 | NE | 0036 | 03 |
| FINANCIAL SUPPORT TECH II | Universal | \$46,848 | \$58,561 | \$73,201 | \$22.52331 | \$28.15413 | \$35.19267 | NE | 0037 | 02 |
| FINANCIAL SUPPORT TECHNICIAN | Universal | \$44,617 | \$55,772 | \$69,714 | \$21.45061 | \$26.81326 | \$33.51657 | NE | 0038 | 02 |
| FIRE BATTALION CHIEF | Fire | \$110,120 | \$137,650 | \$172,062 | \$52.94215 | \$66.17769 | \$82.72212 | EX | 9120 | 15 |
| FIRE BATTALION CHIEF 8HR | Fire | \$110,120 | \$137,650 | \$172,062 | \$52.94215 | \$66.17769 | \$82.72212 | EX | 9130 | 14 |
| FIRE CHIEF | Fire | \$153,342 | \$191,678 | \$239,598 | \$73.72231 | \$92.15288 | \$115.19111 | EX | 5802 | 05 |
| FIRE COMMANDER | Fire | \$121,132 | \$151,415 | \$189,268 | \$58.23638 | \$72.79548 | \$90.99435 | EX | 9121 | 14 |
| FIRE INSPECTOR I | Fire | \$59,328 | \$74,160 | \$92,700 | \$28.52317 | \$35.65396 | \$44.56745 | NE | 5803 | 02 |
| FIRE INSPECTOR SR | Fire | \$62,043 | \$77,554 | \$96,942 | \$29.82840 | \$37.28550 | \$46.60688 | NE | 5804 | 02 |
| FIRE LIFE SAFETY PLANS RVWR II | Public Works | \$59,586 | \$74,483 | \$93,104 | \$28.64727 | \$35.80909 | \$44.76136 | EX | 4922 | 03 |
| FIRE LIFE SAFETY PLANS RVWR-SR | Public Works | \$66,737 | \$83,421 | \$104,276 | \$32.08494 | \$40.10618 | \$50.13272 | EX | 4923 | 03 |
| FIRE TECHNICIAN LEAD | Public Works | \$63,950 | \$79,938 | \$99,922 | \$30.74521 | \$38.43151 | \$48.03939 | NE | 4921 | 01 |
| FLEET ANALYST | Universal | \$61,764 | \$77,205 | \$96,506 | \$29.69423 | \$37.11779 | \$46.39724 | EX | 0039 | 03 |
| FLEET BODY TECHNICIAN III | Public Works | \$60,905 | \$76,131 | \$95,164 | \$29.28115 | \$36.60144 | \$45.75180 | NE | 4924 | 01 |
| FLEET FACILITIES WORKER | Public Works | \$0 | \$0 | \$0 | \$0.00000 | \$0.00000 | \$0.00000 | NE | 4969 | 01 |
| FLEET FIRE SUPERVISOR | Public Works | \$71,624 | \$89,531 | \$111,913 | \$34.43483 | \$43.04354 | \$53.80442 | EX | 4925 | 04 |
| FLEET HEAVY EQUIP OPERATOR | Public Works | \$47,321 | \$59,152 | \$73,940 | \$22.75064 | \$28.43830 | \$35.54788 | NE | 4926 | 01 |
| FLEET HEAVY SUPERVISOR | Public Works | \$75,206 | \$94,007 | \$117,509 | \$36.15654 | \$45.19567 | \$56.49459 | EX | 4927 | 04 |
| FLEET LIGHT SUPERVISOR | Public Works | \$71,624 | \$89,531 | \$111,913 | \$34.43483 | \$43.04354 | \$53.80442 | EX | 4928 | 04 |
| FLEET LIGHT TECHNICIAN LEAD | Public Works | \$63,950 | \$79,938 | \$99,922 | \$30.74521 | \$38.43151 | \$48.03939 | NE | 4929 | 01 |
| FLEET MANAGER | Public Works | \$100,576 | \$125,720 | \$157,150 | \$48.35385 | \$60.44231 | \$75.55288 | EX | 4930 | 16 |
| FLEET TECHNICIAN | Public Works | \$47,321 | \$59,152 | \$73,940 | \$22.75064 | \$28.43830 | \$35.54788 | NE | 4931 | 01 |
| FLEET TECHNICIAN FIRE | Public Works | \$47,321 | \$59,152 | \$73,940 | \$22.75064 | \$28.43830 | \$35.54788 | NE | 4932 | 01 |
| FLEET TECHNICIAN II | Public Works | \$49,688 | \$62,110 | \$77,637 | \$23.88831 | \$29.86038 | \$37.32548 | NE | 4933 | 01 |
| FLEET TECHNICIAN III | Public Works | \$60,905 | \$76,131 | \$95,164 | \$29.28115 | \$36.60144 | \$45.75180 | NE | 4934 | 01 |
| FLOW CONTROL SPECIALIST LEAD | Water | \$58,765 | \$73,456 | \$91,820 | \$28.25231 | \$35.31538 | \$44.14423 | NE | 5229 | 01 |
| FLOW CONTROL SUPERVISOR | Water | \$67,895 | \$84,869 | \$106,086 | \$32.64177 | \$40.80221 | \$51.00277 | EX | 5230 | 04 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|-------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| FLOW CONTROL TECHNICIAN II | Water | \$47,689 | \$59,611 | \$74,514 | \$22.92731 | \$28.65913 | \$35.82392 | NE | 5231 | 01 |
| FORESTRY INSPECTOR | Parks, Recreation & Open Space | \$43,259 | \$54,074 | \$67,593 | \$20.79776 | \$25.99720 | \$32.49650 | NE | 6116 | 02 |
| GENERAL MANAGER OF WATER | Water | \$200,000 | \$250,000 | \$312,500 | \$96.15385 | \$120.19231 | \$150.24038 | EX | 5232 | 05 |
| GIS ANALYST | Universal | \$62,122 | \$77,652 | \$97,065 | \$29.86615 | \$37.33269 | \$46.66587 | EX | 0040 | 03 |
| GIS ANALYST SR | Universal | \$69,576 | \$86,970 | \$108,713 | \$33.45000 | \$41.81250 | \$52.26563 | EX | 0041 | 03 |
| GIS MANAGER | Universal | \$86,296 | \$107,870 | \$134,838 | \$41.48846 | \$51.86058 | \$64.82572 | EX | 0042 | 04 |
| GIS SPECIALIST | Universal | \$55,909 | \$69,886 | \$87,358 | \$26.87923 | \$33.59904 | \$41.99880 | NE | 0043 | 02 |
| GIS SUPERVISOR | Universal | \$75,040 | \$93,800 | \$117,250 | \$36.07692 | \$45.09615 | \$56.37019 | EX | 0044 | 04 |
| GOLF ASSISTANT PROFESSIONAL | Parks, Recreation & Open Space | \$42,951 | \$53,689 | \$67,111 | \$20.64944 | \$25.81180 | \$32.26475 | EX | 6118 | 03 |
| Golf Course Assistant Super | Parks, Recreation & Open Space | \$57,088 | \$71,361 | \$89,201 | \$27.44635 | \$34.30793 | \$42.88492 | EX | 6119 | 01 |
| GOLF COURSE SUPERINTENDENT | Parks, Recreation & Open Space | \$67,952 | \$84,940 | \$106,175 | \$32.66922 | \$40.83653 | \$51.04566 | EX | 6120 | 04 |
| Golf Equipment Specialist | Parks, Recreation & Open Space | \$45,813 | \$57,266 | \$71,583 | \$22.02552 | \$27.53190 | \$34.41488 | NE | 6121 | 01 |
| GOLF HEAD PROFESSIONAL | Parks, Recreation & Open Space | \$68,094 | \$85,117 | \$106,396 | \$32.73736 | \$40.92170 | \$51.15213 | EX | 6122 | 04 |
| GOLF MECHANIC SPECIALIST | Parks, Recreation & Open Space | \$0 | \$0 | \$0 | \$0.00000 | \$0.00000 | \$0.00000 | NE | 6160 | 01 |
| COMMUNITY PROGRAM SPEC SR | Housing and Community Services | \$55,041 | \$68,802 | \$86,002 | \$26.46219 | \$33.07774 | \$41.34718 | EX | 6413 | 03 |
| GRANT ANALYST | Police | \$61,343 | \$76,678 | \$95,848 | \$29.49164 | \$36.86455 | \$46.08069 | EX | 5520 | 03 |
| GRAPHIC DESIGN SUPERVISOR | Communications | \$60,677 | \$75,846 | \$94,808 | \$29.17154 | \$36.46442 | \$45.58053 | EX | 1903 | 04 |
| GRAPHIC DESIGNER | Communications | \$49,299 | \$61,624 | \$77,030 | \$23.70152 | \$29.62690 | \$37.03363 | NE | 1904 | 02 |
| GRAPHIC DESIGNER SR | Communications | \$55,215 | \$69,019 | \$86,274 | \$26.54572 | \$33.18215 | \$41.47769 | NE | 1905 | 02 |
| ANIMAL SHELTER SUPERVISOR | Housing and Community Services | \$55,368 | \$69,210 | \$86,513 | \$26.61923 | \$33.27404 | \$41.59255 | EX | 6406 | 04 |
| ANIMAL FIELD SUPERVISOR | Housing and Community Services | \$59,107 | \$73,884 | \$92,355 | \$28.41691 | \$35.52113 | \$44.40142 | EX | 6401 | 04 |
| HR PROGRAM ANALYST | Human Resources | \$65,917 | \$82,397 | \$102,996 | \$31.69104 | \$39.61380 | \$49.51725 | EX | 3110 | 03 |
| HRIS ANALYST SR | Human Resources | \$65,918 | \$82,397 | \$102,996 | \$31.69115 | \$39.61394 | \$49.51743 | EX | 3112 | 03 |
| HRIS TECHNICIAN | Human Resources | \$0 | \$0 | \$0 | \$0.00000 | \$0.00000 | \$0.00000 | NE | 3113 | 02 |
| MENTAL HEALTH PROGRAM | Housing and Community Services | \$61,132 | \$76,415 | \$95,519 | \$29.39038 | \$36.73798 | \$45.92260 | EX | | 03 |
| HUMAN RESOURCES ANALYST | Human Resources | \$52,953 | \$66,192 | \$82,739 | \$25.45827 | \$31.82284 | \$39.77855 | EX | 3114 | 03 |
| IMPOUND SUPERVISOR | Police | \$55,368 | \$69,210 | \$86,513 | \$26.61932 | \$33.27415 | \$41.59269 | EX | 5521 | 04 |
| IMPOUND TECHNICIAN | Police | \$35,427 | \$44,283 | \$55,354 | \$17.03208 | \$21.29010 | \$26.61263 | NE | 5522 | 02 |
| CODE ENFORCEMENT SUPERVISOR | Housing and Community Services | \$64,031 | \$80,038 | \$100,048 | \$30.78393 | \$38.47991 | \$48.09989 | EX | 6410 | 04 |
| INTERGOVRNMNTL RELATIONS COOR | General Management | \$47,008 | \$58,760 | \$73,450 | \$22.60000 | \$28.25000 | \$35.31250 | NE | 1712 | 02 |
| INTERGOVRNMNTL RELATIONS MGR | General Management | \$83,760 | \$104,700 | \$130,875 | \$40.26923 | \$50.33654 | \$62.92067 | EX | 1713 | 04 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|--------------------------------|--------------------------------|----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| INTERNAL AUDITOR | General Management | \$52,042 | \$65,053 | \$81,316 | \$25.02019 | \$31.27524 | \$39.09405 | EX | 1714 | 03 |
| INTERNAL AUDITOR II | General Management | \$53,604 | \$67,005 | \$83,756 | \$25.77100 | \$32.21375 | \$40.26718 | EX | 1716 | 03 |
| INTERNAL AUDITOR SR | General Management | \$60,036 | \$75,045 | \$93,806 | \$28.86352 | \$36.07939 | \$45.09924 | EX | 1715 | 03 |
| INTERPRETER | Police | \$37,600 | \$47,000 | \$58,750 | \$18.07692 | \$22.59615 | \$28.24519 | EX | 5523 | 04 |
| INVENTORY CONTROL SPECIALIST | Universal | \$44,552 | \$55,690 | \$69,613 | \$21.41925 | \$26.77406 | \$33.46757 | NE | 0045 | 02 |
| INVENTORY CONTROL TECHNICIAN | Universal | \$35,426 | \$44,283 | \$55,354 | \$17.03192 | \$21.28990 | \$26.61238 | NE | 0046 | 02 |
| Investigator | Public Defender | \$58,173 | \$72,717 | \$90,896 | \$27.96801 | \$34.96001 | \$43.70001 | NE | 1339 | 06 |
| IRRIGATION SPECIALIST | Parks, Recreation & Open Space | \$43,623 | \$54,528 | \$68,160 | \$20.97238 | \$26.21548 | \$32.76935 | NE | 6128 | 01 |
| IT SUPERVISOR | Information Technology | \$92,843 | \$116,054 | \$145,067 | \$44.63608 | \$55.79510 | \$69.74388 | EX | 3711 | 04 |
| JURY COMMISSIONER | Court Administration | \$47,612 | \$59,514 | \$74,393 | \$22.89017 | \$28.61271 | \$35.76588 | NE | 1044 | 02 |
| JUVENILE COURT PROGRAM ASST | Court Administration | \$39,549 | \$49,436 | \$61,795 | \$19.01380 | \$23.76725 | \$29.70906 | NE | 1045 | 02 |
| LABOR RELATIONS OFFICER | Human Resources | \$89,600 | \$112,000 | \$140,000 | \$43.07692 | \$53.84615 | \$67.30769 | EX | 3116 | 03 |
| LABORATORY SUPERVISOR | Water | \$80,286 | \$100,358 | \$125,448 | \$38.59923 | \$48.24904 | \$60.31130 | EX | 5233 | 04 |
| LANDSCAPE ARCHITECT SR | Parks, Recreation & Open Space | \$73,538 | \$91,922 | \$114,903 | \$35.35475 | \$44.19344 | \$55.24180 | EX | 6129 | 03 |
| LEGAL ADMINISTRATIVE SPEC | City Attorney | \$42,288 | \$52,860 | \$66,075 | \$20.33077 | \$25.41346 | \$31.76683 | NE | 1610 | 02 |
| LEGAL ADMINISTRATIVE SUPE | City Attorney | \$63,610 | \$79,512 | \$99,390 | \$30.58154 | \$38.22692 | \$47.78365 | EX | 1611 | 04 |
| LEGAL SECRETARY | Universal | \$40,706 | \$50,883 | \$63,603 | \$19.57023 | \$24.46279 | \$30.57849 | NE | 0047 | 02 |
| LEGAL SECRETARY SR | Universal | \$49,887 | \$62,359 | \$77,949 | \$23.98423 | \$29.98029 | \$37.47536 | NE | 0048 | 03 |
| LIBRARIAN | Library & Cultural Services | \$48,776 | \$60,969 | \$76,212 | \$23.44976 | \$29.31220 | \$36.64025 | EX | 4304 | 03 |
| LIBRARY ASSISTANT | Library & Cultural Services | \$37,706 | \$47,133 | \$58,916 | \$18.12800 | \$22.66000 | \$28.32500 | NE | 4306 | 02 |
| LIBRARY ASSISTANT II | Library & Cultural Services | \$38,837 | \$48,547 | \$60,683 | \$18.67184 | \$23.33980 | \$29.17475 | NE | 4307 | 02 |
| LIBRARY CLERK | Library & Cultural Services | \$31,725 | \$39,656 | \$49,570 | \$15.25232 | \$19.06540 | \$23.83175 | NE | 4308 | 02 |
| LIBRARY SECURITY CLERK | Library & Cultural Services | \$33,311 | \$41,639 | \$52,049 | \$16.01494 | \$20.01867 | \$25.02334 | NE | 4309 | 02 |
| LIBRARY SECURITY CLERK LEAD | Library & Cultural Services | \$36,642 | \$45,802 | \$57,253 | \$17.61615 | \$22.02019 | \$27.52524 | NE | 4310 | 02 |
| Library Sup Circulation | Library & Cultural Services | \$54,601 | \$68,251 | \$85,314 | \$26.25053 | \$32.81317 | \$41.01646 | EX | 4311 | 04 |
| Library Supervisor Branch | Library & Cultural Services | \$54,601 | \$68,251 | \$85,314 | \$26.25053 | \$32.81317 | \$41.01646 | EX | 4313 | 04 |
| LIC AND COMPLIANCE ANALYST II | Finance | \$61,910 | \$77,388 | \$96,735 | \$29.76462 | \$37.20577 | \$46.50721 | EX | 3412 | 03 |
| LICENSING OFFICER I | Finance | \$47,714 | \$59,643 | \$74,553 | \$22.93953 | \$28.67441 | \$35.84301 | NE | 3414 | 02 |
| LICENSING OFFICER II | Finance | \$50,100 | \$62,625 | \$78,281 | \$24.08650 | \$30.10813 | \$37.63516 | NE | 3415 | 02 |
| LICENSING OFFICER SENIOR | Finance | \$55,110 | \$68,887 | \$86,109 | \$26.49515 | \$33.11894 | \$41.39868 | NE | 3413 | 03 |
| Logistics and Facility Manager | Information Technology | \$82,397 | \$102,996 | \$128,745 | \$39.61380 | \$49.51725 | \$61.89656 | EX | 3718 | 04 |

**2021 SALARY SCHEDULE
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|----------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| MAIL SERVICES REPRESENTATIVE | Communications | \$33,261 | \$41,577 | \$51,971 | \$15.99108 | \$19.98885 | \$24.98607 | NE | 1907 | 02 |
| MAIL SERVICES SPEC LEAD | Communications | \$43,600 | \$54,500 | \$68,125 | \$20.96154 | \$26.20192 | \$32.75240 | NE | 1908 | 02 |
| MAINTENANCE AND OPERATIONS SUP | Universal | \$66,260 | \$82,825 | \$103,531 | \$31.85558 | \$39.81947 | \$49.77434 | EX | 0081 | 04 |
| MAINTENANCE AND OPS SPEC | Universal | \$46,469 | \$58,086 | \$72,608 | \$22.34077 | \$27.92596 | \$34.90745 | NE | 0087 | 01 |
| MAINTENANCE AND OPS SPEC II | Universal | \$47,863 | \$59,829 | \$74,786 | \$23.01099 | \$28.76374 | \$35.95468 | NE | 0089 | 01 |
| MAINTENANCE AND OPS TECH | Universal | \$40,233 | \$50,292 | \$62,865 | \$19.34300 | \$24.17875 | \$30.22344 | NE | 0088 | 01 |
| MAINTENANCE AND OPS TECH II | Universal | \$43,742 | \$54,678 | \$68,347 | \$21.02988 | \$26.28736 | \$32.85919 | NE | 0090 | 01 |
| MAINTENANCE AND OPS WORKER | Universal | \$32,927 | \$41,159 | \$51,449 | \$15.83031 | \$19.78788 | \$24.73486 | NE | 0083 | 01 |
| Maintenance Ops Crew Leader | Universal | \$47,985 | \$59,981 | \$74,976 | \$23.06954 | \$28.83692 | \$36.04615 | NE | 0086 | 01 |
| MANAGEMENT ANALYST II | Finance | \$61,418 | \$76,772 | \$95,965 | \$29.52784 | \$36.90980 | \$46.13725 | EX | 3417 | 03 |
| Management Analyst SR | Finance | \$67,200 | \$84,000 | \$105,000 | \$32.30769 | \$40.38462 | \$50.48077 | EX | 3416 | 03 |
| MANAGEMENT ASSISTANT | Universal | \$52,897 | \$66,122 | \$82,652 | \$25.43135 | \$31.78918 | \$39.73648 | NE | 0049 | 02 |
| MANAGER OF ACCOUNTING | Finance | \$97,326 | \$121,657 | \$152,072 | \$46.79128 | \$58.48910 | \$73.11138 | EX | 3418 | 16 |
| COMMUNITY PROGRAM SUPERVISOR | Housing and Community Services | \$64,501 | \$80,626 | \$100,783 | \$31.01007 | \$38.76258 | \$48.45323 | EX | 6414 | 04 |
| MANAGER OF BUSINESS SERVICES | Universal | \$94,787 | \$118,484 | \$148,105 | \$45.57077 | \$56.96346 | \$71.20433 | EX | 0050 | 16 |
| MANAGER OF CASE MANAGEMENT | Court Administration | \$88,165 | \$110,206 | \$137,757 | \$42.38682 | \$52.98352 | \$66.22940 | EX | 1046 | 16 |
| Manager of Client Services | City Attorney | \$136,737 | \$170,922 | \$213,652 | \$65.73905 | \$82.17381 | \$102.71727 | EX | 1612 | 06 |
| HOUSING COUNSELOR SUPERVISOR | Housing and Community Services | \$65,109 | \$81,386 | \$101,732 | \$31.30223 | \$39.12778 | \$48.90973 | EX | 6418 | 04 |
| YOUTH VIOLENCE PREV PROG MGR | Housing and Community Services | \$75,600 | \$94,500 | \$118,125 | \$36.34615 | \$45.43269 | \$56.79087 | EX | 6426 | 04 |
| MANAGER OF COMMUNITY RELATIONS | Universal | \$90,641 | \$113,301 | \$141,626 | \$43.57731 | \$54.47163 | \$68.08954 | EX | 0051 | 16 |
| MANAGER OF COURT IT | Court Administration | \$92,843 | \$116,054 | \$145,067 | \$44.63608 | \$55.79510 | \$69.74388 | EX | 1047 | 04 |
| MANAGER OF DEVLPMNT ASSISTANCE | General Management | \$94,763 | \$118,453 | \$148,067 | \$45.55896 | \$56.94870 | \$71.18588 | EX | 1717 | 16 |
| MANAGER OF DEVLPMNT SVCS AURA | Planning & Development Service | \$94,000 | \$117,500 | \$146,875 | \$45.19231 | \$56.49038 | \$70.61298 | EX | 6704 | 16 |
| MANAGER OF EMPLOYEE RELATIONS | Human Resources | \$83,769 | \$104,711 | \$130,889 | \$40.27346 | \$50.34183 | \$62.92728 | EX | 3117 | 04 |
| MANAGER OF FIRE LIFE SAFETY | Public Works | \$99,555 | \$124,444 | \$155,555 | \$47.86308 | \$59.82885 | \$74.78606 | EX | 4935 | 16 |
| MANAGER OF GOLF | Parks, Recreation & Open Space | \$90,641 | \$113,301 | \$141,626 | \$43.57731 | \$54.47163 | \$68.08954 | EX | 6131 | 16 |
| MANAGER OF HRIS | Human Resources | \$92,353 | \$115,441 | \$144,301 | \$44.40038 | \$55.50048 | \$69.37560 | EX | 3118 | 04 |
| MANAGER OF INTERNAL AUDIT | General Management | \$97,140 | \$121,426 | \$151,782 | \$46.70212 | \$58.37764 | \$72.97206 | EX | 1718 | 16 |
| MANAGER OF LIBRARY OPERATIONS | Library & Cultural Services | \$74,400 | \$93,000 | \$116,250 | \$35.76923 | \$44.71154 | \$55.88942 | EX | 4315 | 16 |
| MANAGER OF MARKETING ANDSPC EVNT | Parks, Recreation & Open Space | \$92,800 | \$116,000 | \$145,000 | \$44.61538 | \$55.76923 | \$69.71154 | EX | 1921 | 16 |
| MANAGER OF OIL AND GAS | General Management | \$96,658 | \$120,822 | \$151,028 | \$46.47014 | \$58.08767 | \$72.60959 | EX | 1719 | 16 |

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|----------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| MANAGER OF OS AND NATURAL RES OP | Parks, Recreation & Open Space | \$91,005 | \$113,756 | \$142,195 | \$43.75242 | \$54.69052 | \$68.36316 | EX | 6162 | 16 |
| MANAGER OF PARKS AND FORESTRY | Parks, Recreation & Open Space | \$97,876 | \$122,344 | \$152,931 | \$47.05555 | \$58.81944 | \$73.52430 | EX | 6134 | 16 |
| MANAGER OF PERMIT CENTER | Public Works | \$92,419 | \$115,523 | \$144,404 | \$44.43208 | \$55.54010 | \$69.42512 | EX | 4936 | 16 |
| MANAGER OF PLANNING | Planning & Development Service | \$90,619 | \$113,273 | \$141,592 | \$43.56662 | \$54.45828 | \$68.07285 | EX | 6705 | 16 |
| MANAGER OF PLANNING SERVICES | Water | \$111,646 | \$139,557 | \$174,446 | \$53.67577 | \$67.09471 | \$83.86839 | EX | 5234 | 16 |
| MANAGER OF PLANS REVIEW | Public Works | \$98,358 | \$122,948 | \$153,685 | \$47.28769 | \$59.10962 | \$73.88702 | EX | 4938 | 16 |
| MANAGER OF POLICE RECORDS | Police | \$65,917 | \$82,397 | \$102,996 | \$31.69104 | \$39.61380 | \$49.51725 | EX | 5524 | 04 |
| MANAGER OF PROS PLAN DESN CONS | Parks, Recreation & Open Space | \$90,641 | \$113,301 | \$141,626 | \$43.57731 | \$54.47163 | \$68.08954 | EX | 6135 | 16 |
| MANAGER OF PUBLIC RELATIONS | Communications | \$96,800 | \$121,000 | \$151,250 | \$46.53846 | \$58.17308 | \$72.71635 | EX | 1909 | 16 |
| MANAGER OF RECREATION SERVICES | Parks, Recreation & Open Space | \$90,641 | \$113,301 | \$141,626 | \$43.57731 | \$54.47163 | \$68.08954 | EX | 6136 | 16 |
| MANAGER OF RISK OPERATIONS | Human Resources | \$80,680 | \$100,850 | \$126,063 | \$38.78854 | \$48.48568 | \$60.60710 | EX | 3120 | 04 |
| MANAGER OF RISK SR | Human Resources | \$93,576 | \$116,971 | \$146,213 | \$44.98865 | \$56.23582 | \$70.29477 | EX | 3119 | 16 |
| MANAGER OF TALENT ACQUISITION | Human Resources | \$80,031 | \$100,039 | \$125,049 | \$38.47652 | \$48.09565 | \$60.11956 | EX | 3121 | 04 |
| MANAGER OF TAX AND LICENSING | Finance | \$109,661 | \$137,077 | \$171,346 | \$52.72177 | \$65.90222 | \$82.37777 | EX | 3419 | 16 |
| MANAGER OF TRAFFIC | Public Works | \$112,082 | \$140,102 | \$175,128 | \$53.88538 | \$67.35673 | \$84.19591 | EX | 4939 | 16 |
| MANAGER OF TV AND CABLE SERVICES | Communications | \$88,000 | \$110,000 | \$137,500 | \$42.30769 | \$52.88462 | \$66.10577 | EX | 1922 | 04 |
| MANAGER OF WATER SERVICE | Water | \$99,500 | \$124,375 | \$155,469 | \$47.83654 | \$59.79567 | \$74.74459 | EX | 5235 | 16 |
| MANAGER OF WATER TREATMENT | Water | \$118,843 | \$148,554 | \$185,693 | \$57.13615 | \$71.42019 | \$89.27524 | EX | 5236 | 16 |
| Marketing Coordinator | Parks, Recreation & Open Space | \$57,754 | \$72,192 | \$90,240 | \$27.76615 | \$34.70769 | \$43.38462 | EX | 6137 | 03 |
| MARSHAL ASSISTANT | Court Administration | \$49,307 | \$61,634 | \$77,042 | \$23.70527 | \$29.63159 | \$37.03948 | NE | 1048 | 02 |
| MARSHAL II | Court Administration | \$55,865 | \$69,831 | \$87,289 | \$26.85820 | \$33.57275 | \$41.96594 | NE | 1050 | 02 |
| MARSHAL SENIOR | Court Administration | \$59,797 | \$74,746 | \$93,433 | \$28.74857 | \$35.93571 | \$44.91964 | NE | 1049 | 02 |
| MATERIALS LAB TECHNICIAN | Public Works | \$57,622 | \$72,027 | \$90,034 | \$27.70277 | \$34.62846 | \$43.28558 | NE | 4940 | 02 |
| MEDIA REL STRATEGIST SR | Communications | \$69,213 | \$86,517 | \$108,146 | \$33.27571 | \$41.59464 | \$51.99330 | EX | 1911 | 03 |
| HOMELESSNESS PROGRAM MANAGER | Housing and Community Services | \$77,440 | \$96,800 | \$121,000 | \$37.23077 | \$46.53846 | \$58.17308 | EX | 6417 | 03 |
| MGR OF BENEFITS COMPEN | Human Resources | \$92,353 | \$115,441 | \$144,301 | \$44.40041 | \$55.50051 | \$69.37564 | EX | 3133 | 04 |
| MGR OF BUILDING INSPECTIONS | Public Works | \$97,924 | \$122,405 | \$153,006 | \$47.07885 | \$58.84856 | \$73.56070 | EX | 4941 | 16 |
| MGR OF ENGINEERING SERVICES | Water | \$113,682 | \$142,103 | \$177,629 | \$54.65500 | \$68.31875 | \$85.39844 | EX | 5237 | 16 |
| MGR OF ENVRNMNTL PERMITTING | Water | \$99,437 | \$124,296 | \$155,370 | \$47.80615 | \$59.75769 | \$74.69712 | EX | 5238 | 16 |
| MGR OF FINANCIAL OPERATIONS | Water | \$101,837 | \$127,296 | \$159,120 | \$48.96000 | \$61.20000 | \$76.50000 | EX | 5239 | 16 |
| MGR OF MARIJUANA ENFORCEMENT | Finance | \$104,476 | \$130,595 | \$163,243 | \$50.22875 | \$62.78594 | \$78.48243 | EX | 3420 | 16 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|---------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| MGR OF MKTNG AND CREATIVE SVCS | Communications | \$77,921 | \$97,402 | \$121,752 | \$37.46213 | \$46.82767 | \$58.53458 | EX | 1912 | 04 |
| MGR OF PROJECT DELIVERY SVCS | Universal | \$111,646 | \$139,557 | \$174,446 | \$53.67577 | \$67.09471 | \$83.86839 | EX | 0052 | 16 |
| Mgr of Prosecution Criminal | City Attorney | \$128,042 | \$160,053 | \$200,066 | \$61.55885 | \$76.94856 | \$96.18570 | EX | 1615 | 06 |
| MGR OF PURCHASING AND CONTRACTS | Finance | \$109,866 | \$137,333 | \$171,666 | \$52.82025 | \$66.02532 | \$82.53164 | EX | 3438 | 16 |
| MGR OF REAL PROPERTY SERVICES | Public Works | \$93,466 | \$116,832 | \$146,040 | \$44.93538 | \$56.16923 | \$70.21154 | EX | 4942 | 16 |
| MGR OF Training and DEV | Human Resources | \$81,305 | \$101,632 | \$127,040 | \$39.08908 | \$48.86135 | \$61.07668 | EX | 3123 | 04 |
| MGR OF WATER MAIN AND OPS | Water | \$115,367 | \$144,209 | \$180,261 | \$55.46500 | \$69.33125 | \$86.66406 | EX | 5240 | 16 |
| MGR OF WATER PUBLIC RELATIONS | Water | \$109,129 | \$136,411 | \$170,514 | \$52.46577 | \$65.58221 | \$81.97776 | EX | 5241 | 16 |
| Mktng AND Spc Events SR SUP | Parks, Recreation & Open Space | \$77,120 | \$96,400 | \$120,500 | \$37.07692 | \$46.34615 | \$57.93269 | EX | 6156 | 04 |
| MULTIMEDIA TECHNICIAN | Communications | \$50,482 | \$63,102 | \$78,877 | \$24.26997 | \$30.33746 | \$37.92183 | NE | 1913 | 02 |
| MUSEUM SPECIALIST | Library & Cultural Services | \$42,459 | \$53,074 | \$66,342 | \$20.41292 | \$25.51615 | \$31.89519 | EX | 4316 | 03 |
| MUSEUM SPECIALIST II | Library & Cultural Services | \$44,582 | \$55,727 | \$69,659 | \$21.43357 | \$26.79196 | \$33.48995 | EX | 4317 | 03 |
| MUSEUM SUPERVISOR | Library & Cultural Services | \$49,931 | \$62,414 | \$78,018 | \$24.00548 | \$30.00685 | \$37.50856 | EX | 4318 | 04 |
| NATURAL RESOURCE SPEC SR | Water | \$71,668 | \$89,585 | \$111,981 | \$34.45577 | \$43.06971 | \$53.83714 | EX | 5242 | 03 |
| NATURAL RESOURCE SPECIALIST | Universal | \$59,352 | \$74,190 | \$92,738 | \$28.53462 | \$35.66827 | \$44.58534 | EX | 0053 | 03 |
| NATURAL RESOURCES SUPERVISOR | Universal | \$82,894 | \$103,617 | \$129,521 | \$39.85276 | \$49.81595 | \$62.26994 | EX | 0054 | 04 |
| Network Engineer | Information Technology | \$70,292 | \$87,869 | \$109,836 | \$33.79423 | \$42.24452 | \$52.80577 | EX | 3719 | 03 |
| Network Engineer SR | Information Technology | \$82,894 | \$103,617 | \$129,521 | \$39.85276 | \$49.81595 | \$62.26994 | EX | 3720 | 03 |
| OCCUPATIONAL HEALTH ASSISTANT | Human Resources | \$35,438 | \$44,298 | \$55,373 | \$17.03769 | \$21.29712 | \$26.62139 | NE | 3124 | 02 |
| OIL AND GAS INSPECTOR SR | General Management | \$66,000 | \$82,500 | \$103,125 | \$31.73077 | \$39.66346 | \$49.57933 | NE | 1720 | 02 |
| Operations Superintendent | Parks, Recreation & Open Space | \$72,137 | \$90,171 | \$112,714 | \$34.68113 | \$43.35141 | \$54.18927 | EX | 6139 | 04 |
| OSNR PARKS CREW LEAD | Parks, Recreation & Open Space | \$43,259 | \$54,074 | \$67,593 | \$20.79776 | \$25.99720 | \$32.49650 | NE | 6140 | 01 |
| OSNR Superintendent | Parks, Recreation & Open Space | \$75,837 | \$94,797 | \$118,496 | \$36.46026 | \$45.57532 | \$56.96915 | EX | 6141 | 04 |
| PARALEGAL | Universal | \$56,618 | \$70,773 | \$88,466 | \$27.22038 | \$34.02548 | \$42.53185 | NE | 0055 | 06 |
| PARALEGAL II | Universal | \$56,618 | \$70,773 | \$88,466 | \$27.22038 | \$34.02548 | \$42.53185 | NE | 0056 | 06 |
| PARK RANGER | Parks, Recreation & Open Space | \$42,814 | \$53,517 | \$66,896 | \$20.58352 | \$25.72940 | \$32.16175 | NE | 6142 | 02 |
| PARK RANGER II | Parks, Recreation & Open Space | \$44,954 | \$56,193 | \$70,241 | \$21.61263 | \$27.01579 | \$33.76974 | NE | 6143 | 02 |
| PARK RANGER SUPERVISOR | Parks, Recreation & Open Space | \$55,368 | \$69,210 | \$86,513 | \$26.61932 | \$33.27415 | \$41.59269 | EX | 6144 | 04 |
| PARKING ENFORCEMENT OFFICER | Public Works | \$49,688 | \$62,110 | \$77,637 | \$23.88831 | \$29.86038 | \$37.32548 | NE | 4943 | 02 |
| PARKING PROGRAM MANAGER | Public Works | \$92,354 | \$115,442 | \$144,303 | \$44.40077 | \$55.50096 | \$69.37620 | EX | 4944 | 16 |
| Parks Superintendent | Parks, Recreation & Open Space | \$75,837 | \$94,797 | \$118,496 | \$36.46026 | \$45.57532 | \$56.96915 | EX | 6145 | 04 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| Parks Supervisor | Parks, Recreation & Open Space | \$63,198 | \$78,997 | \$98,747 | \$30.38355 | \$37.97944 | \$47.47430 | EX | 6146 | 04 |
| Parks Technician | Parks, Recreation & Open Space | \$41,545 | \$51,931 | \$64,914 | \$19.97363 | \$24.96703 | \$31.20879 | NE | 6147 | 01 |
| Parks Worker | Parks, Recreation & Open Space | \$31,125 | \$38,906 | \$48,632 | \$14.96384 | \$18.70480 | \$23.38100 | NE | 6148 | 01 |
| Patron Services Manager | Library & Cultural Services | \$59,730 | \$74,662 | \$93,328 | \$28.71615 | \$35.89519 | \$44.86899 | EX | 4319 | 04 |
| PAYROLL ACCOUNTANT | Finance | \$55,368 | \$69,210 | \$86,513 | \$26.61932 | \$33.27415 | \$41.59269 | EX | 3422 | 03 |
| PAYROLL ACCOUNTANT SR | Finance | \$65,562 | \$81,952 | \$102,440 | \$31.51998 | \$39.39998 | \$49.24997 | EX | 3423 | 03 |
| PAYROLL MANAGER | Finance | \$92,862 | \$116,078 | \$145,097 | \$44.64519 | \$55.80649 | \$69.75811 | EX | 3424 | 04 |
| PAYROLL SPECIALIST | Finance | \$50,598 | \$63,247 | \$79,059 | \$24.32592 | \$30.40740 | \$38.00925 | NE | 3425 | 03 |
| Payroll Support Specialist | Police | \$46,224 | \$57,781 | \$72,226 | \$22.22328 | \$27.77910 | \$34.72388 | NE | 5525 | 03 |
| PERMIT TECHNICIAN | Public Works | \$49,688 | \$62,110 | \$77,637 | \$23.88831 | \$29.86038 | \$37.32548 | NE | 4945 | 02 |
| PERMIT TECHNICIAN SR | Public Works | \$53,663 | \$67,079 | \$83,849 | \$25.79954 | \$32.24942 | \$40.31178 | NE | 4946 | 02 |
| PERMIT TECHNICIAN SUPERVISOR | Public Works | \$73,835 | \$92,294 | \$115,368 | \$35.49771 | \$44.37214 | \$55.46518 | EX | 4947 | 04 |
| PERMIT TECHNICIAN TRAINEE | Public Works | \$40,817 | \$51,021 | \$63,776 | \$19.62342 | \$24.52928 | \$30.66160 | NE | 4948 | 02 |
| Planner | Universal | \$58,493 | \$73,117 | \$91,396 | \$28.12173 | \$35.15216 | \$43.94020 | EX | 0057 | 03 |
| PLANNER II | Universal | \$61,418 | \$76,772 | \$95,965 | \$29.52782 | \$36.90977 | \$46.13722 | EX | 0060 | 03 |
| PLANNER SR | Universal | \$71,840 | \$89,800 | \$112,250 | \$34.53846 | \$43.17308 | \$53.96635 | EX | 0058 | 03 |
| PLANNER SR II | Universal | \$75,026 | \$93,782 | \$117,227 | \$36.07000 | \$45.08750 | \$56.35937 | EX | 0059 | 03 |
| PLANNING SUPERVISOR | Universal | \$82,822 | \$103,528 | \$129,409 | \$39.81827 | \$49.77284 | \$62.21605 | EX | 0062 | 04 |
| PLANS EXAMINER I | Public Works | \$56,749 | \$70,936 | \$88,670 | \$27.28317 | \$34.10389 | \$42.62981 | EX | 4949 | 03 |
| PLANS REVIEWER | Public Works | \$56,749 | \$70,936 | \$88,670 | \$27.28312 | \$34.10389 | \$42.62987 | EX | 4950 | 03 |
| PLANS REVIEWER SUPERVISOR | Public Works | \$73,835 | \$92,294 | \$115,368 | \$35.49771 | \$44.37214 | \$55.46518 | EX | 4951 | 04 |
| PMO Manager IT | Information Technology | \$103,007 | \$128,758 | \$160,948 | \$49.52240 | \$61.90300 | \$77.37875 | EX | 3721 | 16 |
| POLICE CHIEF | Police | \$160,800 | \$201,000 | \$251,254 | \$77.30769 | \$96.63462 | \$120.79519 | EX | 5526 | 05 |
| POLICE COMMANDER | Police | \$115,795 | \$144,744 | \$180,930 | \$55.67072 | \$69.58841 | \$86.98551 | EX | 1268 | 13 |
| POLICE DIVISION CHIEF | Police | \$126,481 | \$158,101 | \$197,626 | \$60.80814 | \$76.01017 | \$95.01271 | EX | 1206 | 13 |
| POLICE REPORT SUPERVISOR | Police | \$61,756 | \$77,194 | \$96,493 | \$29.69015 | \$37.11268 | \$46.39085 | EX | 5527 | 04 |
| PRESCHOOL SR SUPERVISOR | Parks, Recreation & Open Space | \$55,192 | \$68,989 | \$86,237 | \$26.53438 | \$33.16798 | \$41.45998 | EX | 6149 | 04 |
| PRESCHOOL SUPERVISOR | Parks, Recreation & Open Space | \$46,400 | \$58,000 | \$72,500 | \$22.30769 | \$27.88462 | \$34.85577 | EX | 6150 | 04 |
| PRESIDING JUDGE | Judicial | \$138,598 | \$173,248 | \$216,560 | \$66.63385 | \$83.29231 | \$104.11538 | EX | 0742 | 06 |
| PRINCIPAL DATABASE ADMINIST | Information Technology | \$92,272 | \$115,339 | \$144,174 | \$44.36131 | \$55.45163 | \$69.31454 | EX | 3722 | 03 |
| PRINCIPAL ENGINEER | Universal | \$103,984 | \$129,980 | \$162,476 | \$49.99249 | \$62.49062 | \$78.11327 | EX | 0063 | 04 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|----------------------------------|--------------------------------|----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| PRINCIPAL LANDSCAPE ARCHITECT | Parks, Recreation & Open Space | \$80,891 | \$101,114 | \$126,393 | \$38.89008 | \$48.61260 | \$60.76575 | EX | 6151 | 04 |
| PRINT TECHNICIAN | Communications | \$41,033 | \$48,470 | \$64,115 | \$19.72761 | \$23.30308 | \$30.82440 | NE | 1919 | 01 |
| PRINT TECHNICIAN SR | Communications | \$43,085 | \$53,856 | \$67,320 | \$20.71399 | \$25.89249 | \$32.36562 | NE | 1914 | 01 |
| PROBATION OFFICER II | Court Administration | \$51,245 | \$64,056 | \$80,070 | \$24.63692 | \$30.79615 | \$38.49519 | NE | 1051 | 03 |
| PROCUREMENT AGENT | Finance | \$56,285 | \$70,357 | \$87,946 | \$27.06029 | \$33.82536 | \$42.28170 | EX | 3426 | 03 |
| PROCUREMENT AGENT SR | Finance | \$64,728 | \$80,911 | \$101,138 | \$31.11944 | \$38.89930 | \$48.62413 | EX | 3427 | 03 |
| Program Manager IT | Information Technology | \$82,894 | \$103,617 | \$129,521 | \$39.85288 | \$49.81587 | \$62.26971 | EX | 3723 | 03 |
| PROGRAM SPECIALIST | Universal | \$46,224 | \$57,781 | \$72,226 | \$22.22328 | \$27.77910 | \$34.72388 | NE | 0064 | 03 |
| Program Specialist Sr | Universal | \$51,840 | \$64,800 | \$81,000 | \$24.92308 | \$31.15385 | \$38.94231 | EX | 0065 | 03 |
| PROGRAM SUPERVISOR | Universal | \$60,236 | \$75,295 | \$94,118 | \$28.95948 | \$36.19935 | \$45.24919 | EX | 0067 | 04 |
| PROGRAMMER ANALYST | Court Administration | \$65,917 | \$82,397 | \$102,996 | \$31.69104 | \$39.61380 | \$49.51725 | EX | 1052 | 03 |
| PROGRAMMER ANALYST II | Court Administration | \$67,895 | \$84,869 | \$106,086 | \$32.64189 | \$40.80236 | \$51.00295 | EX | 1053 | 03 |
| PROJECT COORDINATOR | Universal | \$47,008 | \$58,760 | \$73,450 | \$22.60000 | \$28.25000 | \$35.31250 | EX | 0068 | 02 |
| PROJECT ENGINEER | Universal | \$75,401 | \$94,251 | \$117,814 | \$36.25038 | \$45.31298 | \$56.64123 | EX | 0069 | 03 |
| PROJECT MANAGER | Universal | \$68,662 | \$85,827 | \$107,284 | \$33.01038 | \$41.26298 | \$51.57873 | EX | 0070 | 03 |
| PROJECT MANAGER II | Universal | \$72,095 | \$90,118 | \$112,648 | \$34.66090 | \$43.32613 | \$54.15766 | EX | 0073 | 03 |
| Project Manager IT | Information Technology | \$82,894 | \$103,617 | \$129,521 | \$39.85276 | \$49.81595 | \$62.26994 | EX | 3724 | 03 |
| PROJECT MANAGER SR | Universal | \$86,446 | \$108,057 | \$135,071 | \$41.56038 | \$51.95048 | \$64.93810 | EX | 0071 | 04 |
| PROJECT SPECIALIST | Universal | \$35,427 | \$44,283 | \$55,354 | \$17.03208 | \$21.29010 | \$26.61263 | EX | 0074 | 03 |
| Property AND Casualty Claims Adj | Human Resources | \$58,323 | \$72,904 | \$91,130 | \$28.04003 | \$35.05004 | \$43.81255 | EX | 3134 | 03 |
| PROPERTY SPECIALIST | Police | \$52,096 | \$65,120 | \$81,400 | \$25.04627 | \$31.30784 | \$39.13480 | NE | 5528 | 02 |
| Property Supervisor | Police | \$65,917 | \$82,397 | \$102,996 | \$31.69104 | \$39.61380 | \$49.51725 | EX | 5529 | 04 |
| PROPERTY TECHNICIAN | Police | \$45,981 | \$57,476 | \$71,845 | \$22.10618 | \$27.63272 | \$34.54090 | NE | 5530 | 02 |
| PROPERTY TECHNICIAN II | Police | \$47,360 | \$59,200 | \$74,000 | \$22.76934 | \$28.46167 | \$35.57709 | NE | 5531 | 02 |
| PROS MAINTENANCE SPEC | Parks, Recreation & Open Space | \$43,623 | \$54,528 | \$68,160 | \$20.97238 | \$26.21548 | \$32.76935 | NE | 6161 | 01 |
| PUBLIC REQUEST COORDINATOR | Police | \$43,259 | \$54,074 | \$67,593 | \$20.79776 | \$25.99720 | \$32.49650 | NE | 5532 | 02 |
| PUBLIC SAFTEY MEDIA RELATIONS | Communications | \$83,433 | \$104,292 | \$130,365 | \$40.11221 | \$50.14027 | \$62.67533 | EX | 1915 | 16 |
| Purchasing Support Specialist | Police | \$45,680 | \$57,100 | \$71,375 | \$21.96154 | \$27.45192 | \$34.31490 | NE | 5533 | 03 |
| QUALITY ASSURANCE OFFICER | Water | \$72,258 | \$90,322 | \$112,903 | \$34.73931 | \$43.42413 | \$54.28017 | EX | 5243 | 03 |
| Radio AND Wireless Device Eng | Information Technology | \$50,921 | \$63,651 | \$79,563 | \$24.48104 | \$30.60130 | \$38.25163 | NE | 3729 | 02 |
| RATE ANALYST | Water | \$88,366 | \$110,457 | \$138,071 | \$42.48346 | \$53.10433 | \$66.38041 | EX | 5244 | 03 |

**2021 SALARY SCHEDULE
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|--------------------------------|--------------------------------|----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| REAL ESTATE SPECIALIST | Public Works | \$60,236 | \$75,295 | \$94,119 | \$28.95962 | \$36.19952 | \$45.24940 | EX | 4952 | 03 |
| REAL ESTATE SPECIALIST SR | Public Works | \$66,259 | \$82,824 | \$103,530 | \$31.85538 | \$39.81923 | \$49.77404 | EX | 4953 | 03 |
| REAL PROPERTY SPECIALIST | Public Works | \$55,368 | \$69,210 | \$86,513 | \$26.61932 | \$33.27415 | \$41.59269 | EX | 4954 | 03 |
| REAL PROPERTY SPECIALIST SR | Public Works | \$66,259 | \$82,824 | \$103,530 | \$31.85538 | \$39.81923 | \$49.77404 | EX | 4955 | 03 |
| REAL PROPERTY SUPERVISOR | Public Works | \$75,401 | \$94,251 | \$117,814 | \$36.25038 | \$45.31298 | \$56.64123 | EX | 4956 | 04 |
| REC PROGRAM SUPERVISOR | Parks, Recreation & Open Space | \$55,192 | \$68,989 | \$86,237 | \$26.53438 | \$33.16798 | \$41.45998 | EX | 6136 | 04 |
| RECORDS SPECIALIST LEAD | Police | \$50,691 | \$63,364 | \$79,205 | \$24.37077 | \$30.46346 | \$38.07933 | NE | 5536 | 02 |
| RECORDS SUPERVISOR | Police | \$55,368 | \$69,210 | \$86,513 | \$26.61923 | \$33.27404 | \$41.59279 | EX | 5538 | 04 |
| RECORDS TECHNICIAN | Police | \$37,999 | \$47,498 | \$59,373 | \$18.26863 | \$22.83579 | \$28.54474 | NE | 5539 | 02 |
| Records Technician II | Police | \$39,138 | \$48,923 | \$61,154 | \$18.81652 | \$23.52064 | \$29.40081 | NE | 5534 | 02 |
| Records Technician III | Police | \$40,313 | \$50,391 | \$62,988 | \$19.38101 | \$24.22626 | \$30.28283 | NE | 5535 | 02 |
| RECREATION COORDINATOR | Parks, Recreation & Open Space | \$42,287 | \$52,858 | \$66,073 | \$20.33018 | \$25.41272 | \$31.76591 | NE | 6152 | 02 |
| RECREATION FACILITY SUPERVISOR | Parks, Recreation & Open Space | \$55,192 | \$68,989 | \$86,237 | \$26.53438 | \$33.16798 | \$41.45998 | EX | 6153 | 04 |
| RECREATION SPECIALIST | Parks, Recreation & Open Space | \$46,985 | \$58,732 | \$73,415 | \$22.58909 | \$28.23636 | \$35.29545 | EX | 6154 | 03 |
| RECREATION SUPERINTENDENT | Parks, Recreation & Open Space | \$75,837 | \$94,797 | \$118,496 | \$36.46026 | \$45.57532 | \$56.96915 | EX | 6157 | 04 |
| RECREATION SUPERVISOR | Parks, Recreation & Open Space | \$55,192 | \$68,989 | \$86,237 | \$26.53438 | \$33.16798 | \$41.45998 | EX | 6155 | 04 |
| REPORT TECHNICIAN | Police | \$37,018 | \$46,273 | \$57,841 | \$17.79721 | \$22.24651 | \$27.80814 | NE | 5540 | 02 |
| REVENUE AGENT II | Finance | \$51,729 | \$64,661 | \$80,826 | \$24.86954 | \$31.08692 | \$38.85865 | NE | 3429 | 03 |
| REVENUE AGENT LEAD | Finance | \$56,902 | \$71,127 | \$88,909 | \$27.35649 | \$34.19562 | \$42.74452 | NE | 3428 | 03 |
| REVENUE SUPERVISOR | Water | \$66,348 | \$82,935 | \$103,669 | \$31.89808 | \$39.87260 | \$49.84075 | EX | 5245 | 04 |
| REVENUE TECHNICIAN | Water | \$43,514 | \$54,392 | \$67,990 | \$20.92000 | \$26.15000 | \$32.68750 | NE | 5246 | 02 |
| RISK OPERATIONS TECHNICIAN | Human Resources | \$33,200 | \$41,500 | \$51,875 | \$15.96154 | \$19.95192 | \$24.93990 | NE | 3126 | 02 |
| SAFETY AND TRAINING SPECIALIST | Water | \$58,136 | \$72,670 | \$90,838 | \$27.95000 | \$34.93750 | \$43.67188 | EX | 5247 | 02 |
| Safety Program Manager | Human Resources | \$62,277 | \$77,846 | \$97,308 | \$29.94077 | \$37.42596 | \$46.78245 | EX | 3127 | 02 |
| SBDC EXECUTIVE DIRECTOR | Planning & Development Service | \$90,618 | \$113,273 | \$141,591 | \$43.56654 | \$54.45817 | \$68.07272 | EX | 6706 | 16 |
| SCADA HMI SPECIALIST | Water | \$71,685 | \$89,606 | \$112,007 | \$34.46380 | \$43.07975 | \$53.84969 | NE | 5248 | 02 |
| SCADA HMI SUPERVISOR | Water | \$82,894 | \$103,617 | \$129,521 | \$39.85276 | \$49.81595 | \$62.26994 | EX | 5249 | 04 |
| SCADA HMI TECHNICIAN | Water | \$60,236 | \$75,295 | \$94,118 | \$28.95948 | \$36.19935 | \$45.24919 | NE | 5250 | 02 |
| SCADA I AND C SPECIALIST | Water | \$71,685 | \$89,606 | \$112,007 | \$34.46380 | \$43.07975 | \$53.84969 | NE | 5251 | 02 |
| SCADA I AND C SUPERVISOR | Water | \$82,894 | \$103,617 | \$129,521 | \$39.85276 | \$49.81595 | \$62.26994 | EX | 5252 | 04 |
| SCADA I AND C TECHNICIAN | Water | \$60,236 | \$75,295 | \$94,118 | \$28.95948 | \$36.19935 | \$45.24919 | NE | 5253 | 02 |

**2021 SALARY SCHEDULE
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|-------------------------------|--------------------------------|----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| SCADA I AND C TECHNICIAN III | Water | \$63,850 | \$79,813 | \$99,766 | \$30.69719 | \$38.37149 | \$47.96436 | NE | 5254 | 02 |
| Security Analyst | Information Technology | \$69,213 | \$86,517 | \$108,146 | \$33.27559 | \$41.59449 | \$51.99311 | EX | 3730 | 03 |
| Security Analyst SR | Information Technology | \$85,381 | \$106,726 | \$133,407 | \$41.04834 | \$51.31043 | \$64.13804 | EX | 3726 | 03 |
| SECURITY SYSTEMS ANALYST | Court Administration | \$65,917 | \$82,397 | \$102,996 | \$31.69104 | \$39.61380 | \$49.51725 | EX | 1054 | 03 |
| SERVICE TECHNICIAN | Public Works | \$41,643 | \$52,054 | \$65,067 | \$20.02068 | \$25.02585 | \$31.28231 | NE | 4957 | 01 |
| MANAGER OF ANIMAL CARE | Housing and Community Services | \$95,416 | \$119,270 | \$149,088 | \$45.87322 | \$57.34152 | \$71.67691 | EX | 6422 | 16 |
| Small Business Consultant | Planning & Development Service | \$53,012 | \$66,265 | \$82,831 | \$25.48654 | \$31.85817 | \$39.82272 | EX | 6707 | 03 |
| SMALL BUSINESS SPECIALIST | Planning & Development Service | \$55,802 | \$69,753 | \$87,191 | \$26.82793 | \$33.53492 | \$41.91865 | NE | 6708 | 03 |
| STAY OFFICER | Court Administration | \$44,659 | \$55,824 | \$69,780 | \$21.47077 | \$26.83846 | \$33.54808 | NE | 1055 | 02 |
| STREETS OPERATIONS MANAGER | Public Works | \$97,918 | \$122,397 | \$152,996 | \$47.07577 | \$58.84471 | \$73.55589 | EX | 4961 | 16 |
| STREETS OPERATIONS WORKER | Public Works | \$37,872 | \$47,340 | \$59,175 | \$18.20769 | \$22.75962 | \$28.44952 | NE | 4962 | 01 |
| STREETS OPS TECH | Public Works | \$40,234 | \$50,292 | \$62,865 | \$19.34308 | \$24.17885 | \$30.22356 | NE | 4963 | 01 |
| STREETS SUPERINTENDENT | Public Works | \$75,837 | \$94,797 | \$118,496 | \$36.46026 | \$45.57532 | \$56.96915 | EX | 4964 | 04 |
| SURVEY TECHNICIAN | Public Works | \$47,671 | \$59,588 | \$74,485 | \$22.91859 | \$28.64824 | \$35.81030 | NE | 4965 | 02 |
| SURVEYOR | Public Works | \$59,748 | \$74,685 | \$93,356 | \$28.72486 | \$35.90608 | \$44.88260 | EX | 4966 | 02 |
| SYSTEM ADMINISTRATOR SR | Information Technology | \$85,381 | \$106,726 | \$133,407 | \$41.04834 | \$51.31043 | \$64.13804 | EX | 3727 | 03 |
| SYSTEMS ENGINEER | Information Technology | \$69,023 | \$86,279 | \$107,849 | \$33.18422 | \$41.48028 | \$51.85035 | EX | 3728 | 03 |
| TALENT ACQUISITION SPECIALIST | Human Resources | \$52,953 | \$66,192 | \$82,739 | \$25.45827 | \$31.82284 | \$39.77855 | EX | 3128 | 03 |
| TAX AND LICENSING SUPERVISOR | Finance | \$77,687 | \$97,109 | \$121,386 | \$37.34944 | \$46.68680 | \$58.35850 | EX | 3430 | 04 |
| TAX AUDITOR | Finance | \$57,622 | \$72,027 | \$90,034 | \$27.70277 | \$34.62846 | \$43.28558 | EX | 3431 | 03 |
| TAX AUDITOR II | Finance | \$60,503 | \$75,629 | \$94,536 | \$29.08791 | \$36.35989 | \$45.44986 | EX | 3433 | 03 |
| TAX AUDITOR II SR | Finance | \$69,881 | \$87,351 | \$109,189 | \$33.59654 | \$41.99567 | \$52.49459 | EX | 3434 | 03 |
| TAX AUDITOR SR | Finance | \$66,553 | \$83,191 | \$103,989 | \$31.99670 | \$39.99588 | \$49.99484 | EX | 3432 | 03 |
| TAX TECHNICIAN | Finance | \$43,264 | \$54,080 | \$67,600 | \$20.80000 | \$26.00000 | \$32.50000 | NE | 3435 | 02 |
| TAX TECHNICIAN II | Finance | \$45,427 | \$56,784 | \$70,980 | \$21.84000 | \$27.30000 | \$34.12500 | NE | 3436 | 02 |
| Technical TRADES SUPERVISOR | Library & Cultural Services | \$48,348 | \$60,435 | \$75,544 | \$23.24437 | \$29.05546 | \$36.31933 | EX | 4325 | 04 |
| TECHNOLOGY SUPPORT ANALYST | Water | \$46,224 | \$57,781 | \$72,226 | \$22.22328 | \$27.77910 | \$34.72388 | EX | 5256 | 03 |
| TEEN COURT COORDINATOR | Judicial | \$58,992 | \$73,740 | \$92,175 | \$28.36154 | \$35.45192 | \$44.31490 | NE | 0745 | 02 |
| TRADES SPECIALIST | Universal | \$60,905 | \$76,131 | \$95,164 | \$29.28115 | \$36.60144 | \$45.75180 | NE | 0077 | 01 |
| TRADES SUPERVISOR | Universal | \$71,624 | \$89,531 | \$111,913 | \$34.43483 | \$43.04354 | \$53.80442 | EX | 0078 | 04 |
| TRADES TECHNICIAN | Universal | \$47,909 | \$59,886 | \$74,857 | \$23.03296 | \$28.79120 | \$35.98900 | NE | 0079 | 01 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|--------------------------------|--------------------------------|-----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| TRADES TECHNICIAN II | Universal | \$49,346 | \$61,682 | \$77,103 | \$23.72385 | \$29.65481 | \$37.06851 | NE | 0080 | 01 |
| TRAFFIC SIGNALS TECH II | Public Works | \$43,742 | \$54,678 | \$68,347 | \$21.02981 | \$26.28736 | \$32.85913 | NE | 4967 | 01 |
| TRAFFIC SIGNALS TECH III | Public Works | \$45,054 | \$56,318 | \$70,398 | \$21.66058 | \$27.07598 | \$33.84519 | NE | 4972 | 01 |
| TRAFFIC SIGNS MARK SPEC | Public Works | \$46,469 | \$58,086 | \$72,608 | \$22.34087 | \$27.92596 | \$34.90769 | NE | 4971 | 01 |
| TRAFFIC SIGNS MARK WORKER III | Public Works | \$37,872 | \$47,340 | \$59,175 | \$18.20769 | \$22.75962 | \$28.44952 | NE | 4958 | 01 |
| TRAFFIC SUPERINTENDENT | Public Works | \$75,837 | \$94,797 | \$118,496 | \$36.46026 | \$45.57532 | \$56.96915 | EX | 4968 | 04 |
| TRAINING COORDINATOR | Human Resources | \$52,975 | \$66,219 | \$82,774 | \$25.46885 | \$31.83606 | \$39.79507 | EX | 3129 | 03 |
| TV MULTIMEDIA PRODUCER SR | Communications | \$67,200 | \$84,000 | \$105,000 | \$32.30769 | \$40.38462 | \$50.48077 | EX | 1917 | 03 |
| MANAGER OF CODE ENFORCEMENT | Housing and Community Services | \$95,417 | \$119,271 | \$149,089 | \$45.87346 | \$57.34183 | \$71.67728 | EX | 6423 | 16 |
| VICTIM ADVOCATE | Police | \$45,673 | \$57,091 | \$71,364 | \$21.95802 | \$27.44752 | \$34.30940 | NE | 5541 | 03 |
| Victim Services Supervisor | Police | \$62,269 | \$77,836 | \$97,295 | \$29.93695 | \$37.42119 | \$46.77648 | EX | 5542 | 04 |
| VICTIM WITNESS LIAISON | City Attorney | \$50,659 | \$63,324 | \$79,155 | \$24.35538 | \$30.44423 | \$38.05529 | NE | 1614 | 02 |
| VOLUNTEER AND PERMITTING COORD | Parks, Recreation & Open Space | \$46,224 | \$57,781 | \$72,226 | \$22.22328 | \$27.77910 | \$34.72388 | EX | 6163 | 03 |
| Volunteer Coordinator | Human Resources | \$49,774 | \$62,218 | \$77,773 | \$23.93000 | \$29.91250 | \$37.39063 | EX | 3130 | 03 |
| WASTEWATER TREATMENT OPER A | Water | \$60,905 | \$76,131 | \$95,164 | \$29.28115 | \$36.60144 | \$45.75180 | NE | 5257 | 01 |
| WASTEWATER TREATMENT SUP | Water | \$67,895 | \$84,869 | \$106,086 | \$32.64177 | \$40.80221 | \$51.00277 | EX | 5258 | 04 |
| WATER CONSERVATION SPECIALIST | Water | \$59,352 | \$74,190 | \$92,738 | \$28.53462 | \$35.66827 | \$44.58534 | EX | 5259 | 03 |
| WATER CONSERVATION SUPERVISOR | Water | \$90,398 | \$112,998 | \$141,248 | \$43.46077 | \$54.32596 | \$67.90745 | EX | 5260 | 04 |
| WATER CONSV SPECIALIST II | Water | \$61,132 | \$76,415 | \$95,519 | \$29.39038 | \$36.73798 | \$45.92248 | EX | 5262 | 03 |
| WATER CONSV SPECIALIST III | Water | \$62,913 | \$78,641 | \$98,301 | \$30.24654 | \$37.80817 | \$47.26022 | EX | 5263 | 03 |
| WATER CONSV SPECIALIST SR | Water | \$71,668 | \$89,585 | \$111,981 | \$34.45577 | \$43.06971 | \$53.83714 | EX | 5261 | 03 |
| WATER HEAVY EQUIP OPER | Water | \$46,865 | \$58,581 | \$73,226 | \$22.53115 | \$28.16394 | \$35.20493 | NE | 5264 | 01 |
| WATER HEAVY EQUIP OPER SR | Water | \$55,368 | \$69,210 | \$86,513 | \$26.61923 | \$33.27404 | \$41.59255 | NE | 5265 | 01 |
| WATER NATURAL RESOURCES SUP | Water | \$90,398 | \$112,998 | \$141,248 | \$43.46077 | \$54.32596 | \$67.90745 | EX | 5313 | 04 |
| WATER OPERATIONS CARETAKER | Water | \$67,895 | \$84,869 | \$106,086 | \$32.64177 | \$40.80221 | \$51.00277 | EX | 5266 | 04 |
| WATER QUALITY ANALYST II | Water | \$54,356 | \$67,945 | \$84,931 | \$26.13269 | \$32.66587 | \$40.83233 | EX | 5268 | 03 |
| WATER QUALITY ANALYST SR | Water | \$62,421 | \$78,026 | \$97,532 | \$30.00990 | \$37.51238 | \$46.89047 | EX | 5267 | 03 |
| WATER RESOURCE SPECIALIST | Water | \$58,675 | \$73,344 | \$91,680 | \$28.20923 | \$35.26154 | \$44.07692 | EX | 5269 | 03 |
| WATER RESOURCE SPECIALIST II | Water | \$61,609 | \$77,011 | \$96,264 | \$29.61962 | \$37.02452 | \$46.28065 | EX | 5270 | 03 |
| WATER RESOURCES MANAGER | Water | \$120,773 | \$150,966 | \$188,708 | \$58.06385 | \$72.57981 | \$90.72476 | EX | 5271 | 16 |
| WATER RESOURCES PRINCIPAL | Water | \$103,984 | \$129,980 | \$162,476 | \$49.99249 | \$62.49062 | \$78.11327 | EX | 5272 | 03 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|-------------------------------|------------|----------|-----------------------|-----------|------------------|--------------|------------------|------|----------|-----------|
| WATER RESOURCES PROJECT MGR | Water | \$83,940 | \$104,926 | \$131,157 | \$40.35600 | \$50.44500 | \$63.05625 | EX | 5273 | 03 |
| WATER RESOURCES SPECIALIST | Water | \$58,675 | \$73,344 | \$91,680 | \$28.20923 | \$35.26154 | \$44.07692 | EX | 5274 | 03 |
| WATER RESOURCES SUPERVISOR | Water | \$98,176 | \$122,720 | \$153,400 | \$47.20000 | \$59.00000 | \$73.75000 | EX | 5275 | 04 |
| WATER SERVICES SPECIALIST | Water | \$58,765 | \$73,456 | \$91,820 | \$28.25231 | \$35.31538 | \$44.14423 | NE | 5276 | 01 |
| WATER SUPER FIELD SVCS | Water | \$86,517 | \$108,146 | \$135,182 | \$41.59449 | \$51.99311 | \$64.99139 | EX | 5277 | 04 |
| WATER SUPER PUMPING | Water | \$86,517 | \$108,146 | \$135,182 | \$41.59449 | \$51.99311 | \$64.99139 | EX | 5284 | 04 |
| WATER SUPER SOURCE WATER | Water | \$88,207 | \$110,259 | \$137,823 | \$42.40718 | \$53.00898 | \$66.26122 | EX | 5278 | 04 |
| WATER SUPER STORMWATER | Water | \$86,517 | \$108,146 | \$135,182 | \$41.59449 | \$51.99311 | \$64.99139 | EX | 5279 | 04 |
| WATER SUPER TECH OPERATIONS | Water | \$93,360 | \$116,700 | \$145,875 | \$44.88456 | \$56.10570 | \$70.13212 | EX | 5280 | 16 |
| WATER SUPER TRANS AND DIST | Water | \$86,517 | \$108,146 | \$135,182 | \$41.59449 | \$51.99311 | \$64.99139 | EX | 5281 | 04 |
| WATER SUPER WASTEWATER | Water | \$86,517 | \$108,146 | \$135,182 | \$41.59449 | \$51.99311 | \$64.99139 | EX | 5282 | 04 |
| WATER SUPER WATER SERVICES | Water | \$86,517 | \$108,146 | \$135,182 | \$41.59449 | \$51.99311 | \$64.99139 | EX | 5283 | 04 |
| WATER TREATMENT OPER A -SR | Water | \$60,905 | \$76,131 | \$95,164 | \$29.28115 | \$36.60144 | \$45.75180 | NE | 5321 | 01 |
| WATER TREATMENT OPERATOR A | Water | \$58,765 | \$73,456 | \$91,820 | \$28.25231 | \$35.31538 | \$44.14423 | NE | 5285 | 01 |
| WATER TREATMENT OPERATOR B | Water | \$51,102 | \$63,878 | \$79,848 | \$24.56849 | \$30.71062 | \$38.38827 | NE | 5313 | 01 |
| WATER TREATMENT PLANT SUP | Water | \$77,380 | \$96,724 | \$120,906 | \$37.20171 | \$46.50213 | \$58.12767 | EX | 5287 | 04 |
| WATER TREATMENT PROCESS SPEC | Water | \$75,460 | \$94,325 | \$117,906 | \$36.27885 | \$45.34856 | \$56.68570 | EX | 5288 | 04 |
| WATER TREATMENT SPEC SR | Water | \$58,765 | \$73,456 | \$91,820 | \$28.25231 | \$35.31538 | \$44.14423 | NE | 5289 | 01 |
| WATER TREATMENT SR SUP | Water | \$74,684 | \$93,355 | \$116,694 | \$35.90577 | \$44.88221 | \$56.10276 | EX | 5290 | 04 |
| WATER TREATMENT TECHNICIAN | Water | \$45,627 | \$57,034 | \$71,293 | \$21.93615 | \$27.42019 | \$34.27524 | NE | 5291 | 01 |
| WATER TREATMENT TECHNICIAN II | Water | \$46,996 | \$58,745 | \$73,431 | \$22.59424 | \$28.24280 | \$35.30350 | NE | 5292 | 01 |
| WATER UTILITY INSPECTION SUP | Water | \$71,685 | \$89,606 | \$112,008 | \$34.46385 | \$43.07981 | \$53.84976 | EX | 5294 | 04 |
| WATER UTILITY INSPECTOR | Water | \$53,281 | \$66,602 | \$83,252 | \$25.61600 | \$32.02000 | \$40.02500 | NE | 5295 | 02 |
| WATER UTILITY INSPECTOR II | Water | \$54,880 | \$68,600 | \$85,750 | \$26.38462 | \$32.98077 | \$41.22596 | NE | 5297 | 02 |
| WATER UTILITY INSPECTOR SR | Water | \$60,236 | \$75,295 | \$94,118 | \$28.95948 | \$36.19935 | \$45.24919 | NE | 5296 | 02 |
| WATER UTILITY LOCATOR | Water | \$45,627 | \$57,034 | \$71,293 | \$21.93615 | \$27.42019 | \$34.27524 | NE | 5298 | 01 |
| WATER UTILITY LOCATOR II | Water | \$48,271 | \$60,338 | \$75,423 | \$23.20709 | \$29.00886 | \$36.26108 | NE | 5299 | 01 |
| WATER UTILITY MECHANIC | Water | \$46,865 | \$58,581 | \$73,226 | \$22.53115 | \$28.16394 | \$35.20493 | NE | 5301 | 01 |
| WATER UTILITY SPEC CARETAKER | Water | \$51,102 | \$63,878 | \$79,848 | \$24.56849 | \$30.71062 | \$38.38827 | NE | 5303 | 01 |
| WATER UTILITY SPECIALIST | Water | \$51,102 | \$63,878 | \$79,848 | \$24.56849 | \$30.71062 | \$38.38827 | NE | 5302 | 01 |
| WATER UTILITY SPECIALIST SR | Water | \$56,213 | \$70,266 | \$87,832 | \$27.02534 | \$33.78167 | \$42.22709 | NE | 5304 | 01 |

**2021 SALARY SCHEDULE
CAREER SERVICE BY WORKING TITLE**

| POSITION TITLE | DEPARTMENT | MINIMUM | AVERAGE MARKET SALARY | MAXIMUM | MINIMUM (hourly) | AMS (hourly) | MAXIMUM (hourly) | FLSA | JOB CODE | BARG UNIT |
|-------------------------------|--------------------------------|----------------|------------------------------|----------------|-------------------------|---------------------|-------------------------|-------------|-----------------|------------------|
| WATER UTILITY SUPERVISOR | Water | \$67,895 | \$84,869 | \$106,086 | \$32.64177 | \$40.80221 | \$51.00277 | EX | 5305 | 04 |
| WATER UTILITY SUPERVISOR | Water | \$67,895 | \$84,869 | \$106,086 | \$32.64177 | \$40.80221 | \$51.00277 | EX | 5306 | 04 |
| WATER UTILITY SUPERVISOR SR | Water | \$74,684 | \$93,355 | \$116,694 | \$35.90577 | \$44.88221 | \$56.10276 | EX | 5307 | 04 |
| WATER UTILITY TECHNICIAN | Water | \$45,627 | \$57,034 | \$71,293 | \$21.93615 | \$27.42019 | \$34.27524 | NE | 5308 | 01 |
| WATER UTILITY TECHNICIAN II | Water | \$46,996 | \$58,745 | \$73,431 | \$22.59424 | \$28.24280 | \$35.30350 | NE | 5309 | 01 |
| WATER UTILITY WORKER | Water | \$42,049 | \$52,561 | \$65,701 | \$20.21580 | \$25.26975 | \$31.58718 | NE | 5310 | 01 |
| WATER UTILITY WORKER II | Water | \$43,310 | \$54,138 | \$67,672 | \$20.82224 | \$26.02780 | \$32.53475 | NE | 5311 | 01 |
| WATER WW TMT SUPER | Water | \$102,992 | \$128,740 | \$160,925 | \$49.51547 | \$61.89434 | \$77.36792 | EX | 5312 | 16 |
| Wellness Coordinator | Human Resources | \$55,767 | \$69,709 | \$87,136 | \$26.81115 | \$33.51394 | \$41.89243 | EX | 3131 | 03 |
| Workers' Comp Claims Adjuster | Human Resources | \$71,110 | \$88,888 | \$111,110 | \$34.18769 | \$42.73462 | \$53.41827 | EX | 3132 | 03 |
| MANAGER OF COMMUNITY DEVLPMNT | Housing and Community Services | \$97,680 | \$122,100 | \$152,625 | \$46.96154 | \$58.70192 | \$73.37740 | EX | 6424 | 16 |
| DIRECTOR OF HSNG COMNTY SVCS | Housing and Community Services | \$127,798 | \$159,748 | \$199,685 | \$61.44156 | \$76.80195 | \$96.00244 | EX | 6415 | 05 |

**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
Civil Service Fire**

| | A | B | C | D | E | F | G | H |
|--|-----------------------------------|---|---|---|-----------------------------------|---|------------------------------------|------------------------------------|
| FIREFIGHTER IV (24 HOUR) 9030 Grade 854 | \$55,335 \$4,611 \$22.16949 | | | | | | | |
| FIREFIGHTER IV (8 HOUR) 9025 Grade 853 | \$55,335 \$4,611 \$26.60337 | | | | | | | |
| FIREFIGHTER III (24 HOUR) 9035 Grade 855 | \$55,335 \$4,611 \$22.16949 | | | | | | | |
| FIREFIGHTER III (8 HOUR) 9027 Grade 852 | \$55,335 \$4,611 \$26.60337 | | | | | | | |
| FIREFIGHTER II (24 HOUR) 9040 Grade 856 | \$60,038 \$5,003 \$24.05369 | | | | | | | |
| FIREFIGHTER II (8 HOUR) 9029 Grade 851 | \$60,038 \$5,003 \$28.86443 | | | | | | | |
| FIREFIGHTER I (24 HOUR) 9045 Grade 857 | | | | | \$73,393 \$6,116 \$29.40425 | | \$75,611 \$6,301 \$30.29287 | \$85,444 \$7,120 \$34.23238 |
| FIREFIGHTER I (8 HOUR) 9050 Grade 858 | | | | | \$73,393 \$6,116 \$35.28510 | | \$75,611 \$6,301 \$36.35145 | \$85,444 \$7,120 \$41.07885 |
| TECHNICIAN 9070 ENGINEER 9075 (24 HOUR) Grade 859 | | | | | \$80,737 \$6,728 \$32.34656 | | \$83,177 \$6,931 \$33.32412 | \$93,994 \$7,833 \$37.65786 |
| TECHNICIAN 9060 ENGINEER 9076 (8 HOUR) Grade 860 | | | | | \$80,737 \$6,728 \$38.81587 | | \$83,177 \$6,931 \$39.98895 | \$93,994 \$7,833 \$45.18943 |
| FIRE LIEUTENANT (24 HOUR) 9085 Grade 861 | | | | | \$88,836 \$7,403 \$35.59135 | | \$91,521 \$7,627 \$36.66707 | \$103,424 \$8,619 \$41.43590 |
| FIRE LIEUTENANT (8 HOUR) 9090 Grade 862 | | | | | \$88,836 \$7,403 \$42.70962 | | \$91,521 \$7,627 \$44.00049 | \$103,424 \$8,619 \$49.72308 |
| FIRE CAPTAIN (24 HOUR) 9100 Grade 863 | | | | | \$97,714 \$8,143 \$39.14824 | | \$100,668 \$8,389 \$40.33173 | \$113,760 \$9,480 \$45.57706 |
| FIRE CAPTAIN (8 HOUR) 9110 Grade 864 | | | | | \$97,714 \$8,143 \$46.97789 | | \$100,668 \$8,389 \$48.39808 | \$113,760 \$9,480 \$54.69247 |

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

**2021 Salary Schedule
Civil Service Fire**

| SALARY RANGE | | | |
|---|-------------------------------------|---|--------------------------------------|
| | MIN | | MAX |
| BATTALION CHIEF (24 HOUR) 9120 Grade 865 | \$110,120 \$9,177 \$44.11859 | - | \$172,062 \$14,339 \$68.93510 |
| BATTALION CHIEF (8 HOUR) 9130 Grade 866 | \$110,120 \$9,177 \$52.94215 | - | \$172,062 \$14,339 \$82.72212 |
| FIRE COMMANDER (24 HOUR) 9121 Grade 869 | \$121,132 \$10,094 \$48.53046 | - | \$189,268 \$15,772 \$75.82865 |
| FIRE COMMANDER (8 HOUR) 9131 Grade 870 | \$121,132 \$10,094 \$58.23638 | - | \$189,268 \$15,772 \$90.99435 |
| DEPUTY CHIEF (8 HOUR) 1227 Grade 75 | \$133,245 \$11,104 \$64.06000 | - | \$208,195 \$17,350 \$100.09380 |

**2021 Salary Schedule
Civil Service Police**

| POSITIONS | A | B | C | D | E | F | G | H | I |
|-----------------------------|------------|------------|------------|---|---|---|---|---|---|
| PATROL OFFICER, IV | \$56,984 | | | | | | | | |
| Grade 801 | \$4,749 | | | | | | | | |
| 8020 | \$27.39616 | | | | | | | | |
| PATROL OFFICER, III | \$62,115 | | | | | | | | |
| Grade 802 | \$5,176 | | | | | | | | |
| 8030 | \$29.86298 | | | | | | | | |
| PATROL OFFICER, II | \$69,205 | | | | | | | | |
| Grade 803 | \$5,767 | | | | | | | | |
| 8040 | \$33.27164 | | | | | | | | |
| PATROL OFFICER, I | \$76,469 | \$84,870 | \$91,986 | | | | | | |
| Grade 804 | \$6,372 | \$7,073 | \$7,666 | | | | | | |
| 8050 | \$36.76394 | \$40.80289 | \$44.22404 | | | | | | |
| PATROL OFFICER SPEC | \$81,823 | \$90,810 | \$98,425 | | | | | | |
| Grade 809 | \$6,819 | \$7,568 | \$8,202 | | | | | | |
| 8055 | \$39.33798 | \$43.65866 | \$47.31971 | | | | | | |
| POLICE AGENT | | \$94,844 | \$101,543 | | | | | | |
| Grade 805 | | \$7,904 | \$8,462 | | | | | | |
| 8060 | | \$45.59808 | \$48.81875 | | | | | | |
| POLICE AGENT SPEC | | \$101,484 | \$108,651 | | | | | | |
| Grade 811 | | \$8,457 | \$9,054 | | | | | | |
| 8065 | | \$48.79038 | \$52.23606 | | | | | | |
| POLICE SERGEANT | | \$104,498 | \$110,525 | | | | | | |
| Grade 806 | | \$8,708 | \$9,210 | | | | | | |
| 8070 | | \$50.23943 | \$53.13702 | | | | | | |
| POLICE SERGEANT SPEC | | \$111,812 | \$118,263 | | | | | | |
| Grade 810 | | \$9,318 | \$9,855 | | | | | | |
| 8075 | | \$53.75577 | \$56.85721 | | | | | | |
| POLICE LIEUTENANT | | \$117,455 | \$126,691 | | | | | | |
| Grade 807 | | \$9,788 | \$10,558 | | | | | | |
| 8090 | | \$56.46875 | \$60.90914 | | | | | | |
| POLICE CAPTAIN | | \$129,265 | \$139,429 | | | | | | |
| Grade 808 | | \$10,772 | \$11,619 | | | | | | |
| 8110 | | \$62.14663 | \$67.03318 | | | | | | |

**2021 Salary Schedule
Civil Service Police**

| SALARY RANGE | | | |
|--|------------|---|-------------|
| COMMANDER Grade 074 1268 | \$115,795 | | \$180,929 |
| | \$9,650 | - | \$15,077 |
| | \$55.67072 | | \$86.98551 |
| DIVISION CHIEF Grade 075 1206 | \$126,480 | | \$197,626 |
| | \$10,540 | - | \$16,469 |
| | \$60.80814 | | \$95.01271 |
| DEPUTY CHIEF Grade 076 1258 | \$137,576 | | \$215,412 |
| | \$11,465 | - | \$17,951 |
| | \$66.14231 | | \$103.56346 |

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 |

Min Wage increased to \$12.50 as of 1/1/2021

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 |

Min Wage increased to \$12.50 as of 1/1/2021

**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 |



CITY OF AURORA

Council Agenda Commentary

| |
|--|
| Item Title: 2022 Employee Benefits Program |
| Item Initiator: Ryan Lantz |
| Staff Source/Legal Source: Ryan Lantz, Interim Director of Human Resources/Rachel Allen, Client Group Manager |
| Outside Speaker: N/A |
| Council Goal: 2012: 6.0--Provide a well-managed and financially strong City |

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Information Only
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?[Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
 - Does Not Recommend Approval
 - Forwarded Without Recommendation
 - Recommendation Report Attached
 - Minutes Attached
 - Minutes Not Available
-

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.)*

Annually, Human Resources conduct a thorough benefits evaluation and renewal process with the goal maintaining and enhancing city benefits for employees, council members, affiliated agencies and retirees.

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

Human Resources will provide an overview of the 2022 employee benefits program. This item is informational only.

QUESTIONS FOR COUNCIL

Not applicable: informational only

LEGAL COMMENTS

The city charter requires that the city manager shall keep the council advised of the financial condition, future needs of the city, and the overall general condition of the city. The City Manager shall make such recommendations to the council for adoption as deemed necessary or expedient, this includes advising city council of all benefits that would be offered to city employees. This item is informational only. (*See, Aurora City Charter Art. 7-4 (f).*) (Hernandez).

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



2022 Benefits Plan

Review 2022 Benefits Plan and Open Enrollment

August 24, 2021

AGGENDA

August 24, 2021

Renewal Summary

Medical Renewal

Dental Renewal

Vision Renewal

Other Benefits

Open Enrollment & Resources

OVERVIEW

Core Benefits

- Medical*
- Dental*
- Vision
- FSA

Employer-Paid Benefits

- Basic Life Insurance
- Short-term Disability
- Long Term Disability
- EAP

Voluntary Benefits

- Accident
- Critical Illness
- Identity Theft
- Legal Network
- Hospital Indemnity
- Pet Insurance
- Home and Auto
- Web Protection

* changes and additions for 2022

2022 BENEFITS PROVIDERS



Effective January 1, 2022

Medical



Employee Assistance Program



Dental



Life and Disability



Vision



Voluntary



Flexible Spending Accounts



Retirement



Health Savings Account



Health Savings Account



PARTNERS

SUMMARY – 2022 BENEFITS RENEWAL

Medical Insurance

- **Initial renewal:** 4.82% increase; medical trend, COVID19 suppressors and inflators
- **Plan Design/Coverage changes:** No coverage changes; increase HSA employer funding
- **Final renewal:** 3% increase to medical cost
- **Cost-share:** employer and employee costs
 - Shifting cost-share for better contribution and plan alignment

Dental Insurance

- **Initial renewal:** 3.5% increase; self-funded, anticipated utilization
- **Plan Design/Coverage changes:** Enhanced orthodontia - increase maximum to \$2,000 of coverage and allow for adults eligibility
- **Final renewal:** 7.8% increase to medical cost
- **Cost-share:** employer and employee costs
 - Employer will absorb most of the cost increases

Employer-Paid Benefits

- **Benefits available**
 - Basic Life Insurance
 - Short-term Disability (STD)
 - Long-term Disability (LTD)
 - Employee Assistance Program (EAP)
- **No changes or cost increases**

Voluntary Benefits

- **Benefits available**
 - Accident
 - Critical Illness
 - Hospital Indemnity
 - Voluntary Life Insurance
 - Home and Auto
 - Pet Insurance
 - Identity Theft Protection
 - Web and Privacy Protection
- **No changes or cost increases**



2022 Renewals Overview

| Plan | Vendor | Rate Guarantee End Date | Comments |
|--|--|-------------------------|---|
| Medical | Kaiser Permanente | 12/31/2021 | <ul style="list-style-type: none"> Initial renewal 4.82% increase Final renewal: 3.0% |
| Dental | Delta Dental | 12/31/2021 | <ul style="list-style-type: none"> Final renewal 7.8% (enhancing orthodontia benefits) Fee pass (no rate changes for administration) 2 year rate guarantee |
| Vision | VSP | 12/31/2021 | <ul style="list-style-type: none"> Rate pass for 2025 (4 year rate guarantee) No changes to coverage or rates |
| Life, LTD, EAP | Voya ComPsych | 12/31/2023 | <ul style="list-style-type: none"> Current rates will continue through 2023 |
| STD | Voya | 12/31/2021 | <ul style="list-style-type: none"> No rate changes for 2022 |
| Accident, Critical Illness, Hospital Indemnity, Legal, Identity Theft | Voya InfoArmor MetLife Legal Plans | 12/31/2022 | <ul style="list-style-type: none"> No rate changes for 2022 |
| FSA administration | Alerus (24HourFlex) | 12/31/2021 | <ul style="list-style-type: none"> No rate changes for 2022 |

Medical Renewal

Initial Renewal

- Kaiser 4.82% cost increase in 2022

Cost Drivers

- Annual medical trend: standard to have an increase each year
- 2022 renewals also reflect a projected increase for COVID suppressors and inflators
 - This was increased ~ 3% for our plans, Aon recommends 8-10% increase. City's renewal is well below average
- Multiple high-cost claimants
- Increasing cost of specialty drug utilization

Final Renewal

- Removed multi-year rate guarantee (MYRG) helped reduce cost to 3.0% increase

Required Plan Change

- IRS is requiring charge for Chat with a Doctor for HSA plan *only*

Medical Renewal – get to 3% increase

| Plan Features | Health Savings Account (HSA) | DHMO 200 | DHMO 750 | HMO | Triple Option | | |
|---|--------------------------------------|--|--|---|---|---|--|
| | | | | | TIER 1 At Kaiser | TIER 2 Kaiser's Partnering PHCS Network | TIER 3 Out-of-Network |
| Annual Deductible | \$1,400 Individual \$2,800 Family | \$200 Individual \$400 Family \$200 Family Individual | \$750 Individual \$1,500 Family \$750 Family Individual | \$0 | \$250 Individual \$750 Family \$250 Family Individual | \$1,500 Individual \$4,500 Family \$1,500 Family Individual | \$2,000 Individual \$6,000 Family \$2,000 Family Individual |
| Out-of-Pocket Maximum (Individual/Family) | \$2,500 Individual \$5,000 Family | \$1,500 Individual \$3,000 Family \$1,500 Family Individual | \$2,500 Individual \$5,000 Family \$2,500 Family Individual | \$2,000 Individual \$4,500 Family \$2,000 Family Individual | \$1,750 Individual \$3,500 Family \$1,750 Family Individual | \$3,500 Individual \$7,000 Family \$3,500 Family Individual | \$6,000 Individual \$12,000 Family \$6,000 Family Individual |
| Coinsurance | 20% | 10% | 20% | N/A | 10% | 20% | 40% (Rx 50%) after ded. |
| Doctor's Office | | | | | | | |
| Office Visits (PCP/Specialist) | 20% coinsurance after ded. | \$25/\$40 10% coinsurance for covered services received during a visit | \$35/\$50 20% for covered services received during a visit | \$30 / \$45 | \$25 / \$40 10% coinsurance | \$35 / \$55 20% coinsurance | 40% coinsurance |
| Preventive Adult preventive care exams, well-woman exams, immunizations, well-child care through age 17 | No charge | No charge | No charge | No charge | No charge | No charge | 40% coinsurance |
| Hospital Services | | | | | | | |
| Emergency Room | 20% coinsurance after ded. | 10% coinsurance after ded. | 20% coinsurance after ded. | \$250 per visit | 10% coinsurance after ded. | | |
| Emergency Medical Transportation | 20% coinsurance after ded. | 10% coinsurance up to \$500 per trip not subject to deductible | 20% coinsurance not subject to deductible | 20% coinsurance up to \$500 per trip | 10% coinsurance up to \$500 per trip not subject to deductible | | |
| Urgent Care | 20% coinsurance after ded. | \$40 copay per visit 10% coinsurance for covered services received during visit | \$50 copay, 20% coinsurance for covered services received during visit | \$50 per visit | \$40 per visit 10% coinsurance | | |
| Inpatient | 20% coinsurance after ded. | 10% coinsurance after ded. | 20% coinsurance after ded. | \$500 per admission | 10% coinsurance after ded. | 20% coinsurance after ded. | 40% coinsurance after ded. |
| Outpatient Hospital Surgery | 20% coinsurance after ded. | 10% coinsurance after ded. | 20% coinsurance after ded. | \$500 copay | 10% coinsurance after ded. | 20% coinsurance after ded. | 40% coinsurance after ded. |

Current Plans

- HDHP/HSA
- DHMO 200
- DHMO 750
- HMO
- Triple Option

Plan Design & Philosophy

- Offer high coverage plans at low cost to employees
- Offer diverse plan options
- Offer different costs and liability
- Continual focus on education and consumerism

Increase HSA City Funding

- EE Only: \$750 to \$850 (+\$100)
- EE+SP: \$1,000 to \$1,200 (+\$200)
- EE+Ch: \$1,000 to \$1,200 (+\$200)
- Family: \$1,500 to \$1,800 (+\$300)

2022 Benefits Renewals – Cost-share

Cost-share

- The amount the Employer (ER) and Employee (EE) pay for premiums of a benefit

Options for Cost-share by

- Tier (EE Only; EE+Sp, EE+Ch, Family)
- Plan (HSA; DHMO; HMO; Triple Option)
- Combination of Plan & Tier

City's Intent

- Employees pay for the 'richness' of plan and coverage
- Cost for covering dependents are built into the premiums/rates

Cost-share Goal & Transition

- HDHP | HSA: 95% ER & 5% EE
- DHMO 200: 88% ER & 12% EE
- DHMO 750: 92% ER & 8% EE
- HMO: 80% ER & 20% EE
- Triple Option: 75% ER & 25% EE

2021: Cost-share Strategy

| HSA | 2020 | Tier | Plan | Plan & Tier | 2021 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share |
| EE (EE Only) | 0% | 10% | 5% | 5% | 4% |
| EE + Spouse (EE +1) | 1.2% | 15% | 5% | 9% | 4% |
| EE + Child(ren) | -- | 15% | 5% | 9% | 4% |
| EE + Family | 4% | 20% | 5% | 12% | 4% |

| DHMO 200 | 2020 | Tier | Plan | Plan & Tier | 2021 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share |
| EE (EE Only) | 9.7% | 10% | 12% | 10% | 11% |
| EE + Spouse (EE +1) | 11.1% | 15% | 12% | 15% | 11% |
| EE + Child(ren) | -- | 15% | 12% | 15% | 12% |
| EE + Family | 13.6% | 20% | 12% | 20% | 13% |

| DHMO 750 | 2020 | Tier | Plan | Plan & Tier | 2021 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share |
| EE (EE Only) | -- | -- | -- | -- | -- |
| EE + Spouse (EE +1) | -- | -- | -- | -- | -- |
| EE + Child(ren) | -- | -- | -- | -- | -- |
| EE + Family | -- | -- | -- | -- | -- |

| HMO | 2020 | Tier | Plan | Plan & Tier | 2021 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share |
| EE (EE Only) | 16.8% | 10% | 20% | 12% | 18% |
| EE + Spouse (EE +1) | 18.1% | 15% | 20% | 17% | 18% |
| EE + Child(ren) | -- | 15% | 20% | 17% | 18% |
| EE + Family | 20.4% | 20% | 20% | 22% | 19.6% |

| Triple Option | 2020 | Tier | Plan | Plan & Tier | 2021 |
|---------------------|---------------|---------------|---------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share | EE Cost Share |
| EE (EE Only) | 22.5% | 10% | 25% | 15% | 24% |
| EE + Spouse (EE +1) | 22.4% | 15% | 25% | 20% | 24% |
| EE + Child(ren) | -- | 15% | 25% | 20% | 24% |
| EE + Family | 26.6% | 20% | 25% | 25% | 25.9% |

2022: Cost-share Strategy

| HSA | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 4.0% | 5.0% |
| EE + Spouse (EE +1) | 4.0% | 5.0% |
| EE + Child(ren) | 4.0% | 5.0% |
| EE + Family | 4.0% | 5.0% |

| DHMO 200 | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 11.0% | 11.5% |
| EE + Spouse (EE +1) | 11.0% | 11.5% |
| EE + Child(ren) | 12.0% | 12.0% |
| EE + Family | 13.0% | 12.5% |

| DHMO 750 | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 9.0% | 8.0% |
| EE + Spouse (EE +1) | 9.0% | 8.0% |
| EE + Child(ren) | 9.0% | 8.0% |
| EE + Family | 9.0% | 8.0% |

| HMO | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 18.0% | 20.0% |
| EE + Spouse (EE +1) | 18.0% | 20.0% |
| EE + Child(ren) | 18.0% | 20.0% |
| EE + Family | 19.6% | 20.0% |

| Triple Option | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 24.0% | 24.0% |
| EE + Spouse (EE +1) | 24.0% | 24.0% |
| EE + Child(ren) | 24.0% | 24.0% |
| EE + Family | 25.9% | 25.9% |

2022 Benefits Renewals – Cost-share

| HDHP (HSA) | Monthly | | |
|-----------------|-----------------|------------------|--------------|
| All EE | Renewal Premium | EE Contributions | COA Net Cost |
| EE Only | \$573.86 | \$28.69 | \$545.17 |
| EE + Spouse | \$1,176.38 | \$58.82 | \$1,117.56 |
| EE + Child(ren) | \$1,147.70 | \$57.39 | \$1,090.32 |
| EE + Family | \$1,658.48 | \$82.92 | \$1,575.56 |

| Semi-Monthly | | | |
|-----------------|------------------|--------------|---------------|
| Renewal Premium | EE Contributions | COA Net Cost | EE Cost Share |
| \$286.930 | \$14.347 | \$272.584 | 5.0% |
| \$588.190 | \$29.410 | \$558.781 | 5.0% |
| \$573.850 | \$28.693 | \$545.158 | 5.0% |
| \$829.240 | \$41.462 | \$787.778 | 5.0% |

| Employee Change from 2020 | | | |
|---------------------------|---------|------------|----------|
| Annual | Monthly | Pay Period | % Change |
| \$78.52 | \$6.54 | \$3.27 | 29.5% |
| \$160.96 | \$13.41 | \$6.71 | 29.5% |
| \$157.04 | \$13.09 | \$6.54 | 29.5% |
| \$226.95 | \$18.91 | \$9.46 | 29.5% |

| DHMO 750 | Monthly | | |
|-----------------|-----------------|------------------|--------------|
| All EE | Renewal Premium | EE Contributions | COA Net Cost |
| EE Only | \$609.76 | \$48.78 | \$560.98 |
| EE + Spouse | \$1,250.00 | \$100.00 | \$1,150.00 |
| EE + Child(ren) | \$1,219.52 | \$97.56 | \$1,121.96 |
| EE + Family | \$1,762.20 | \$140.98 | \$1,621.22 |

| Semi-Monthly | | | |
|-----------------|------------------|--------------|---------------|
| Renewal Premium | EE Contributions | COA Net Cost | EE Cost Share |
| \$304.880 | \$24.390 | \$280.490 | 8.0% |
| \$625.000 | \$50.000 | \$575.000 | 8.0% |
| \$609.760 | \$48.781 | \$560.979 | 8.0% |
| \$881.100 | \$70.488 | \$810.612 | 8.0% |

| Employee Change from 2020 | | | |
|---------------------------|-----------|------------|----------|
| Annual | Monthly | Pay Period | % Change |
| (\$49.91) | (\$4.16) | (\$2.08) | -7.9% |
| (\$102.48) | (\$8.54) | (\$4.27) | -7.9% |
| (\$100.06) | (\$8.34) | (\$4.17) | -7.9% |
| (\$144.53) | (\$12.04) | (\$6.02) | -7.9% |

| DHMO 200 | Monthly | | |
|-----------------|-----------------|------------------|--------------|
| All EE | Renewal Premium | EE Contributions | COA Net Cost |
| EE Only | \$655.00 | \$75.33 | \$579.68 |
| EE + Spouse | \$1,342.74 | \$154.42 | \$1,188.32 |
| EE + Child(ren) | \$1,310.00 | \$157.20 | \$1,152.80 |
| EE + Family | \$1,892.92 | \$236.62 | \$1,656.31 |

| Semi-Monthly | | | |
|-----------------|------------------|--------------|---------------|
| Renewal Premium | EE Contributions | COA Net Cost | EE Cost Share |
| \$327.500 | \$37.663 | \$289.838 | 11.5% |
| \$671.370 | \$77.208 | \$594.162 | 11.5% |
| \$655.000 | \$78.600 | \$576.400 | 12.0% |
| \$946.460 | \$118.308 | \$828.153 | 12.5% |

| Employee Change from 2020 | | | |
|---------------------------|----------|------------|----------|
| Annual | Monthly | Pay Period | % Change |
| \$69.66 | \$5.81 | \$2.90 | 8.4% |
| \$142.74 | \$11.90 | \$5.95 | 8.3% |
| \$66.24 | \$5.52 | \$2.76 | 3.6% |
| (\$7.74) | (\$0.64) | (\$0.32) | -0.3% |

| HMO | Monthly | | |
|-----------------|-----------------|------------------|--------------|
| All EE | Renewal Premium | EE Contributions | COA Net Cost |
| EE Only | \$710.18 | \$142.04 | \$568.14 |
| EE + Spouse | \$1,455.84 | \$291.17 | \$1,164.67 |
| EE + Child(ren) | \$1,420.34 | \$284.07 | \$1,136.27 |
| EE + Family | \$2,052.40 | \$410.48 | \$1,641.92 |

| Semi-Monthly | | | |
|-----------------|------------------|--------------|---------------|
| Renewal Premium | EE Contributions | COA Net Cost | EE Cost Share |
| \$355.090 | \$71.018 | \$284.072 | 20.0% |
| \$727.920 | \$145.584 | \$582.336 | 20.0% |
| \$710.170 | \$142.034 | \$568.136 | 20.0% |
| \$1,026.200 | \$205.240 | \$820.960 | 20.0% |

| Employee Change from 2020 | | | |
|---------------------------|---------|------------|----------|
| Annual | Monthly | Pay Period | % Change |
| \$224.35 | \$18.70 | \$9.35 | 15.2% |
| \$459.70 | \$38.31 | \$19.15 | 15.1% |
| \$448.66 | \$37.39 | \$18.69 | 15.2% |
| \$272.64 | \$22.72 | \$11.36 | 5.9% |

| Triple Option | Monthly | | |
|-----------------|-----------------|------------------|--------------|
| All EE | Renewal Premium | EE Contributions | COA Net Cost |
| EE Only | \$759.56 | \$182.29 | \$577.27 |
| EE + Spouse | \$1,557.08 | \$373.70 | \$1,183.38 |
| EE + Child(ren) | \$1,519.10 | \$364.58 | \$1,154.52 |
| EE + Family | \$2,195.10 | \$567.87 | \$1,627.23 |

| Semi-Monthly | | | |
|-----------------|------------------|--------------|---------------|
| Renewal Premium | EE Contributions | COA Net Cost | EE Cost Share |
| \$379.780 | \$91.147 | \$288.633 | 24.0% |
| \$778.540 | \$186.850 | \$591.690 | 24.0% |
| \$759.550 | \$182.292 | \$577.258 | 24.0% |
| \$1,097.550 | \$283.936 | \$813.614 | 25.9% |

| Employee Change from 2020 | | | |
|---------------------------|---------|------------|----------|
| Annual | Monthly | Pay Period | % Change |
| \$76.97 | \$6.41 | \$3.21 | 3.6% |
| \$157.43 | \$13.12 | \$6.56 | 3.6% |
| \$153.65 | \$12.80 | \$6.40 | 3.6% |
| \$239.19 | \$19.93 | \$9.97 | 3.6% |

HDHP | HSA

- Increase employee share from 4% to 5%
- EE Only: \$750 to \$850 (+\$100)
- EE+SP: \$1,000 to \$1,200 (+\$200)
- EE+Ch: \$1,000 to \$1,200 (+\$200)
- Family: \$1,500 to \$1,800 (+\$300)

DHMO 750

- Decrease employee share from 9% to 8%
- Intent: Low cost DHMO plan

DHMO 200

- Increase employee share to get closer to 12%
- Intent: High coverage DHMO plan

HMO

- Increase employee share from 18% to 20%
- Most costly plan for employees
- Intent: Migrate enrollment to better plans

Triple Option

- No change to cost-share 24%/25.9%
- Intent: Maintain for out-of-network option

2022 Benefits Renewals – Overview

2022 Medical Renewal Summary

- No coverage changes
- Changes to cost-share
 - HSA: 4% to 5% (increase to employee)
 - DHMO 200: 12.1% to 12.1% (increase and decrease to employee)
 - DHMO 750: 9% to 8% (decrease to employee)
 - HMO: 18.8% to 20% (increase to employee)
- Increase to HSA funding
 - EE Only: \$750 to \$850 (+\$100)
 - EE+SP: \$1,000 to \$1,200 (+\$200)
 - EE+Ch: \$1,000 to \$1,200 (+\$200)
 - Family: \$1,500 to \$1,800 (+\$300)

Questions?

2022: Cost-share Strategy

| HSA | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 4.0% | 5.0% |
| EE + Spouse (EE +1) | 4.0% | 5.0% |
| EE + Child(ren) | 4.0% | 5.0% |
| EE + Family | 4.0% | 5.0% |

| DHMO 200 | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 11.0% | 11.5% |
| EE + Spouse (EE +1) | 11.0% | 11.5% |
| EE + Child(ren) | 12.0% | 12.0% |
| EE + Family | 13.0% | 12.5% |

| DHMO 750 | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 9.0% | 8.0% |
| EE + Spouse (EE +1) | 9.0% | 8.0% |
| EE + Child(ren) | 9.0% | 8.0% |
| EE + Family | 9.0% | 8.0% |

| HMO | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 18.0% | 20.0% |
| EE + Spouse (EE +1) | 18.0% | 20.0% |
| EE + Child(ren) | 18.0% | 20.0% |
| EE + Family | 19.6% | 20.0% |

| Triple Option | 2021 | 2022 Recmd |
|---------------------|---------------|---------------|
| Tiers | EE Cost Share | EE Cost Share |
| EE (EE Only) | 24.0% | 24.0% |
| EE + Spouse (EE +1) | 24.0% | 24.0% |
| EE + Child(ren) | 24.0% | 24.0% |
| EE + Family | 25.9% | 25.9% |

Dental Renewal – Potential Enhancement

Delta Dental Insurance

- **Initial renewal:** 3.5% increase
 - COVID19 Inflators and Suppression
 - Anticipated increase in utilization
- **Plan Design/Coverage changes:**
 - Base Plan: no coverage changes
 - Buy-up Plan: enhanced orthodontia
 - increase maximum from \$1,500 to \$2,000 of coverage
 - Increase child coverage age from 19 to 25
 - Add orthodontia coverage for adults
- **Final renewal:** 7.8% increase to medical cost
- **Cost-share:** employer and employee costs
 - City will absorb most of the cost increases
 - Extra funds in IBNR account
 - Extra funds in HSA funding account

| | Base Plan PPO |
|---|----------------------|
| Annual Deductible | \$50 deductible |
| Annual Benefit Maximum | \$750 per individual |
| Preventive Services Exams, cleanings, X-rays | 90% |
| Basic Services Fillings, extractions, oral surgery | 50% |
| Major Restorative Services Crowns, bridgework, dentures | 25% |
| Orthodontia (Dependents under age 19) | No coverage |

| | Buy-up Plan PPO Plus Premier | | |
|---|------------------------------------|--|--|
| | Delta Preferred PPO Dentist | Delta Premier Dentist | Non-Participating Dentist |
| Annual Deductible | None | \$50 per benefit year; max of \$150 per family | \$50 per benefit year; max of \$150 per family |
| Annual Benefit Maximum | \$1,500 individual coverage amount | | |
| Preventive Services Exams, cleanings, X-rays | 100% | 80% | 80% |
| Basic Services Fillings, extractions, oral surgery | 80% | 80% | 80% |
| Major Restorative Services Crowns, bridgework, dentures | 50% | 50% | 50% |
| Orthodontia (Dependents under age 19) | 50% | 50% | 50% |

Dental Renewal – Potential Enhancement

Delta Dental Insurance

- **Initial renewal:** 3.5% increase
 - COVID19 Inflators and Suppression
 - Anticipated increase in utilization
- **Plan Design/Coverage changes:**
 - Base Plan: no coverage changes
 - Buy-up Plan: enhanced orthodontia
 - increase maximum from \$1,500 to \$2,000 of coverage
 - Increase child coverage age from 19 to 25
 - Add orthodontia coverage for adults
- **Final renewal:** 7.8% increase to medical cost
- **Cost-share:** employer and employee costs
 - City will absorb most of the cost increases
 - Extra funds in IBNR account
 - Extra funds in HSA funding account

Dental - Adult Ortho with 7.8% Increase

| Dental Plans | 2021 Enrollment | 2021 EE Rates | 2022 EE Rates | EE Change (\$) | 2021 ER Rates | 2022 ER Rates | ER Change (\$) | 2021 Total Rates | 2022 Total Rates |
|-------------------------|-----------------|------------------|------------------|----------------|--------------------|--------------------|----------------|--------------------|--------------------|
| Buy-up - Actives | | | | | | | | | |
| EE Only | 1,057 | \$5.84 | \$6.30 | \$0.46 | \$28.56 | \$30.79 | \$2.23 | \$34.40 | \$37.08 |
| EE + Sp | 489 | \$14.44 | \$15.57 | \$1.13 | \$48.36 | \$52.13 | \$3.77 | \$62.80 | \$67.70 |
| EE + Child(ren) | 246 | \$15.18 | \$16.36 | \$1.18 | \$50.82 | \$54.78 | \$3.96 | \$66.00 | \$71.15 |
| EE + Family | 754 | \$54.86 | \$59.14 | \$4.28 | \$54.88 | \$59.16 | \$4.28 | \$109.74 | \$118.30 |
| Total Annual | 2,546 | \$699,993 | \$754,566 | | \$1,292,606 | \$1,393,380 | | \$1,992,600 | \$2,147,945 |
| Change from 2021 (\$) | | | \$54,572 | | | \$100,773 | | | \$155,346 |
| Change from 2021 (%) | | | 7.8% | | | 7.8% | | | 7.8% |
| Base - Actives | | | | | | | | | |
| EE Only | 71 | \$1.72 | \$1.85 | \$0.13 | \$15.54 | \$16.75 | \$1.21 | \$17.26 | \$18.61 |
| EE + Sp | 30 | \$3.14 | \$3.38 | \$0.24 | \$25.38 | \$27.36 | \$1.98 | \$28.52 | \$30.74 |
| EE + Child(ren) | 12 | \$4.28 | \$4.61 | \$0.33 | \$34.68 | \$37.38 | \$2.70 | \$38.96 | \$42.00 |
| EE + Family | 107 | \$5.50 | \$5.93 | \$0.43 | \$40.30 | \$43.44 | \$3.14 | \$45.80 | \$49.37 |
| Total Annual | 220 | \$10,274 | \$11,075 | | \$79,116 | \$85,284 | | \$89,390 | \$96,359 |
| Change from 2021 (\$) | | | \$801 | | | \$6,168 | | | \$6,969 |
| Change from 2021 (%) | | | 7.8% | | | 7.8% | | | 7.8% |
| Combined | | | | | | | | | |
| Total Annual | 2,766 | \$710,267 | \$765,641 | | \$1,371,722 | \$1,478,664 | | \$2,081,990 | \$2,244,305 |
| Change from 2021 (\$) | | | \$55,373 | | | \$106,941 | | | \$162,315 |
| Change from 2021 (%) | | | 7.80% | | | 7.80% | | | 7.80% |

Rates listed with 7.8% increase and no changes to cost-share

Upon confirmation from Benefits Broker, rates will be recalculated for lower employee cost-share

Questions?

Vision Renewal

VSP Vision Insurance

- **Renewal:** no increase
 - No increase
 - 4-year rate guarantee (through 12/31/2025)
- **No-Cost Enhancements:**
 - Diabetic Eyecare + transitioning to Primary EyeCare
 - Enables all members with health conditions affecting eyes to see a VSP doctor as many times as needed throughout the year for eye exams and services
 - Add Walmart to VSP Retail network
 - Walmart is #1 out of network provider
 - LightCare
 - Members who don't need prescription eyewear can purchase non-prescription blue light glasses or non-prescription sunglasses through insurance
 - When this benefit is used, frame and lens benefits will be exhausted
- **Cost-share:** employee pays 100%

| | Base Plan | | Buy-up Plan | |
|---|---|-----------------------|--|-----------------------|
| | In-Network | Out-of-Network | In-Network | Out-of-Network |
| Eye Exam Once every calendar year | \$15 copay | Up to \$65 | \$10 copay | Up to \$65 |
| Lenses (once every calendar year) | | | | |
| Single Vision Lenses | \$25 copay then covered in full | Up to \$31 | \$20 copay then covered in full | Up to \$31 |
| Lined Bifocal Lenses | \$25 copay then covered in full | Up to \$50 | \$20 copay then covered in full | Up to \$50 |
| Lined Trifocal Lenses | \$25 copay then covered in full | Up to \$65 | \$20 copay then covered in full | Up to \$65 |
| Lens Enhancements | Average 20- 25% discount Polycarbonate lenses covered for dependent children | N/A | Average 20-25% discount Polycarbonate lenses covered for dependent children | N/A |
| Frames | \$175 allowance after \$25 copay*; 20% discount on balance over \$175 | Up to \$77 | \$250 allowance after \$20 copay*; 20% discount on balance over \$250 | Up to \$106 |
| | once every other calendar year | | once every calendar year | |
| Contact Lenses Once every calendar year if you elect contacts instead of lenses/ frames | Elective: \$150 allowance (no copay) | Elective: Up to \$115 | Elective: \$250 allowance (no copay) | Elective: Up to \$250 |
| Contact Lens Exam (Fitting and evaluation of contacts) | 15% discount and copay up to \$60 | N/A | 15% discount and copay up to \$60 | N/A |
| KidsCare Enhancement | Allows for 2 exams per calendar year, additional lenses with minimal prescription changes per calendar year, and a frame every calendar year for dependent children under age 18. Applies to in-network and out-of-network providers. | | | |

Other Benefit Programs

| Plan | Vendor | Rate Guarantee End Date | Comments |
|--|--|-------------------------|---|
| Vision | VSP | 12/31/2021 | <ul style="list-style-type: none"> • Rate pass for 2025 (4 year rate guarantee) • No changes to coverage or rates |
| Life, LTD, EAP | Voya ComPsych | 12/31/2023 | <ul style="list-style-type: none"> • Current rates will continue through 2023 |
| STD | Voya | 12/31/2021 | <ul style="list-style-type: none"> • No rate changes for 2022 |
| Accident, Critical Illness, Hospital Indemnity, Legal, Identity Theft | Voya InfoArmor MetLife Legal Plans | 12/31/2022 | <ul style="list-style-type: none"> • No rate changes for 2022 |
| FSA administration | Alerus (24HourFlex) | 12/31/2021 | <ul style="list-style-type: none"> • No rate changes for 2022 |

Open Enrollment & Resources

October 25 – November 14

- Passive Open Enrollment (most elected benefits will carry-cover to next year)
- U2X online enrollment portal
- Enrollment support will be provided remote and by phone

Enroll through www.benefitsgo.com/CityofAurora

Online enrollment system is available 24/7

Intranet

- SharePoint at Auroragov.SharePoint.com

Benefits Guide

- Provided to each employee via email, also posted on SharePoint

Kaiser Permanente

- www.KP.org
- SharePoint at Auroragov.SharePoint.com

Human Resources

- Schedule a one-on-one appointment with HR to review your benefits options
- Open Hours: October 25 to November 14 M-F 8:00am to 5:00pm



CITY OF AURORA

Council Agenda Commentary

Item Title: An ordinance of the City Council of the City of Aurora, Colorado, amending section 2-2 of the city code pertaining to legal holidays and the city aurora employee handbook section 5.4. Proposal to designate June 19th as Juneteenth and a legal holiday.

Item Initiator: Ryan Lantz

Staff Source/Legal Source: Ryan Lantz, Interim Director of Human Resources/Rachel Allen, Client Group Manager

Outside Speaker: N/A

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

COUNCIL MEETING DATES:

Study Session: 10/4/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration

Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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 "Juneteenth National Independence Day Act," which designates Juneteenth National Independence Day as a legal public holiday was signed into law on June 17, 2021.

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

After research, discussions and consideration, the City Manager and Human Resources propose to designate June 19th as Juneteenth and a legal paid holiday for the City of Aurora, Colorado, to commemorate the end of slavery in the United States. The proposal includes adding Juneteenth as the city's eleventh paid holiday. Additionally, the ordinance includes updating the legal holiday policy to recognize the fourth Friday in November, commonly called Friday after Thanksgiving.

QUESTIONS FOR COUNCIL

Does Management and Finance Policy Committee support the proposal of the ordinance to add Juneteenth as a legal paid holiday for the City of Aurora, and move forward to a study session?

LEGAL COMMENTS

The "Juneteenth National Independence Day Act," which designates Juneteenth National Independence Day as a legal public holiday was signed into law on June 17, 2021. (S.475)

The city manager shall establish comprehensive rules and regulations providing for the recruitment of employees, terms of employment of career and classified service employees, disciplinary action and such other matters relating to personnel management as the city manager may deem necessary. Such changes shall be effective upon notification of city council, subject to city council calling up any changes. (City Code Sec. 2-62(d)) The following days are declared to be legal holidays, and, as a result, city offices other than those relating to public safety shall be closed: (1) January 1, commonly called New Year's Day. (2) The third Monday in January, which shall be observed as the birthday of Dr. Martin Luther King, Jr. (3) The third Monday in February, commonly called Washington-Lincoln or President's Day. (4) The last Monday in May, commonly called Memorial Day. (5) July 4, commonly called Independence Day. (6) The first Monday in September, commonly called Labor Day. (7) November 11, commonly called Veterans Day. (8) The fourth Thursday in November, commonly called Thanksgiving Day. (9) December 25, commonly called Christmas Day. (b) When a holiday falls on a Sunday, the following Monday shall be observed. When a holiday falls on a Saturday, the preceding Friday shall be observed. Work units which are normally scheduled to operate on Saturdays or Sundays will observe the actual day of the holiday. (City Code Sec. 2-2) (Allen)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: The cost to add a paid-day-off is estimated at \$246,116. This estimate includes the cost for our 24 hour operations employees that are required to work on the holiday, and to ensure pay for over-time, holiday pay, standby pay and holiday benefit. The details are included in the attached slides as Supplement Information.

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A



Management and Finance Policy Committee

Juneteenth Holiday Proposal

August 24, 2021



Human Resources

155
City of Aurora

JUNETEENTH NATIONAL INDEPENDENCE DAY

Holiday Information:

- Commemorating the emancipation of African-American slaves (6/19/1865)
- Celebrated annually on June 19
- **Federal Holiday:** recognized on June 17, 2021
- Colorado: recognized as ceremonial holiday in 2004 (not State holiday)
- Aurora: proclamation at June 28, 2021 City Council Meeting
- No obligation to make a city paid-day-off holiday (private or Colorado public employers)
 - 11 paid legal holiday for Federal Government (Juneteenth is newly added)
 - 10 paid legal holidays for State of Colorado
 - At least 6 common paid holidays for private employers
 - COA has 10 paid holidays (no Juneteenth or Columbus/Cabrini; COA has Friday after Thanksgiving)

Federal Holidays

2021 Federal Holidays (11 days)

| Date | Holiday |
|-----------------------------|-----------------------------|
| Monday, January 17, 2021 | Martin Luther King, Jr. Day |
| Monday, February 21, 2021 | President's Day |
| Monday, May 30, 2021 | Memorial Day |
| Friday, June 18, 2021 | Juneteenth |
| Monday, July 5, 2021 | Independence Day |
| Monday, September 6, 2021 | Labor Day |
| Monday, October 11, 2021 | Columbus Day |
| Thursday, November 11, 2021 | Veterans Day |
| Thursday, November 25, 2021 | Thanksgiving Day |
| Friday, December 24, 2021 | Christmas Day |
| Friday, December 31, 2021 | New Year's Day |

- Federal Government: added Juneteenth as 11th holiday
- Private Employers: typically provide a minimum of 6 paid-holidays: **New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day**

Colorado State Holidays

2021 State Holidays (10 days)

| Date | Holiday |
|-----------------------------|-----------------------------|
| Monday, January 17, 2021 | Martin Luther King, Jr. Day |
| Monday, February 21, 2021 | President's Day |
| Monday, May 30, 2021 | Memorial Day |
| Monday, July 5, 2021 | Independence Day |
| Monday, September 6, 2021 | Labor Day |
| Monday, October 4, 2021 | Frances Xavier Cabrini Day |
| Thursday, November 11, 2021 | Veterans Day |
| Thursday, November 25, 2021 | Thanksgiving Day |
| Friday, December 24, 2021 | Christmas Day |
| Friday, December 31, 2021 | New Year's Day |

- State of Colorado: **Cabrini Day** replaced Columbus Day
- Does not include Juneteenth or Friday After Thanksgiving

City of Aurora Paid Holidays

2021 City of Aurora Paid Holidays (10 days)

| Date | Holiday |
|-----------------------------|-----------------------------|
| Monday, January 17, 2021 | Martin Luther King, Jr. Day |
| Monday, February 21, 2021 | President's Day |
| Monday, May 30, 2021 | Memorial Day |
| Monday, July 5, 2021 | Independence Day |
| Monday, September 6, 2021 | Labor Day |
| Thursday, November 11, 2021 | Veterans Day |
| Thursday, November 25, 2021 | Thanksgiving Day |
| Friday, November 25, 2021 | Day After Thanksgiving Day |
| Friday, December 24, 2021 | Christmas Day |
| Friday, December 31, 2021 | New Year's Day |

- COA offers Day After Thanksgiving Day
- COA does not celebrate Cabrini Day (State) or Columbus Day (Federal)

Juneteenth Plans for Other Cities

Colorado:

- Active surveys* with majority of cities waiting:
 - Finalizing 2022 budget
 - See what State of Colorado does
 - See what other cities are doing
- Waiting and Still considering:
 - Arvada
 - Loveland
 - Westminster
- Confirmed Paid Holiday:
 - Bennett
 - Brush
 - Fort Collins
 - Lakewood

National:

- Surveys from City Manager's Office
- Confirmed Paid Holiday:
 - Albuquerque
 - Austin
 - Dallas
 - El Paso
 - Fairfax
 - Las Vegas
 - Long Beach
 - Miami
 - Minneapolis
 - Norfolk
 - Raleigh
 - Reno
 - San Antonio
 - San Francisco
 - Virginia Beach
- Confirmed "No":
 - Ft. Lauderdale
 - Honolulu
 - Laredo
 - Oakland
 - Phoenix
 - Plano
 - San Diego
 - Wichita

* Colorado Municipal League, National League of Cities, federal lobbyist, HR and City Manager networks

JUNETEENTH NATIONAL INDEPENDENCE DAY

Proposal to add Juneteenth as City Paid Holiday:

- Recognize as Legal Holiday
 - Requires ordinance amending city code pertaining to legal holidays
 - Update city code to reflect Friday After Thanksgiving as legal holiday
- Cost to add as paid-day-off (make 11th city holiday)
 - Civil Service and Career Service: estimated cost of \$246,000
- Support and Reasons:
 - Honoring Juneteenth (emancipation)
 - Supporting and embracing Aurora's diverse community
 - Additional benefit for working in public service (compared to private sector)
 - Getting ahead of the potential trend (many municipalities are waiting to see what others are doing)
 - Employee attraction and retention
 - Work-life balance support for employees and their families

Supplement Information

Cost of Extra Holiday (estimate)

Extra Holiday Projection

| Pay Description | Cost |
|----------------------------------|----------------------|
| Holiday Benefit | \$ 41,150.82 |
| Holiday | \$ 471,455.63 |
| 3016 Half Pay | \$ 12,720.20 |
| Police Code 3077 | \$ 259,296.00 |
| Holiday Standby | \$ 8,628.25 |
| Holiday Comp Earned | \$ 1,920.00 |
| Holiday Comp Used | \$ 166.44 |
| Temp Holiday | \$ 5,587.42 |
| Fire Holiday | \$ 39,612.41 |
| Police Holiday | \$ 26,330.53 |
| Appoximate Extra OT | \$ 110,000.00 |
| | \$ 976,867.70 |
| Cost Excl Salary/Benefits | \$ 246,116.07 |

Holiday Benefit: Non-exempt, full-time Career Service employees required to work an official City holiday, or an official City holiday falls on an employee's regularly scheduled day off, shall receive eight hours straight pay for the holiday plus 1.5 time for all time worked that day.

Holiday: Reflects the holiday earnings of all regular employees.

3016 Half Pay: Given to employees working on a regular workday which falls on a holiday. The straight time is part of their salary and the 3016 half pay is the additional pay to make it time plus one half. .

Police Code 3077: Reflects the earnings of hours worked on actual day of holiday.

Holiday Standby: Pay given to employees who are required to remain available and on-call but are not actually performing work.

Holiday Comp Earned: Refers to compensating employees with PTO in lieu of overtime pay.

Holiday Comp Used: Refers to comp time used by employees on the holiday to cover any hours taken in excess of the eight paid holiday hours.

Temp Holiday: Reflects the holiday earnings of all TM30 employees.

Fire Holiday: Reflects the holiday earnings of all civil service Fire employees.

Police Holiday: Reflects the holiday earnings of all civil service Police employees.

ORDINANCE NO. 2021- _____

A BILL

FOR AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO, AMENDING SECTION 2-2 OF THE CITY CODE PERTAINING TO LEGAL HOLIDAYS AND THE CITY OF AURORA EMPLOYEE HANDBOOK SECTION 5.4

WHEREAS, the City Manager is responsible for establishing comprehensive rules and regulations providing for the recruitment of employees, terms of employment of career and classified service employees, disciplinary action and such other matters relating to personnel management as necessary; and

WHEREAS, City Council adopted the new handbook on May 10, 2021, with the adoption of Resolution No. R2021-33; and

WHEREAS, Juneteenth National Independence Day was acknowledged as a federal holiday with the adoption of S.475 on June 17, 2021; and

WHEREAS, the City Manager and Human Resources wish to designate June 19th as Juneteenth and a Legal Holiday of the City of Aurora, Colorado, to commemorate the end of slavery in the United States.

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

Section 1. That Section 2-2 of the City Code of the City of Aurora, Colorado, is hereby amended to read as follows:

Sec. 2-2. - Legal holidays; effect.

- (a) The following days are declared to be legal holidays, and, as a result, city offices other than those relating to public safety shall be closed:
- (1) January 1, commonly called New Year's Day.
 - (2) The third Monday in January, which shall be observed as the birthday of Dr. Martin Luther King, Jr.
 - (3) The third Monday in February, commonly called Washington-Lincoln or President's Day.
 - (4) The last Monday in May, commonly called Memorial Day.
 - (5) June 19, commonly called Juneteenth**
 - ~~(56)~~ July 4, commonly called Independence Day.
 - ~~(67)~~ The first Monday in September, commonly called Labor Day.
 - ~~(78)~~ November 11, commonly called Veterans Day.

(89) The fourth Thursday in November, commonly called Thanksgiving Day.

(10) The fourth Friday in November, commonly called Friday after Thanksgiving

(911) December 25, commonly called Christmas Day.

(b) When a holiday falls on a Sunday, the following Monday shall be observed. When a holiday falls on a Saturday, the preceding Friday shall be observed. Work units which are normally scheduled to operate on Saturdays or Sundays will observe the actual day of the holiday.

Section 2. The Employee Handbook Sec. 5.4 of the City of Aurora, Colorado, is hereby amended to read as follows:

5.4 Holidays

Holiday leave is paid leave provided for official, designated City holidays. Eligible employees shall receive their regular pay for holidays not worked and premium pay for hours worked on a City-observed holiday. Work schedules may need to be modified due to the date of the holiday.

Holidays for Civil Service employees are described in their respective collective bargaining agreements.

While City Council may designate additional special holidays, the following shall be official holidays for non-Civil Service employees:

| | |
|---------------------------|--------------------------|
| New Year's Day | January 1 |
| Martin Luther King Day | 3rd Monday in January |
| Presidents' Day | 3rd Monday in February |
| Memorial Day | Last Monday in May |
| Juneteenth | June 19 |
| Independence Day | July 4 |
| Labor Day | 1st Monday in September |
| Veterans Day | November 11 |
| Thanksgiving Day | 4th Thursday in November |
| Friday after Thanksgiving | 4th Friday in November |
| Christmas Day | December 25 |

Section 3. 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 4. Repealer. All orders, resolutions, or ordinances 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 _____, 2021.

PASSED AND ORDERED PUBLISHED this _____ day of _____, 2021.

MIKE COFFMAN, Mayor

ATTEST:

KADEE RODRIGUEZ, City Clerk

APPROVED AS TO FORM:



RACHEL ALLEN, Client Group Manager



CITY OF AURORA

Council Agenda Commentary

Item Title: Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 2-2011 (Aurora Conference Center) adopting an operating budget, establishing the tax levy, and appropriating sums of money

Item Initiator: Jamison, Andrew - Debt & Treasury Senior Analyst - Finance

Staff Source/Legal Source: Sedmak, Teresa – City Treasurer - Finance

Outside Speaker: n/a

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

COUNCIL MEETING DATES:

Study Session: 9/25/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting (Budget Workshop)
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration

Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: n/a

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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

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

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

As the Aurora Conference Center GID has already been formed, this is a technical mechanism to create the budget authority for the upcoming year. The budget for the Aurora Conference Center GID, for collection in 2022, is \$14,000,000.00 and the mills will be 40.000 mills. The revenue shall be used to defray the general expenses of the Aurora Conference Center GID for the fiscal year commencing January 1, 2022 and ending December 31, 2022.

QUESTIONS FOR COUNCIL

Does the Committee support the Aurora Conference Center GID budget and mill levy for 2022, as described above?

LEGAL COMMENTS

The Aurora Conference Center General Improvement District No. 2-2011 is a taxing unit of the City and, as such, is required by law to adopt its own budget and to make appropriations. See generally §29-1-103 C.R.S. The District has issued bonds and will incur expenses in the 2022 fiscal year. As a result, the District will need to certify a debt service and operating mill levy to Arapahoe County by no later than December 15th, 2021. §39-5-128 C.R.S. (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

ORDINANCE NO. 2021-___

AN ORDINANCE OF THE AURORA CONFERENCE CENTER GENERAL IMPROVEMENT DISTRICT (NO. 2-2011) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2022, AND ENDING DECEMBER 31, 2022

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

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

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

WHEREAS, as a result, the GID will receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2022, and ending December 31, 2022 (“Fiscal Year 2022”); and

WHEREAS, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2022.

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

Section 1. The total budget of the GID for Fiscal Year 2022 shall be Fourteen Million Dollars (\$14,000,000.00), which amount shall be spent for the following purposes:

- a. Thirteen Million Four Hundred-Fifty Thousand (\$13,450,000.00) for the construction and/or to incent the construction of a public conference center and related improvements to attract tourism to the area and stimulate development of the property within and surrounding the GID, or any other legally permitted public purposes; and

- b. Five Hundred-Fifty Thousand Dollars (\$550,000.00) for the payment of obligations incurred by the GID to the CIC District to provide off-site public infrastructure, or for any other legally permitted public purposes.

Section 2. Pursuant to the authority granted by the voters at the November 1, 2011, regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the GID, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at the rate of forty (40) mills.

Section 3. The City Manager and the Budget Officer are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Adams, State of Colorado, on or before December 15, 2021.

Section 4. There is hereby appropriated from the Aurora Conference Center General Improvement District (No. 2-2011) Fund for Fiscal Year 2022 the sum of Fourteen Million Dollars (\$14,000,000.00).

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

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

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2021.

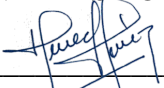
PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2021.

MIKE COFFMAN, Presiding Officer

ATTEST:

KADEE RODRIGUEZ,
Ex-officio Secretary

APPROVED AS TO FORM:

 RLA

HANOSKY HERNANDEZ,
Legal Counsel to the GID



CITY OF AURORA

Council Agenda Commentary

Item Title: Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 1-2007 (Cherry Creek Racquet Club) adopting an operating budget, establishing the tax levy, and appropriating sums of money

Item Initiator: Andrew Jamison, Debt & Treasury Senior Analyst

Staff Source/Legal Source: Teresa Sedmak, City Treasurer

n/a

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

COUNCIL MEETING DATES:

Study Session: 9/25/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting (Budget Workshop)
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: n/a

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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

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

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

As the Cherry Creek Racquet Club GID has already been formed and the bond issuance related to the fence has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. The budget and proposed mill levy for the Cherry Creek Racquet Club GID for 2022, combined with a portion of available cash on deposit in the GID's debt account, will be sufficient to bring in an estimated \$67,000 for debt service and another \$3,000 to defray maintenance costs. The revenue shall be used to defray the general expenses of the GID for the fiscal year commencing January 1, 2022 and ending December 31, 2022.

QUESTIONS FOR COUNCIL

Does the Committee support the Creek Racquet Club GID budget and mill levy for 2022, as described above?

LEGAL COMMENTS

Cherry Creek Racquet Club General Improvement District No. 1-2007 is a taxing unit of the City and, as such, is required by law to adopt its own budget and to make appropriations. See generally §29-1-103 C.R.S. The District has issued bonds and will incur expenses in the 2022 fiscal year. As a result, the District will need to certify a debt service and operating mill levy to Arapahoe County by no later than December 15th, 2021. §39-5-128 C.R.S. (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

ORDINANCE NO. 2021-___

AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 1-2007 (CHERRY CREEK RACQUET CLUB) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2022, AND ENDING DECEMBER 31, 2022

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

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

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

WHEREAS, as a result of issuing the Series 2009 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2022, and ending December 31, 2022 (“Fiscal Year 2022”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2022.

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

Section 1. The total budget of the District for Fiscal Year 2022 shall be Seventy Thousand Dollars (\$70,000.00), which amount shall be apportioned as follows: (i) Sixty-Seven Thousand Dollars (\$67,000.00) for purposes of discharging principal and interest on such portion of the Series 2009 Bonds as may become due and payable in 2022, and (ii) Three Thousand Dollars (\$3,000.00) for purposes of defraying expenses associated with the operation, maintenance, and repair of the Improvements.

Section 2. Pursuant to the authority granted by the voters at the November 6, 2007 regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to discharge principal and interest on such portion of the Series 2009 Bonds as may become due and payable in 2022, but in no

event to generate an amount in excess of Sixty-Seven Thousand Dollars (\$67,000.00) in total revenue. The City Manager and Budget Officer are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 3. Pursuant to the authority granted by the voters at the November 6, 2007, regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to defray the expenses associated with the operation, maintenance, and repair of the Improvements in 2022, but in no event to generate an amount in excess of Three Thousand Dollars (\$3,000.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 4. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2021.

Section 5. There is hereby appropriated from General Improvement District No. 1-2007 Fund for Fiscal Year 2022 the sum of Seventy Thousand Dollars (\$70,000.00).

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

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

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2021.

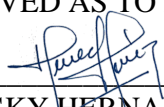
PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2021.

MIKE COFFMAN, Presiding Officer

ATTEST:

KADEE RODRIGUEZ,
Ex-officio Secretary

APPROVED AS TO FORM:

 RLA

HANOSKY HERNANDEZ,
Legal Counsel to the District



CITY OF AURORA

Council Agenda Commentary

Item Title: Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of Cobblewood General Improvement District 1-2016 adopting an operating budget, establishing the tax levy, and appropriating sums of money to defray expens

Item Initiator: Destinie Hudson, Debt & Treasury Analyst

Staff Source/Legal Source: Teresa Sedmak, City Treasurer

Outside Speaker: n/a

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

COUNCIL MEETING DATES:

Study Session: 9/25/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting (Budget Workshop)
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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

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

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

As the Cobblewood GID has already been formed and the bond issuance related to the street improvements have already been approved; this is a technical mechanism to create the budget authority and mill levies for the upcoming year. For 2022, the budget and proposed mill levy for the Cobblewood GID, combined with a portion of available cash on deposit in the GID's account, will be sufficient to bring in an estimated \$95,000.00 for debt service. The revenue shall be used to defray the general expenses of Cobblewood GID for the fiscal year commencing January 1, 2022 and ending December 31, 2022.

QUESTIONS FOR COUNCIL

Does the Committee support the Cobblewood GID budget and mill levy for 2022, as described above?

LEGAL COMMENTS

Cobblewood General Improvement District No. 1-2016 is a taxing unit of the City and, as such, is required by law to adopt its own budget and to make appropriations. See generally §29-1-103 C.R.S. The District has issued bonds and will incur expenses in the 2022 fiscal year. As a result, the District will need to certify a debt service and operating mill levy to Arapahoe County by no later than December 15th, 2021. §39-5-128 C.R.S. (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

ORDINANCE NO. 2021-___

AN ORDINANCE OF COBBLEWOOD GENERAL IMPROVEMENT DISTRICT 1-2016 (COBBLEWOOD GENERAL IMPROVEMENT DISTRICT) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2022, AND ENDING DECEMBER 31, 2022

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

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

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

WHEREAS, as a result of issuing the Series 2017 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2022, and ending December 31, 2022 (“Fiscal Year 2022”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2022.

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

Section 1. The total budget of the District for Fiscal Year 2022 shall be Ninety-Five Thousand Dollars (\$95,000.00), which amount shall be apportioned for purposes of discharging principal and interest on such portion of the Series 2017 Bonds as may become due and payable in 2022.

Section 2. Pursuant to the authority granted by the voters at the November 8, 2016, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to discharge principal and interest on such portion of the Series 2017 Bonds as may become due and payable in 2022, but in no event to generate an amount in excess of Ninety-Five Thousand Dollars (\$95,000.00) in total

revenue. The City Manager and Budget Officer are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 3. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2021.

Section 4. There is hereby appropriated from Cobblewood General Improvement District No. 1-2016 Fund for Fiscal Year 2022 the sum of Ninety-Five Thousand Dollars (\$95,000.00).

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

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

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2021.

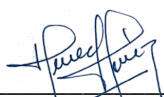
PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2021.

MIKE COFFMAN, Presiding Officer

ATTEST:

KADEE RODRIGUEZ,
Ex-officio Secretary

APPROVED AS TO FORM:

 RLA

HANOSKY HERNANDEZ,
Legal Counsel to the District



CITY OF AURORA

Council Agenda Commentary

Item Title: Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 1-2008 (Peoria Park) adopting an operating budget, establishing the tax levy, and appropriating sums of money to defray exp

Item Initiator: Destinie Hudson, Debt & Treasury Analyst

Staff Source/Legal Source: Teresa Sedmak, City Treasurer

Outside Speaker: n/a

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

COUNCIL MEETING DATES:

Study Session: 9/25/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting (Budget Workshop)
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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

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

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

As the Peoria Park GID has already been formed and the bond issuance related to the fence has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. The budget and proposed mill levy for the Peoria Park GID, combined with a portion of available cash on deposit in the GID's debt account, for 2022 will be sufficient to bring in an estimated \$36,000 for debt service and another \$5,825 to defray maintenance costs. The revenue shall be used to defray the general expenses of the Peoria Park GID for the fiscal year commencing January 1, 2022 and ending December 31, 2022.

QUESTIONS FOR COUNCIL

Does the Committee support the Peoria Park GID budget and mill levy for 2022, as described above?

LEGAL COMMENTS

Peoria Park General Improvement District No. 1-2008 is a taxing unit of the City and, as such, is required by law to adopt its own budget and to make appropriations. See generally §29-1-103 C.R.S. The District has issued bonds and will incur expenses in the 2022 fiscal year. As a result, the District will need to certify a debt service and operating mill levy to Arapahoe County by no later than December 15th, 2021. §39-5-128 C.R.S. (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

ORDINANCE NO. 2021-___

AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 1-2008 (PEORIA PARK) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2022, AND ENDING DECEMBER 31, 2022

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

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

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

WHEREAS, as a result of issuing the Series 2010 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2022, and ending December 31, 2022 (“Fiscal Year 2022”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2022.

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

Section 1. The total budget of the District for Fiscal Year 2022 shall be Forty-One Thousand Eight Hundred and Twenty-Five Dollars (\$41,825.00), which amount shall be apportioned as follows: (i) Thirty-Six Thousand Dollars (\$36,000.00) for purposes of discharging principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2022 and (ii) Five Thousand Eight Hundred and Twenty-Five Dollars (\$5,825.00) for purposes of defraying expenses associated with the operation, maintenance, and repair of the Improvements.

Section 2. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to discharge principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2022, but in no event to generate an amount in excess of Thirty-Six Thousand Dollars (\$36,000.00) in total revenue.

The City Manager and Budget Officer are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 3. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to defray the expenses associated with the operation, maintenance, and repair of the Improvements in 2022, but in no event to generate an amount in excess of Five Thousand Eight hundred and Twenty-Five Dollars (\$5,825.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 4. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2021.

Section 5. There is hereby appropriated from General Improvement District No. 1-2008 Fund for Fiscal Year 2022 the sum of Forty-One Thousand Eight Hundred and Twenty-Five Dollars (\$41,825.00).

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

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

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2021.

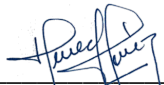
PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2021.

MIKE COFFMAN, Presiding Officer

ATTEST:

KADEE RODRIGUEZ,
Ex-officio Secretary

APPROVED AS TO FORM:

 RLA

HANOSKY HERNANDEZ,
Legal Counsel to the District



CITY OF AURORA

Council Agenda Commentary

Item Title: Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of Pier Point 7 General Improvement District 2-2009 adopting an operating budget, establishing the tax levy, and appropriating sums of money to defray expens

Item Initiator: Destinie Hudson, Debt & Treasury Analyst

Staff Source/Legal Source: Teresa Sedmak, City Treasurer

Outside Speaker: n/a

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

COUNCIL MEETING DATES:

Study Session: 9/25/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting (Budget Workshop)
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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

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

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

As the Pier Point 7 GID has already been formed and the bond issuance related to the sewer line improvements has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. For 2022, the budget and proposed mill levy for the Pier Point 7 GID, combined with a portion of available cash on deposit in the GID's account, will be sufficient to bring in an estimated \$371,277 for debt service. The revenue shall be used to defray the general expenses of Pier Point 7 GID for the fiscal year commencing January 1, 2022 and ending December 31, 2022.

QUESTIONS FOR COUNCIL

Does the Committee support the Pier Point 7 GID budget and mill levy for 2022, as described above?

LEGAL COMMENTS

Pier Point 7 General Improvement District No. 2-2009 is a taxing unit of the City and, as such, is required by law to adopt its own budget and to make appropriations. See generally §29-1-103 C.R.S. The District has issued bonds and will incur expenses in the 2022 fiscal year. As a result, the District will need to certify a debt service and operating mill levy to Arapahoe County by no later than December 15th, 2021. §39-5-128 C.R.S. (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

ORDINANCE NO. 2021-___

AN ORDINANCE OF PIER POINT 7 GENERAL IMPROVEMENT DISTRICT 2-2009 ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2022, AND ENDING DECEMBER 31, 2022

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

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

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

WHEREAS, as a result of issuing the Series 2011 Bonds, the District will receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2022, and ending December 31, 2022 (“Fiscal Year 2022”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2022.

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

Section 1. The total budget of the District for Fiscal Year 2022 shall be Three Hundred Seventy-One Thousand Two Hundred and Seventy-Seven Dollars (\$371,277.00), which amount shall be expended for the purpose of discharging principal and interest on such portion of the Series 2011 Bonds as may become due and payable in 2022.

Section 2. Pursuant to the authority granted by the voters at the November 3, 2009, regular municipal election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to discharge principal and interest on such portion of the Series 2011 Bonds as may become due and payable in 2020, but in no event to generate an amount in excess of Three Hundred Seventy-One Thousand Two Hundred and Seventy-Seven Dollars (\$371,277.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 3. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2021.

Section 4. There is hereby appropriated from the Pier Point 7 General Improvement District No. 2-2009 Fund for Fiscal Year 2022 the sum of Three Hundred Seventy-One Thousand Two Hundred and Seventy-Seven Dollars (\$371,277.00).

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

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

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2021.

PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2021.

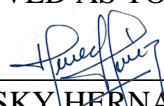
MIKE COFFMAN, Presiding Officer

ATTEST:

KADEE RODRIGUEZ,
Ex-officio Secretary

APPROVED AS TO FORM:

RLA



HANOSKY HERNANDEZ,
Legal Counsel to the District



CITY OF AURORA

Council Agenda Commentary

Item Title: Consideration of AN ORDINANCE FOR INTRODUCTION of the City Council of the City of Aurora, Colorado, of General Improvement District 3-2008 (Meadow Hills Country Club) adopting an operating budget, establishing the tax levy, and appropriating sums of money

Item Initiator: Destinie Hudson – Debt & Treasury Analyst

Staff Source/Legal Source: Teresa Sedmak, City Treasurer

Outside Speaker: n/a

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

COUNCIL MEETING DATES:

Study Session: 9/25/2021

Regular Meeting: 10/11/2021

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

- Approve Item as proposed at Study Session Information Only
- Approve Item and Move Forward to Regular Meeting (Budget Workshop)
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration

Why is a waiver needed? [Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: N/A

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval Does Not Recommend Approval
- Forwarded Without Recommendation Recommendation Report Attached
- Minutes Attached Minutes Not Available

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

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

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

As the Meadow Hills Country Club General Improvement District has already been formed and the bond issuance related to the fence has already been approved, this is a technical mechanism to create the budget authority and mill levies for the upcoming year. The budget and proposed mill levy for the Meadow Hills Country Club GID for 2022, combined with a portion of available cash on deposit in the GID's debt account, will be sufficient to bring in an estimated \$71,000 for debt service and another \$5,060 to defray maintenance costs. The revenue shall be used to defray the general expenses of Meadow Hills Country Club GID for the fiscal year commencing January 1, 2022 and ending December 31, 2022.

QUESTIONS FOR COUNCIL

Does the Committee support the Meadow Hills GID budget and mill levy for 2022, as described above?

LEGAL COMMENTS

Meadow Hill General Improvement District No. 3-2008 is a taxing unit of the City and, as such, is required by law to adopt its own budget and to make appropriations. See generally §29-1-103 C.R.S. The District has issued bonds and will incur expenses in the 2022 fiscal year. As a result, the District will need to certify a debt service and operating mill levy to Arapahoe County by no later than December 15th, 2021. §39-5-128 C.R.S. (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

ORDINANCE NO. 2021-___

AN ORDINANCE OF GENERAL IMPROVEMENT DISTRICT 3-2008 (MEADOW HILLS COUNTRY CLUB) ADOPTING AN OPERATING BUDGET, ESTABLISHING THE TAX LEVY, AND APPROPRIATING SUMS OF MONEY TO DEFRAY EXPENSES AND LIABILITIES FOR THE FISCAL YEAR BEGINNING JANUARY 1, 2022, AND ENDING DECEMBER 31, 2022

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

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

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

WHEREAS, as a result of issuing the Series 2010 Bonds and of constructing and maintaining the Improvements, the District is expected to receive revenues and incur expenditures during the course of the fiscal year beginning January 1, 2022, and ending December 31, 2022 (“Fiscal Year 2022”); and

WHEREAS, as such, it is incumbent upon the Board to adopt an operating budget for the District, establish a District tax levy, and appropriate sums of money to defray expenses and liabilities of the District for Fiscal Year 2022.

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

Section 1. The total budget of the District for Fiscal Year 2022 shall be Seventy-Six Thousand and Sixty Dollars (\$76,060.00), which amount shall be apportioned as follows: (i) Seventy-One Thousand Dollars (\$71,000.00) for purposes of discharging principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2022, and (ii) Five Thousand and Sixty Dollars (\$5,060.00) for purposes of defraying expenses associated with the operation, maintenance, and repair of the Improvements.

Section 2. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to discharge principal and interest on such portion of the Series 2010 Bonds as may become due and payable in 2022, but in no

event to generate an amount in excess of Seventy-One Thousand Dollars (\$71,000) in total revenue. The City Manager and Budget Officer are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 3. Pursuant to the authority granted by the voters at the November 4, 2008, statewide general election, there is hereby levied upon all taxable property within the corporate limits of the District, for collection in 2022, a tax on each dollar of the total assessed valuation of such property as certified to the City on December 10, 2021, at a rate sufficient to defray the expenses associated with the operation, maintenance, and repair of the Improvements in 2022, but in no event to generate an amount in excess of Five Thousand and Sixty Dollars (\$5,060.00) in total revenue. The City Manager and Finance Director are hereby directed to calculate the number of mills necessary to discharge this obligation following the December 10, 2021 certification of total assessed valuation of property within the City.

Section 4. The City Manager and the Finance Director are hereby authorized and directed to certify the total tax levy to the appropriate officials of the County of Arapahoe, State of Colorado, on or before December 15, 2021.

Section 5. There is hereby appropriated from General Improvement District No. 3-2008 Fund for Fiscal Year 2022 the sum of Seventy-Six Thousand and Sixty Dollars (\$76,060).

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

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

INTRODUCED, READ AND ORDERED PUBLISHED this _____ day of _____, 2021.


PASSED AND ORDERED PUBLISHED BY REFERENCE this _____ day of _____, 2021.

MIKE COFFMAN, Presiding Officer

ATTEST:

KADEE RODRIGUEZ,
Ex-officio Secretary

APPROVED AS TO FORM:

 RLA

HANOSKY HERNANDEZ,
Legal Counsel to the District



CITY OF AURORA

Council Agenda Commentary

| |
|---|
| Item Title: Formal Appointment of Brendan Morgan to the Aurora Investment Advisory Committee |
| Item Initiator: Andrew Jamison, Debt, Treasury & Investments Senior Analyst |
| Staff Source/Legal Source: Teresa Sedmak, City Treasurer |
| Outside Speaker: n/a |
| Council Goal: 2012: 6.0--Provide a well-managed and financially strong City |

COUNCIL MEETING DATES:

Study Session: n/a

Regular Meeting: n/a

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

- Approve Item as proposed at Study Session
- Information Only
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration

Why is a waiver needed?

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: n/a

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Does Not Recommend Approval
- Forwarded Without Recommendation
- Recommendation Report Attached
- Minutes Attached
- Minutes Not Available

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

The City's investment policy provides that the Investment Advisory Committee (IAC) shall be composed of several non-staff volunteers having investment experience who provide expertise and insight on market conditions, investing, and sound policy and practice. A council member serving on the M&F Committee is also invited. Staff members include the Finance Director, a City Manager appointee (Currently Roberto Venegas), the City Treasurer, City Attorney, Controller, and a representative from Internal Audit.

Volunteer nominees are solicited by staff. The Finance Director recommends nominees to the Management and Finance Committee, which makes the final selection. These volunteers provide valuable advice and feedback and are not afraid to ask difficult questions of staff. Volunteers are appointed for staggered three-year terms and may be re-appointed.

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

Currently, the IAC has the opportunity to add an additional volunteer member. Brendan Morgan, RTD Senior Manager of Debt & Investments has volunteered to serve in this capacity for a three-year term. Staff fully supports this appointment. A short biography for Mr. Morgan follows:

Mr. Morgan has over 20 years of experience in diversified finance roles. For the past nine years he has served as the investment and capital financing manager for the Regional Transportation District where he oversees a ~\$800 million investment portfolio and a ~\$3.3 billion debt portfolio. During this period, he also served on the board of the Colorado Surplus Asset Fund(CSAFE) and the Douglas County School District's fiscal oversight committee. Prior to 2012, Mr. Morgan served as debt manager for Jefferson County, Colorado, worked in corporate financial planning and analysis and worked in the mutual fund industry.

QUESTIONS FOR COUNCIL

Does the Committee wish to appoint Brendan Morgan to the IAC for a three-year term?

This item ends at the M&F Committee.

LEGAL COMMENTS

The investment of the city's public funds is governed by the provisions of Section 24-75-601.1, C.R.S., except insofar as the same may be superseded by an ordinance pursuant to the city's home rule authority under Section 6 of Article XX of the Colorado Constitution. See, City Code § 2-595(b). City Council has delegated to the Management and Finance Committee of the Council the oversight of the Investment Management Committee and as such the committee may appoint a volunteer member to the Investment Advisory Committee. (See, City Investment Policy Section XV) (Hernandez)

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain:

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain:



CITY OF AURORA

Council Agenda Commentary

| |
|--|
| Item Title: Renewal of an Agreement with Wells Fargo for Various Banking Services |
| Item Initiator: Teresa Sedmak, City Treasurer |
| Staff Source/Legal Source: Teresa Sedmak/Hanosky Hernandez |
| Outside Speaker: n/a |
| Council Goal: 2012: 6.0--Provide a well-managed and financially strong City |

COUNCIL MEETING DATES:

Study Session: N/A

Regular Meeting: N/A

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

- Approve Item as proposed at Study Session
- Information Only
- Approve Item and Move Forward to Regular Meeting
- Approve Item as proposed at Regular Meeting
- Approve Item with Waiver of Reconsideration
Why is a waiver needed?

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: N/A

Policy Committee Date: 8/24/2021

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
 - Does Not Recommend Approval
 - Forwarded Without Recommendation
 - Recommendation Report Attached
 - Minutes Attached
 - Minutes Not Available
-

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

The City and Wells Fargo entered into a Master Agreement (the Agreement) for treasury management services and ACH services in July of 2006. The Agreement has been renewed since its execution and is currently due to expire on December 31, 2021. The City remains satisfied with the services provided by Wells Fargo, the bank's level of customer service and its responsiveness to needs which occur in the normal scope of business.

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

The treasury management services the City receives from Wells Fargo Bank include, among other things: ACH (electronic transfers of funds), branch services, cash vault, lockbox, wires, account reporting and reconciliation. Fees for these services are based upon utilization (unit volume).

Typically, as an offset for the cost of services, banks offer an "earnings credit rate" or ECR, which is applied to balances held in its funds and accounts. The ECR is a bank-managed rate which is based upon market conditions and subject to periodic adjustments.

In determining a recommended action related to the renewal of this contract, staff undertook an analysis of services and fees, earnings credit rate and credit strength of Wells Fargo and several other financial institutions which provide treasury services to government entities. A summary of that analysis follows.

Services and Fees:

To determine whether the service fees proposed by Wells Fargo are competitive in the current market, staff first reviewed current services provided by Wells Fargo, as detailed in its monthly analysis statement. Staff then provided competitors with service descriptions, along with average volumes, and solicited pricing indications from three other financial institutions which provide similar services to large government entities within the region. The banks solicited included: J.P. Morgan Chase Bank, Key Bank and U.S. Bank.

Responses received from Key Bank and U.S. Bank revealed that, while pricing differences existed between banks for certain services, Wells Fargo's pricing was significantly better than either Key Bank or U.S. Bank (a 24% advantage in one case, 47% pricing difference in the other). It is true that banks charge for services differently, so making an "apples-to-apples" comparison is not an exact science. However, this analysis allowed staff to evaluate responses and decide upon a path forward in relation to this contract.

JP Morgan Chase opted not to provide a line-item pricing comparison. However, it reviewed the fees charged by Wells Fargo for cost competitiveness in today's market and made the following observations:

- Current pricing appears competitive and generally inline with market conditions and consistent with prior contract pricing.
- While JP Morgan Chase could provide lower pricing for some processes, Wells Fargo offers lower pricing for others.
- The earnings rate offered by Wells Fargo is well above-market.

Earnings Credit Rate:

In addition to product pricing, each bank was asked to provide the earnings credit rate that it would offer on the City's deposits. As stated above, the earnings credit rate is applied to balances held in its funds and accounts to offset service charges. It is a bank-managed rate, based upon market conditions and subject to periodic adjustments.

Wells Fargo offered an earnings credit rate of 50 basis points (.50%) for one year, with a 35 basis point minimum, triggering on January 1, 2023, for the life of the contract. This is a premium variable-rate with downside protection, and is superior to rates indicated by their competitors. For comparison purposes, U.S. Bank stated that it would typically utilize a variable rate, adjusted to an index (i.e. Fed Funds, which are currently at 25 basis points). Key Bank responded with an indicative rate of 25 basis points (0.25%). This means that the amounts required to be held at Wells Fargo to fully offset treasury-related fees is at least half of what would be required at competing institutions.

To put the proposed earnings credit rate into perspective, in the current standard overnight money market, rates range from approximately one basis point (.01%) and 5 basis points (0.05%).

Credit Strength:

While pricing and service levels are important, the financial strength of the institution is also of importance. While all of the competing banks are capable and qualified to provide banking services to the City, and all are eligible public depositories, qualified by the State of Colorado, their credit ratings differ.

The long-term credit ratings of the banks, as assigned by the major U.S. credit ratings organizations are summarized below:

| <u>Bank</u> | <u>Moody's</u> | <u>S&P</u> | <u>Fitch</u> |
|----------------------------|----------------|----------------|--------------|
| Wells Fargo Bank, N.A. | Aa2 | A+ | AA- |
| JP Morgan Chase Bank, N.A. | Aa2 | A+ | AA |
| U.S. Bank, N.A. | A1 | AA- | AA- |
| Key Bank | A3 | A- | A- |

Please note that these are current ratings, which will likely change as circumstances warrant.

Proposed Renewal:

It is recommended that the City's contract with Wells Fargo Bank, for treasury-related services, which expires on December 31 of this year, be renewed for an additional five-year term, beginning January 1, 2022 and concluding on December 31, 2026, with a six-month extension option upon mutual agreement.

This recommendation is based primarily upon the following factors:

- Satisfaction with offerings and quality of services provided
- Competitive pricing of services
- Above-market earnings credit rate
- Financial strength of the organization

It should be noted that the development of a comprehensive RFP (and associated response) involves many staff hours and considerable organizational effort, on the part of both the issuer of the RFP and the respondent. Further, an actual banking conversion involves a significant cross-organizational effort and substantial cost. For that reason, if: (1) the organization is satisfied with the services it currently receives from its banking partner; (2) pricing is determined to be competitive; and (3) the financial strength of the organization is not in question; the issuance of a full RFP is an exercise which should generally be avoided.

Recommendation:

Staff recommends the renewal of its Treasury Management Contract with Wells Fargo Bank, for an additional five year term, beginning on January 1, 2022 and ending on December 31, 2026, with a six-month extension option upon mutual agreement.

QUESTIONS FOR COUNCIL

Does the committee recommend this item be forwarded to study session and subsequent regular meeting of the City Council?

LEGAL COMMENTS

City funds may be deposited in one or more state banks, national banks, or savings and loan associations as may be designated by resolution of the City Council. C.R.S. section 31-20-303(1)(b). Wells Fargo Bank, N.A., has been designated an eligible public depository by the State Banking Board as required by C.R.S. section 11-10.5-111. (Hernandez).

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: Continuation of services and fees are included in the budget.

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

RESOLUTION NO. R2021- _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF AURORA, COLORADO, AFFIRMING THE DESIGNATION OF WELLS FARGO BANK, N.A., AS THE CITY'S DEPOSITORY AND AUTHORIZING THE RENEWAL OF AN AGREEMENT FOR VARIOUS BANKING SERVICES THEREWITH

WHEREAS, the City of Aurora, Colorado (the "City"), and Wells Fargo Bank, N.A. ("Wells Fargo") have entered into a Master Agreement for Treasury Management Services and ACH Services Description dated as of July 10, 2006 (the "2006 Agreement"); and

WHEREAS, the 2006 Agreement was for an initial five-year period and provided the City with an option to renew the agreement for two additional periods of three years and two years, respectively, and the City exercised its right to renew the agreement several times between 2006 and 2016; and

WHEREAS, Resolution 2016-25 extended the Agreement for an additional five-year term and currently the City is willing to continue its business relationship with Wells Fargo and continue to extend the Agreement for an additional five-year term; and

WHEREAS, Wells Fargo has provided a broad range of high quality, innovative banking services as the official depository for the City during Wells Fargo's business relationship with the City; and

WHEREAS, Wells Fargo is willing to continue to provide banking services to the City under the 2006 Agreement, 2010 Renewal, and the 2013 Renewal and 2016 renewal, and

WHEREAS, the Director of Finance recommends that the 2006 Agreement be renewed for an additional period of five-years; and

WHEREAS, City funds may be deposited in one or more eligible state banks, national banks, or savings and loan associations as may be designated by resolution of the City Council as required by Section 31-20-303(1)(b) C.R.S.; and

WHEREAS, Wells Fargo has been designated an eligible public depository by the State Banking Board as required by Section 11-10.5-111(1) C.R.S.; and

WHEREAS, the City Council finds and determines that it is in the best interests of the City to affirm the designation of Wells Fargo as the City's depository and authorize the renewal of the 2006 Agreement for an additional five-year period.

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

Section 1. Pursuant to the requirements of Section 31-20-303(1)(b), C.R.S., the City Council hereby affirms the designation of Wells Fargo Bank, N.A., as the official depository for the City and approves the deposit of City funds therewith.

Section 2. The City Manager and the City Clerk are hereby authorized to exercise the City's option to renew the Master Agreement for Treasury Management Services and the ACH Services Description between the City and Wells Fargo Bank, N.A., for an additional five-year period, and to execute and deliver on behalf of the City any and all documents as may be necessary to exercise such option, with such additions, deletions or amendments the City Attorney deems necessary and not inconsistent with this resolution.

Section 3. All resolutions or parts of resolutions of the City in conflict herewith are expressly rescinded.

Section 4. This Resolution shall take effect immediately without reconsideration.


RESOLVED AND PASSED this _____ day of _____, 2021.

MIKE COFFMAN, Mayor

ATTEST:

KADEE RODRIGUEZ, City Clerk

APPROVED AS TO FORM:

 RLA

HANOSKY HERNANDEZ,
Assistant City Attorney



August 3, 2021

Terri Velasquez
Finance Director
City of Aurora
15151 East Alameda Parkway
Aurora, CO 80012

Dear Terri:

As you know, on December 19, 2016, Wells Fargo Bank, N.A. (the “Bank” or “Wells Fargo”) submitted a proposal to provide banking services to the City of Aurora (the “City”) for an initial term of three years (1/1/2017-12/31/2019) with an additional two year extension period, under which we currently operate (1/1/2020-12/31/21).

On behalf of Wells Fargo, I am authorized to offer to the City a five (5) year contract for banking services effective January 1, 2022, with a six (6) month contract extension option, upon mutual written agreement of the Bank and the City.

Term: Five (5) year contract beginning January 1, 2022 and ending December 31, 2026, with a six (6) month extension option upon mutual written agreement of the Bank and the City.

Pricing: The Wells Fargo Pricing Schedule is attached as Exhibit 1. We have included two tabs to compare proposed pricing to your current schedule. Pricing for optional treasury management services that the City has not currently chosen to implement are outlined in Exhibit 2. Additional fees may apply to deposit and treasury management services not described on Exhibit 1 and Exhibit 2, and we can provide information regarding fees in connection with the implementation of any such additional services at a future date.

Earnings Credit: The Earnings Credit Rate (ECR) will continue to be set at the current rate of 50 basis points (.50%) from 1/1/2022 to 12/31/2022, with a 35 basis point floor (minimum ECR) triggering on 1/1/2023 (.35%) for the life of the contract. The ECR is a bank managed rate which is based upon market conditions and subject to periodic adjustment by the Bank. We consider this to be a premium variable rate with downside protection (floor). For comparison purposes current standard overnight money market mutual fund rates at currently at approximately one basis point (.01%) and 91 day T-Bill rates approximate 5 basis points (.05%).

Documents: The bank’s standard Service Documentation will continue to apply, including the below documents referenced below and attached for reference as Group Exhibit 3:

- Commercial Account Agreement
- Master Agreement For Treasury Management Services
- Treasury Management Enrollment Form (for additional services)
- Service Descriptions
- Authorization Certificate
- Signature Cards

Wells Fargo Bank, N.A.





Government & Institutional Banking
Government Banking
1700 Lincoln Street, 9th Floor
C7300-09E
Denver, CO 80203-4500

The Authorization Certificate and Signature Cards should be reviewed and updated as required, at a minimum during periodic account reviews. Should more frequent updates be necessary, your relationship team would be happy to assist.

Wells Fargo looks forward to introducing innovative ideas to the City that addresses emerging payment types, anticipates potential fraudulent attacks while striving to introduce operational efficiencies. Wells Fargo has been involved with the City Controller’s office in helping the City to achieve PCI compliance around merchant services. Additionally we look forward to continuing to work with the Controller’s team to illuminate the benefits that accrue with implementation of an A/P card solution, as well as a Payment Manager Service that consolidates your check, card, ACH and Zelle payment forms into a single file.

If acceptable, please review, sign and date this agreement and we’ll implement all pricing and ECR as of 1/1/2022. If you have any questions, we would be happy to discuss. As always, we thank you for your business and look ahead to continuing to bring new ideas to the City of Aurora.

Sincerely,

Kevin Garrow
Senior Vice President
Government Banking Group
Wells Fargo Bank, N.A.
PH: 303-863-5164
EMAIL: Kevin.M.Garrow@WellsFargo.com

City of St. Aurora Acceptance:

Terri Velasquez
Finance Director
Finance Department
City of Aurora, CO
PH: 303-739-7780
EMAIL: TVelasque@Aurora.gov

Name: _____

Date: _____

Wells Fargo Bank, N.A.





CITY OF AURORA

Council Agenda Commentary

| |
|---|
| Item Title: Internal Audit 2nd Quarter 2021 Progress Report and Risk Assessment Process Report |
| Item Initiator: Wayne Sommer, Internal Audit Manager |
| Staff Source/Legal Source: |
| Outside Speaker: |
| Council Goal: 2012: 6.0--Provide a well-managed and financially strong City |

COUNCIL MEETING DATES:

Study Session: NA

Regular Meeting: NA

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

- Approve Item as proposed at Study Session
 - Information Only
 - Approve Item and Move Forward to Regular Meeting
 - Approve Item as proposed at Regular Meeting
 - Approve Item with Waiver of Reconsideration
- Why is a waiver needed?[Click or tap here to enter text.](#)

PREVIOUS ACTIONS OR REVIEWS:

Policy Committee Name: Management & Finance

Policy Committee Date: NA

Action Taken/Follow-up: *(Check all that apply)*

- Recommends Approval
- Does Not Recommend Approval
- Forwarded Without Recommendation
- Recommendation Report Attached
- Minutes Attached
- Minutes Not Available

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.)*

Management and Finance acts as the Council's Audit Committee. Internal Audit provides a quarterly update on progress against their annual audit plan and information on other matters as appropriate.

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

2nd quarter update on progress against the annual audit plan (normally presented in July.) Internal Audit will also briefly present to the Audit Committee our process for conducting our annual risk assessment, the product upon which our annual audit plan is based.

QUESTIONS FOR COUNCIL

LEGAL COMMENTS

The city charter requires that the city manager shall keep the council advised of the financial condition, future needs of the city, and the overall general condition of the city, and shall make such recommendations to the council for adoption as deemed necessary or expedient. This item is informational only. (See, Aurora City Charter Art. 7-4 (f)). (Hernandez).

PUBLIC FINANCIAL IMPACT

YES NO

If yes, explain: N/A

PRIVATE FISCAL IMPACT

Not Applicable Significant Nominal

If Significant or Nominal, explain: N/A

Internal Audit Report



2021 Office of the Internal Auditor Operations Report

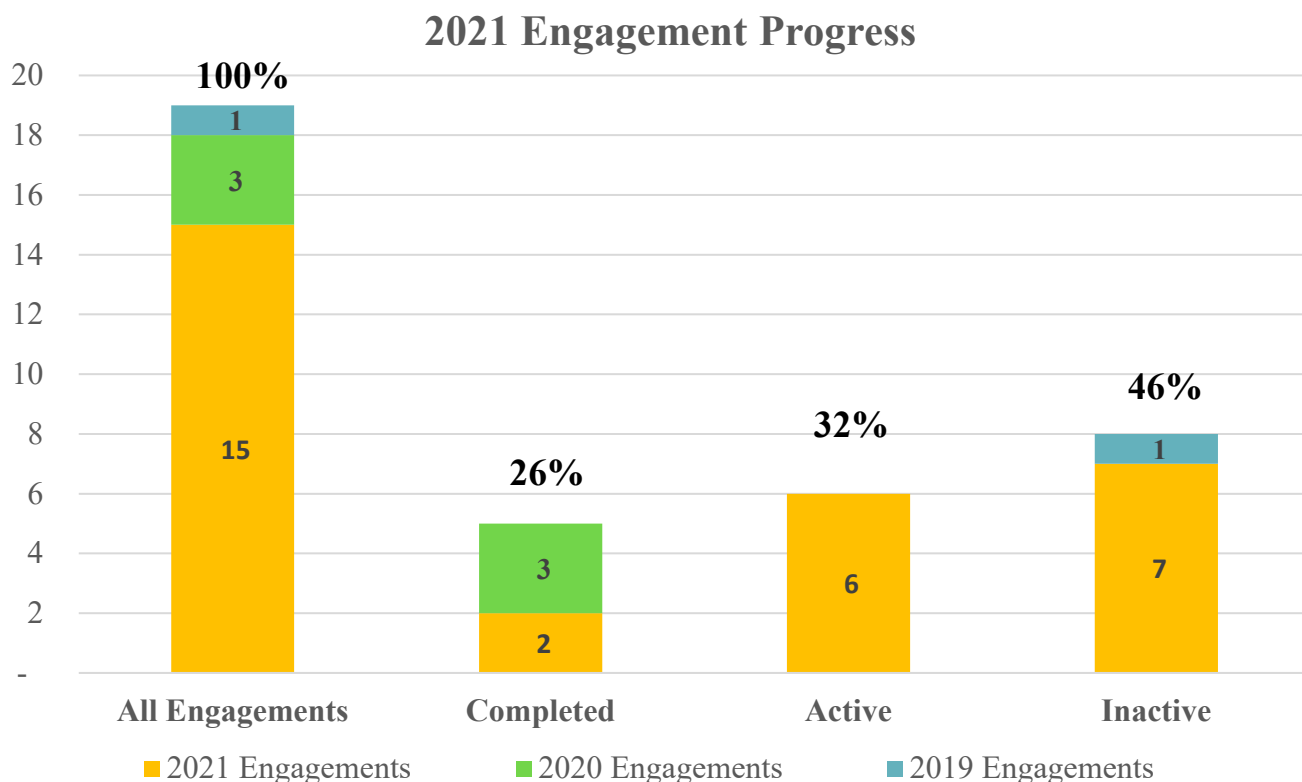
For the quarter ended June 30, 2021



2021 ENGAGEMENT PROGRESS SUMMARY

Through June 30, Internal Audit has completed 26% of scheduled engagements closing out the three carryover engagements from the 2020 audit plan. Another 32% are currently active, all from the 2021 audit plan. One engagement remains from the 2019 audit plan—Succession Planning Survey. We do not consider it likely that we will commence this engagement in 2021. Staff have been heavily surveyed over the last year and survey fatigue is setting in. Additionally, Human Resources is likely to be consumed with the ERP implementation for the remainder of the year and beyond. We will regroup with them to decide if this engagement warrants retention on the audit plan or if it should be postponed to a later date. In the context of all the audit engagements, we consider this a low risk engagement that could be postponed if necessary. In total, 58% of all our possible engagements are either active or were completed in the first quarter. We are satisfied with this degree of progress through the first half of the year.

Internal Audit continues to work remotely, conducting business in-person only when absolutely necessary. Our TeamMate audit software and the ability to use electronic signatures have allowed us to be effective in this remote work environment. We can obtain audit documentation electronically and engage client staff through Microsoft Teams effectively.



As of June 30, 2021

Agile Engagements

Internal Audit applies its own custom agile approach to our engagements. This approach brings valuable information to our clients more quickly than the traditional approach through a report provided at the end of each milestone.

This is an explanation of our Milestones:

Team Preparation: *Ensure that the engagement team can properly conduct the engagement.*

Client Evaluation: *Gain a deeper understanding of the client's operating environment and client issues that may affect the engagement objectives and that may influence subsequent engagement procedures.*

Process Controls and Efficiency: *Determine whether appropriate process controls exist and whether processes are efficient.*

Risks: *Assess the impact of identified risks on the engagement objectives, scope, and on the objectives test work procedures.*

Planning and Preparation Finalization: *Determine the final engagement objectives, scope, and objectives test work procedures.*

Objectives Test Work: *Obtain sufficient evidence to afford a reasonable basis for conclusions on the engagement objectives.*

Reporting: *Summarize the results of our engagement procedures and our related conclusions, findings, and recommendations in a clear and concise report that addresses all engagement objectives.*

Wrap Up: *Complete all administrative tasks necessary for a complete and orderly closeout of the engagement.*

2021 Operations Report—For the quarter ended June 30, 2021

In the table below, purple shading shows completed milestone work; hatched cells represent milestones in progress; and, orange shading represents future milestone work and the projected quarter in which that work is anticipated. This information is as of June 30. Engagements marked TBD in the table below are subject to possible carryover into 2022 or even deletion either in deference to more important engagements or if they are no longer relevant at the time.

| Engagements | Milestones | | | | | | | |
|---|--|----------------------|----------------------|---------------------|-----------------------------|-------------------------|--------------|------------|
| | 1. Team Preparation | 2. Client Evaluation | 3. Internal Controls | 4. Risk Evaluations | 5. Preparation Finalization | 6. Objectives Test Work | 7. Reporting | 8. Wrap Up |
| Succession Planning Survey | | TBD | | | | | | |
| AEDC Incentives | COMPLETED | | | | | | | |
| APD Versadex Case Management | COMPLETED | | | | | | | |
| APD Property and Evidence | COMPLETED | | | | | | | |
| <i>New</i> —APD Property and Evidence Change of Custodian | COMPLETED | | | | | | | |
| APD Vice and Narcotics | COMPLETED IN Q3 | | | | | | | |
| Marijuana Enforcement | Q2 | Q3 | Q3 | Q3 | Q3 | Q3 | Q4 | Q4 |
| P-card Transactions Monitoring | Q2 and throughout the year | | | | | | | |
| AFR Culture Survey Follow Up | Q3 | Q3 | Q3 | Q3 | Q3 | Q3 | Q3 | Q3 |
| Payroll and HR Selected Process Reviews | TBD | | | | | | | |
| Planning Administration Culture Follow Up | POSTPONED DUE THE CHANGE IN LEADERSHIP | | | | | | | |
| Audit of Mayor and Council Expenses | Q3 and throughout the year | | | | | | | |
| Court Case Management | TBD | | | | | | | |
| <i>New</i> —Visit Aurora | Q3 | Q3 | Q3 | Q3 | Q4 | Q4 | Q4 | Q4 |
| Police: APD K-9 Part 1 | COMPLETED | | | | | | | |

| Engagements | Milestones | | | | | | | |
|------------------------------------|---------------------|----------------------|----------------------|---------------------|-----------------------------|-------------------------|--------------|------------|
| | 1. Team Preparation | 2. Client Evaluation | 3. Internal Controls | 4. Risk Evaluations | 5. Preparation Finalization | 6. Objectives Test Work | 7. Reporting | 8. Wrap Up |
| Police: K-9, Part 2 | TBD | | | | | | | |
| Police: CCJRA Compliance | | | | | | Q3 | | |
| Police: Crisis Intervention | Q3 | | | | | | | |
| Police: Senate Bill 217 Compliance | Q3 | | | | | | | |

Other Matters

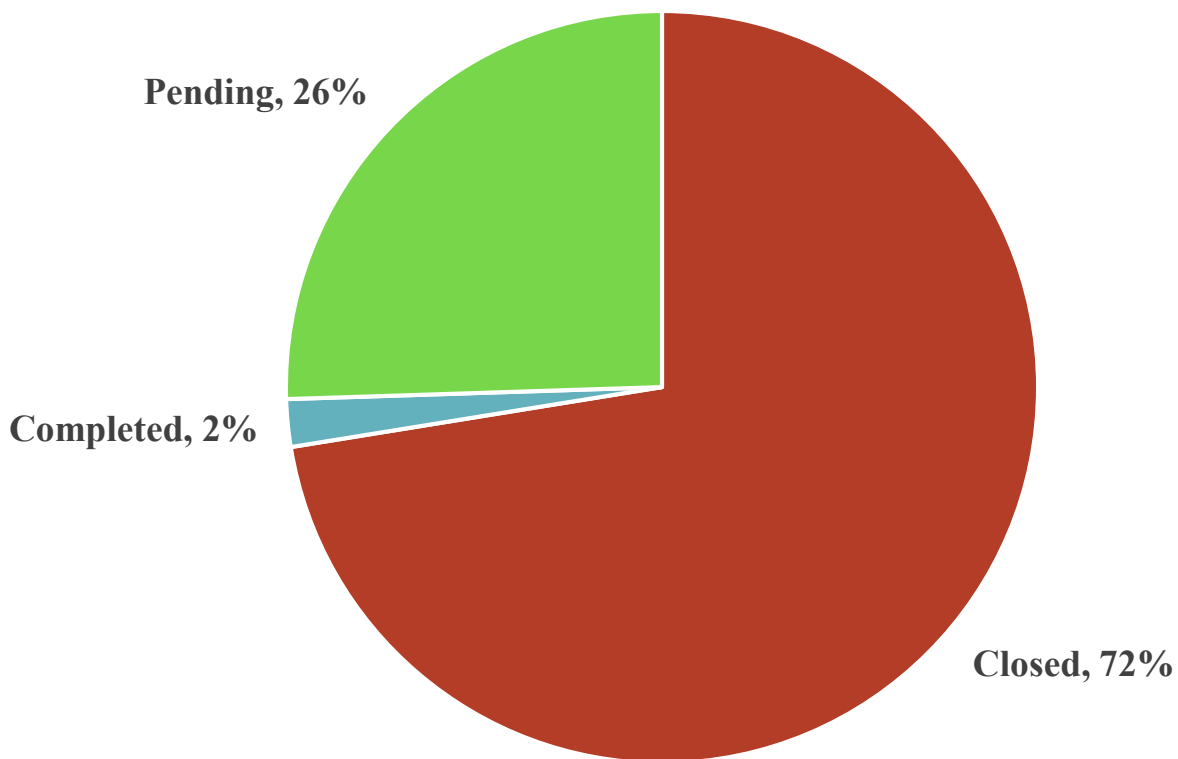
2022 Risk Assessment: Both Internal Audit and the Police Auditor commenced our risk assessment activities in Q2. We will use our risk survey and interview results as the basis for developing our proposed 2022 audit plans. Our target is to have draft plans to the City Manager in October and have them approved and presented to the Audit Committee in November.

Staff Professional Development: All staff is on track to complete their annually required 40 hours (minimum) of continuing professional training for 2021.

RECOMMENDATIONS

We maintain and track the implementation status of our audit recommendations in our TeamMate audit software. The chart below displays the status of recommendations as of June 30, 2021. As of that date, 26% of all audit recommendations issued remained incomplete (Pending; either an implementation effort is in process or it has not begun.) All the percentages shown are almost identical to the prior quarter. What has changed is that new recommendations have been added and the number completed and closed have increased. The list that follows the table on the next page outlines the status, by engagement, of outstanding audit recommendations. Internal Audit regularly monitors the progress made on these recommendations.

Audit Recommendations Status as of June 30, 2021



Closed: Client management has approved the implementation. No further action is necessary.

Completed: The client has implemented the recommendation and is waiting for client management’s final approval.

Pending: Implementation is not completed.

2021 Operations Report—For the quarter ended June 30, 2021

| Report Release | Audit Plan Year | Engagement Year | Closed | Completed | Pending | Grand Total |
|---|-----------------|---|------------|-----------|------------|-------------|
| January 2016 | 2015 | Payroll and HR Audit | 14 | | 1 | 15 |
| September 2017 | 2016 | Citywide Physical Security Assessment | 14 | | 9 | 23 |
| March 2018 | 2016 | Fire Department Overtime | 21 | | 1 | 22 |
| April 2017 | 2016 | Overall Disaster Preparedness Assessment | 10 | | 1 | 11 |
| September 2017 | 2016 | Core 4 Culture Impact Assessment | 3 | | 1 | 4 |
| May 2018 | 2017 | Lethal and Less Lethal Weapons Inventory and Control Review | 11 | | 7 | 18 |
| May 2019 | 2018 | Fleet Management Operational Review | 24 | | 10 | 34 |
| October 2019 | 2018 | Purchasing Operations Review-Part 1 | 1 | | 5 | 6 |
| November 2018 | 2018 | Overall Disaster Preparedness: Recommendations Follow-up | 3 | | 4 | 7 |
| November 2020 | 2019 | Purchasing Card Transaction Propriety | | | 10 | 10 |
| February 2020 | 2019 | Grant Administration Processes | 4 | 2 | 10 | 16 |
| October 2019 | 2019 | Planning Administration Culture Survey | 4 | 2 | 8 | 14 |
| October 2019 | 2019 | House Aurora Partnership | 10 | | 3 | 13 |
| September 2020 | 2020 | APD - Body Camera Compliance | | | 10 | 10 |
| | 2020 | Economic Development Rebates Tracking | | | 8 | 8 |
| January 2021 | 2020 | APD - Versadex Case Management | | | 6 | 6 |
| April 2021 | 2020 | APD - K9 Operations Part 1 | | | 5 | 5 |
| June 2021 | 2021 | APD - Property and Evidence Audit | 1 | 4 | 1 | 6 |
| Engagements with pending recommendations | | | 120 | 8 | 100 | 228 |
| <i>Subtotal pending as a percentage of Grand Total</i> | | | 53% | 4% | 44% | 100% |
| Closed and completed | | | 164 | 0 | 0 | 164 |
| <i>Subtotal closed and completed as a percentage of Grand Total</i> | | | 100% | 0% | 0% | 100% |
| Totals for all recommendation statuses | | | 284 | 8 | 100 | 392 |
| <i>Total as a percentage of Grand Total</i> | | | 72% | 2% | 26% | 100% |
| Prior quarter numbers for all recommendation statuses | | | 269 | 10 | 94 | 373 |
| <i>Total as a percentage of Grand Total</i> | | | 72% | 3% | 25% | 100% |
| Change from prior quarter | | | 15 | -2 | 6 | 19 |

Implementation Notes

2015 Payroll and HR Audit

- Implementation is in process; the final recommendation is pending the implementation of a new technology solution. We expect completion when the new solution is in place.

2016 Citywide Physical Security Assessment

- The newly hired Physical Security Manager is addressing the remaining outstanding recommendations. We expect continued progress throughout 2021.

2016 Fire Department Overtime

- The final recommendation relates to establishing performance measures for overall performance. This will be addressed during the City’s strategic planning process expected to be concluded in Q3 2021.

2016 Overall Disaster Preparedness Assessment

- Revised completion dates are Q4 2021. Internal Audit completed a follow-up engagement on the original audit recommendations: see *2018 Overall Disaster Preparedness: Recommendations Follow Up* below.

2016 Core 4 Culture Impact Assessment

- Human Resources is addressing the recommendations in Q4 2021.

2017 Lethal and Less Lethal Weapons Inventory and Control Review

- A new inventory system has been selected and is in the final stages of implementation. We expect the completion of all recommendations in 2021.

2018 Fleet Management Operational Review

- Implementations were delayed awaiting Wi-Fi installation by the Information Technology Department; this is outside of Fleet’s control.

2018 Purchasing, Part 1

- Implementation is in process; revised target dates are in Q3 2021.

2018 Overall Disaster Preparedness: Recommendations Follow Up

- Implementation is in progress; revised target dates are in Q3 2021.

2019 Grant Administration Processes

- Implementation is in process. Finance is developing new procedures and training for release in the first quarter of 2021.

2019 Purchasing Card Transaction Propriety

- Implementation is in process.

2019 Planning Administration Culture Survey

- Planning has been making consistent progress in addressing the recommendations.

2019 House Aurora Partnership

- New Homelessness Manager and the new Housing and Community Services Director are making progress on reimagining this program and implementing recommendations.

2019 Dispatch Culture Survey (Follow Up)

- Implementation of recommendations is in process.

2020 APD – Body Worn Camera Compliance

- Implementation is in process. APD is in the process of selecting a new BWC vendor. Updates to the BWC Policy are working through the APD approval process.

2020 APD – Versadex Case Management

- Implementation of recommendations is in process.

INTERNAL AUDIT TEAM

Wayne Sommer | Internal Audit Manager

Wayne is a Certified Public Accountant (CPA) and a Chartered Global Management Accountant (CGMA) with 41 years of diverse work experience. He began his career as an auditor for KPMG in Washington, DC (then known as Peat Marwick Mitchell and Co), with specialization in not-for-profit entities and financial institutions. He spent the next seven years in various financial and management capacities at a Northern Virginia savings bank. Prior to coming to the City of Aurora, Wayne spent 23 years at the International City/County Management Association (ICMA) in Washington, DC with 14 of those as Director, Administration and Finance (CFO), and the last nine working in executive management roles performing strategic planning, business development, and organizational change and development. Wayne also managed ICMA's U.S. Programs, which offered research and consulting products and services to local governments, the private sector, and the Federal government. Wayne has been with the City of Aurora since May 2014.

Professional Associations: American Institute of Certified Public Accountants; Institute for Internal Auditors; Association of Local Government Auditors; Government Finance Officers Association

Michelle Crawford | Internal Audit Senior—Police Auditor

Michelle is a Certified Internal Auditor (CIA), a Certified Fraud Examiner (CFE), Certified in Risk Management Assurance (CRMA), and has 14 years of experience in governmental auditing. She received her Bachelor's in business administration at the University of Montana and her Master's in accountancy from Missouri State University. Upon graduation from Missouri State University, she started her career at the Missouri State Auditor's office as a Staff Auditor I and progressed over the next seven years to a Senior Auditor. As an auditor with the State Auditor's office, she conducted performance audits of local governments and worked on the statewide Single Audit. Michelle has been with the City of Aurora since October 2014.

Professional Associations: Association of Certified Fraud Examiners; Institute for Internal Auditors; Association of Local Government Auditors; Government Finance Officers Association

Sheree Van Buren | Internal Audit Staff

Sheree is a Certified Internal Auditor (CIA) with 11 years of audit experience. She graduated from Colorado State University in 2010 with a Bachelor of Science in Business Administration – Accounting degree. Prior to joining the City of Aurora, she spent three years as an Audit Associate with PwC, LLP. During this time, Sheree worked in the financial services industry, performing year-end financial statement audits for local and international investment companies.

Professional Associations: Institute for Internal Auditors; Association of Local Government Auditors; Government Finance Officers Association; National Forum for Black Public Administrators; Black Employees for a Better Aurora

Laiba Saqib | Internal Audit Staff

Laiba earned a Master of Professional Accounting (MPAcc) degree from the Metropolitan State University of Denver (MSU Denver) in 2021. She received her Bachelor's in Accounting also from the Metropolitan State University of Denver. During her undergrad degree, Laiba interned as an internal audit intern for the Audit Division at the Colorado Department of Transportation (CDOT). After graduation, Laiba took a job as a tax auditor at the Colorado Department of Revenue and started her graduate degree. During her master's program, Laiba worked as the internal auditor for the University as a semester-long project. Laiba has been with the City of Aurora since March 2021.

Professional Associations: Institute for Internal Auditors; Association of Local Government Auditors

Appendix A: Completed Engagement Summary Reports

- AEDC Incentives
- 2021 APD Property and Evidence
- 2021 APD Property and Evidence—Change of Custodian
- 2021 APD Vice and Narcotics
- APD K-9, Part 1



The Executive Summary should be interpreted within the context of the complete engagement report.

BACKGROUND

This audit focused on economic incentives paid under Section 130-298 of the City's Sales and Use Tax Ordinance. The City's Primary Job Creation and Retention Incentives policy documents the program's intent.

The Planning and Development Services Department (PDS) administers the program. The Aurora Economic Development Council (AEDC) serves as a liaison and primary contact between the City and businesses. Per the AEDC contract with the City (as of 2018), AEDC is responsible for tracking the compliance obligations for companies receiving incentives recommended by AEDC to City Council.

May 2021

Economic Development Rebates Tracking

SCOPE

Our work scope covered all active economic development jobs incentives agreements between July 1, 2019, and June 30, 2020.

OBJECTIVES

- Determine if Development Services' processes for tracking active economic development jobs incentives are effective.
- Determine if the Development Services' workbook tracking active economic development jobs incentives is accurate.

CONCLUSIONS

Based on our engagement procedures, we conclude that the processes for tracking incentives are ineffective, and the workbook for tracking active economic development jobs incentives is inaccurate and incomplete.

We also conclude that a lack of documented policies and procedures governing the program and the absence of clear and comprehensive defined roles, responsibilities, and expectations for Planning and Development, City Council, and the Aurora Economic Development Council contributed to these issues noted above.

KEY RECOMMENDATIONS AND RESPONSE

Policy: We recommend Planning and Development Services develop written policies and procedures for the jobs incentive program and address missing leading practices identified within our audit.

Waivers: We recommend the City discontinue waiving taxes when business taxes are paid.

Compliance: We recommend Planning complies with its responsibilities in agreements and ensures that businesses are complying with theirs.

Tracking: We recommend Planning and Development Services updates the tracking spreadsheet (details in full audit report.)

AEDC Agreement: We recommend that the City develop a reporting template for AEDC to verify that businesses met all compliance requests prior to payment and that Planning works with the City Clerk and City Attorney's Office to develop a record retention schedule for incentive agreements and supporting documentation.

Management Response

PDS concurs with the audit recommendations.

View complete audit report: [Link](#)



The Executive Summary should be interpreted within the context of the complete engagement report.

June 2021

BACKGROUND

Internal Audit conducts this annual engagement to review controls that ensure the chain of custody is unbroken. It is a requirement for the Aurora Police Department's Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation.

Aurora Police Department Property and Evidence Unit

SCOPE

January 1, 2020, through December 31, 2020

OBJECTIVES

- Ensure compliance with CALEA Standard 84 – Property and Evidence Control.
 - Conduct an annual audit of property and evidence in compliance with Appendix K. A supervisor not routinely or directly connected with control of property and evidence conducts this audit.
- Ensure the reliability and integrity of internal controls that ensure the chain of custody for property and evidence is intact.

CONCLUSIONS

- The City of Aurora Police Department Business Services Division – Property and Evidence Unit has complied with CALEA standard 84.1.6 and Appendix K.
- The controls in place are operating effectively to ensure the chain of custody for property and evidence is intact.

KEY RECOMMENDATIONS AND RESPONSE

We recommend Property and Evidence Unit Management implement the Internal Audit recommendations to address property reports, security, and Unit work culture.

Management has agreed to implement the recommendations.



The Executive Summary should be interpreted within the context of the complete engagement report.

June 2021

BACKGROUND

Internal Audit conducts this engagement at the request of the Aurora Police Department Property and Evidence Unit whenever there is a change in the custodian. It is a requirement for the Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation.

Aurora Police Department Property and Evidence Unit – Change of Custodian Audit

SCOPE

The scope of our work will cover all on-hand high-risk property as of May 12, 2021.

OBJECTIVE

- Ensure compliance with CALEA Standard 84 – Property and Evidence Control, Appendix I – Custodian Change Audits.

CONCLUSION

- The City of Aurora Police Department Business Services Division – Property and Evidence Unit has complied with CALEA standard 84.1.6 and Appendix I.
- Internal Audit identified seven exceptions during the inventory procedures. However, the exceptions are below the acceptable sampling error rate (4% or 84). Internal Audit provided Property and Evidence Management with the list of exceptions to address.

Link to full report here: [Full Report](#)



The Executive Summary should be interpreted within the context of the complete engagement report.

July 2021

BACKGROUND

We conducted a review of the financial statements of the Vice and Narcotics division of the Aurora Police Department as part of our 2021 annual audit program.

A review includes primarily applying analytical procedures to management's financial data and making inquiries of APD management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements. Accordingly, we do not express such an opinion.

Aurora Police Department – Vice and Narcotics 2020

SCOPE

January 1, 2020 through December 31, 2020

OBJECTIVES

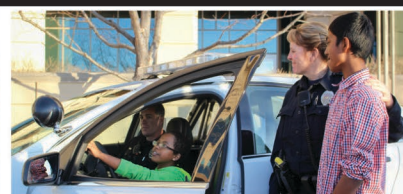
- Conduct a review of the statements of financial position of the Aurora Police Department (APD) Special Operations Bureau Vice and Narcotics Division as of December 31, 2020 and 2019, and the related statements of financial activities for the years then ended.

CONCLUSIONS

- Based on our reviews, we are not aware of any material modifications that should be made to the financial statements, except those adjustments listed at the end of the report, for them to be in conformity with accounting principles generally accepted in the United States of America.

KEY RECOMMENDATIONS AND RESPONSE

There are no audit findings for this engagement.



The Executive Summary should be interpreted within the context of the complete engagement report.

April 2021

BACKGROUND

Aurora Police requested a review of the K9 unit's operations during the development of the Police Audit Plan.

The review of K9 is a two-part engagement. This report (Part 1) focuses on reviewing policies and procedures. Part 2 is scheduled for the third quarter in 2021 and will assess deployments for compliance and determine if leading practices are followed in training, deployment, and reporting.

The canine unit includes one Sergeant and six teams of handlers/canines.

APD K9 Operations Part 1

SCOPE

Current operations.

OBJECTIVES

- Determine if current K9 policies comply with laws, standards, and best practices.
- Review critical K9 operational processes for effectiveness and compliance with existing policies.

CONCLUSIONS

Some but not all K9 policies comply with leading practices and several K9 processes need improvement.

KEY RECOMMENDATIONS AND RESPONSE

We recommend APD update its policies to reflect leading practices as identified in the audit.

We recommend APD ensure the standard operating procedure (SOP) addresses the frequency of Chemist inspections for narcotics aids, utilizes the inventory system for check-in/out and inventory of aids, and adds additional security to the narcotics aid storage area.

We recommend APD develop a formal training curriculum, update its policy related to address trainer responsibilities, and comply with its procedures including quarterly trainer evaluations.

We recommend APD develop guidance on using the Kanine software.

Management Response

APD K9 will develop written SOPs in accordance with the recommendations. APD K9 agrees with the recommendations in the training section.

APD will either complete the analysis by the crime lab chemist and verify the training aid weights or destroy current narcotics and obtain new narcotics to be issued, properly documented, and maintained. APD K9 agrees with the training aid recommendations listed.

APD K9 agrees with the recommendation in the data section. APD K9 is currently researching a solution to better train the handlers and the supervisors on the intricacies of this tracking software and how current and new members can be efficiently trained.

View complete audit report: [Link](#)