

ORDINANCE NO. 10092

AN ORDINANCE AMENDING SECTIONS 6-5-16 AND 6-5-18 OF CHAPTER 5, OF TITLE VI OF THE PUEBLO MUNICIPAL CODE RELATING TO THE CLASSIFICATION AND PAY PLAN FOR FISCAL YEAR 2022

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscore indicates matter being added)

SECTION 1.

Section 6-5-16 of Chapter 5, of Title VI, of the Pueblo Municipal Code is hereby repealed in its entirety and re-enacted as follows:

6-5-16. Schedule, classification, work week and monthly salary.

The following shall constitute:

- A. The classification and pay range for all bargaining unit employees of the City effective January 1, 2022;
- B. The classification and pay range for all non-bargaining unit employees of the City effective January 1, 2022;
- C. The pay range for all unclassified employees of the City effective January 1, 2022.

**[CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE
2021**

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE										
Accountant I	5230.32	5359.03	5613.87	5871.24	5997.38	6063.66	6142.64	6222.90	6301.90	6497.25
Accounting Technician II	2920.68	2979.11	3128.48	3306.45	3362.30	3398.66	3442.83	3488.30	3532.47	3654.92
Accounting Technician III	3002.64	3076.71	3223.56	3373.05	3444.53	3545.58	3627.71	3723.77	3819.82	3946.84
Accounting Technician IV	3326.69	3410.79	3575.16	3744.64	3826.19	3933.84	3985.79	4040.34	4094.88	4262.68
Administrative Technician	3284.66	3365.22	3530.31	3694.07	3777.23	3883.42	3935.13	3986.81	4039.79	4337.49
Airport Ops/Maintenance Specialist	3607.03	3702.54	3800.93	3902.24	4006.62	4114.11	4224.84	4338.89	4456.35	4608.32
Airport Ops/Maintenance Worker	3046.40	3125.09	3202.52	3358.71	3510.93	3588.36	3627.72	3675.00	3724.84	3803.06
Area Crew Leader	4103.97	4209.70	4422.49	4636.55	4741.04	4794.57	4862.07	4927.09	4993.34	5158.07
Associate Engineer I	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Associate Engineer II	4221.18	4328.21	4547.38	4767.81	4876.12	5002.01	5073.22	5141.83	5214.35	5380.74
Associate Engineer II - SW	4221.18	4328.21	4547.38	4767.81	4876.12	5002.01	5073.22	5141.83	5214.35	5380.74
Associate Engineer II - WW	4221.18	4328.21	4547.38	4767.81	4876.12	5002.01	5073.22	5141.83	5214.35	5380.74
Associate Field Engineer	4168.94	4277.23	4492.57	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Auto Mechanic	3731.88	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Aviation Operations Technician	3229.87	3308.85	3470.69	3631.24	3712.79	3816.90	3867.58	3918.26	3970.19	4262.68
Benefits Coordinator	3357.90	3483.74	3609.58	3735.44	3861.28	3987.12	4112.97	4238.80	4364.63	4521.44
Building Custodian	2358.18	2435.70	2513.24	2590.81	2668.35	2745.91	2823.45	2900.97	2978.52	3097.37
Business Systems Analyst	4241.70	4399.50	4557.26	4715.01	4872.79	5030.57	5188.35	5346.13	5503.89	5692.64
Carpenter	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Civil Service Analyst	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Civil Service Technician	2920.68	2979.11	3128.48	3306.45	3362.30	3398.66	3442.83	3488.30	3532.47	3654.92
Code Enforcement Officer	3338.16	3423.55	3589.18	3758.64	3842.74	3884.79	3937.03	3989.27	4041.51	4175.68
Community Development Specialist	3679.64	3774.38	3961.27	4151.10	4244.27	4290.02	4351.13	4407.45	4468.36	4615.38
Community Service Coordinator	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Community Service Specialist	3002.64	3076.71	3223.56	3373.05	3444.53	3545.58	3627.71	3723.77	3819.82	3946.84
Construction Inspector	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Court Marshal	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5015.94
Court Technician	2961.67	3022.75	3176.02	3358.12	3427.17	3471.09	3535.27	3595.71	3665.83	3790.56
Dispatch Training Coordinator	3773.81	3895.43	4017.05	4138.70	4260.33	4381.95	4503.60	4625.23	4746.85	4899.46
Electrician	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Emergency Services Dispatch Supervisor	4381.71	4520.35	4658.98	4797.60	4936.23	5074.87	5213.51	5352.12	5490.76	5660.36
Emergency Services Dispatcher	3464.09	3585.71	3707.33	3828.98	3950.61	4072.23	4193.88	4315.51	4437.13	4589.74
Equipment Operator I	3046.40	3121.56	3273.21	3421.00	3496.18	3534.39	3580.29	3628.68	3674.55	3799.50
Equipment Operator II	3210.76	3289.76	3450.29	3610.85	3691.13	3729.35	3779.05	3830.02	3880.97	4012.79
Equipment Operator IV	3669.38	3761.64	3948.79	4135.96	4229.52	4276.30	4332.20	4393.25	4450.47	4598.12

**CITY OF PUEBLO SALARY SCHEDULE
2021 MONTHLY SALARY SCHEDULE (Cont'd)**

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE 2021 (Cont'd)										
Fire Support Technician	2920.68	2979.11	3128.48	3306.45	3362.30	3398.66	3442.83	3488.30	3532.47	3654.92
Gardener	3371.29	3456.66	3624.87	3795.59	3880.97	3938.39	3992.18	4045.98	4098.45	4234.97
GIS Specialist I	4168.94	4277.23	4492.57	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Housing/Comm. Dev. Coordinator II	4179.75	4288.07	4503.41	4720.00	4829.58	4879.29	4950.63	5019.44	5084.44	5254.01
HR Records Technician	2920.68	2979.11	3128.48	3306.45	3362.30	3398.66	3442.83	3488.30	3532.47	3654.92
HVAC Technician	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Inspector/Stormwater	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Inspector/Streets	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Inspector /WW	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Lab Analyst	4103.97	4209.70	4422.49	4636.55	4741.04	4794.57	4862.07	4927.09	4993.34	5158.07
Lab Analyst II	4352.41	4465.81	4691.36	4920.71	5034.10	5091.41	5160.26	5232.88	5304.24	5477.35
Lab Analyst III	4835.33	4964.25	5220.14	5476.25	5602.62	5668.64	5747.66	5827.91	5906.90	6096.53
Lab Pretreatment Specialist	4103.97	4209.70	4422.49	4636.55	4741.04	4794.57	4862.07	4927.09	4993.34	5158.07
Land Use Technician	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.56	4473.46	4532.09	4683.68
Law Department Technician	2920.68	2979.11	3128.48	3306.45	3362.30	3398.66	3442.83	3488.30	3532.47	3654.92
Lead Code Enforcement Officer	3679.64	3774.38	3961.27	4151.10	4244.27	4290.33	4351.13	4407.45	4468.36	4615.38
Lead Court Technician	3284.66	3365.22	3530.31	3694.07	3777.23	3883.42	3935.13	3986.81	4039.79	4337.49
Legal Support Assistant	3284.66	3365.22	3530.31	3694.07	3777.23	3883.42	3935.13	3986.81	4039.79	4337.49
Licensing Coordinator	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.56	4473.46	4532.09	4683.68
Media Systems Administrator	4241.70	4399.50	4557.26	4715.01	4872.79	5030.57	5188.35	5346.13	5503.89	5692.64
Municipal Records Tech/Coordinator	4168.94	4277.23	4492.57	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Office Assistant	2714.14	2777.80	2908.96	3041.46	3105.10	3138.89	3180.45	3219.43	3260.98	3372.95
Painter	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Parks Area Crew Leader	4103.97	4209.70	4422.49	4636.55	4741.04	4794.57	4862.07	4927.09	4993.34	5158.07
Park Caretaker I	3046.40	3121.56	3273.21	3421.00	3496.18	3534.39	3580.29	3628.68	3674.55	3799.50
Park Caretaker II	3210.76	3289.76	3450.29	3610.85	3691.13	3729.35	3779.05	3830.02	3880.97	4012.79
Park Caretaker II - Irrigation	3371.29	3456.66	3625.18	3795.59	3880.97	3938.39	3992.18	4045.95	4098.45	4234.97
Park Caretaker II - Playground	3371.29	3456.66	3625.18	3795.59	3880.97	3938.39	3992.18	4045.95	4098.45	4234.97
Parking Enforcer	2953.38	3025.99	3169.97	3316.52	3386.60	3428.63	3469.42	3514.02	3558.63	3681.88
Parks & Rec Technician	2920.68	2979.11	3128.48	3306.45	3362.30	3398.66	3442.83	3488.30	3532.47	3654.92
Parks Maintenance Mechanic	3607.03	3697.50	3880.97	4064.48	4156.18	4202.07	4256.88	4316.73	4372.81	4518.20
Parks Senior Mechanic/Welder	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Parts Clerk	2953.38	3025.99	3169.97	3316.52	3386.60	3428.63	3469.42	3521.41	3602.51	3714.60
Pavement Management Technician	4103.97	4209.70	4422.49	4636.55	4741.04	4794.57	4862.07	4927.09	4993.34	5158.07
Payroll Coordinator	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
PC Network Technician	3531.05	3641.52	3751.98	3862.46	3972.92	4083.40	4193.86	4304.35	4414.83	4556.26

CITY OF PUEBLO
2021 MONTHLY SALARY SCHEDULE (Cont'd)

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE 2021 (Cont'd)										
PD Investigations Technician	2961.67	3022.75	3176.02	3358.12	3427.17	3471.09	3535.27	3595.71	3665.83	3790.56
PD Records Technician	2961.67	3022.75	3176.02	3358.12	3427.17	3471.09	3535.27	3595.71	3665.83	3790.56
Planner	4168.94	4277.23	4492.57	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Plumber	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Police Payroll Technician	3284.66	3365.22	3530.31	3694.07	3777.23	3883.42	3935.13	3986.81	4039.79	4337.49
Police Services Technician	2920.68	2979.11	3128.48	3306.45	3362.30	3398.66	3442.83	3488.30	3532.47	3654.92
Pretreatment Specialist	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Probation Case Manager	4168.94	4277.23	4501.49	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Program Coordinator - Forestry	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Program Coordinator - Horticulture	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Program Coordinator – Ice Arena	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Program Coordinator – Marketing	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Program Coordinator – Park Ranger	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Program Coordinator - Volunteers	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Property/Evidence Technician	2961.67	3022.75	3176.02	3358.12	3427.17	3471.09	3535.27	3595.71	3665.83	3790.56
Purchasing/Contract Coordinator	4168.94	4277.23	4492.57	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Purchasing Specialist	3284.66	3365.22	3530.31	3694.07	3777.23	3883.42	3935.13	3986.81	4039.79	4337.49
Radio Technician	3371.29	3456.66	3624.87	3795.59	3880.97	3938.39	3992.18	4045.98	4098.45	4234.97
Radio Technician II	3876.94	4031.22	4185.51	4339.80	4494.10	4648.34	4802.62	4956.94	5111.22	5296.45
Social Media Specialist	4241.70	4399.50	4557.26	4715.01	4872.79	5030.57	5188.35	5346.13	5503.89	5692.64
Sr. Airport Ops/Main. Specialist	4103.97	4214.39	4328.12	4445.27	4565.92	4690.20	4818.21	4950.06	5085.86	5256.71
Sr. Facilities Maintenance Technician	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Sr. Office Assistant	3002.64	3076.71	3223.56	3373.05	3444.53	3545.58	3627.71	3723.77	3819.82	3946.84
Sr. PC Network Technician	4168.94	4277.23	4492.57	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Sr. Planner	4835.33	4964.25	5220.14	5476.25	5602.62	5668.64	5747.66	5827.91	5906.90	6096.53
Sr. Traffic Signal Technician	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Sr. WWTP Maintenance Mechanic	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Stormwater Crew Leader	4103.97	4209.70	4422.49	4636.55	4741.04	4794.57	4862.07	4927.09	4993.34	5158.07
Streets Maintenance Mechanic	3607.03	3697.50	3880.97	4064.48	4156.18	4202.07	4256.88	4316.73	4372.81	4518.20
Survey Party Chief	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
Survey Party Chief LS	4476.02	4583.04	4802.21	5022.63	5130.96	5185.72	5255.78	5323.33	5394.72	5562.66
Surveyor	3400.61	3485.97	3656.71	3827.47	3912.82	3956.13	4008.40	4064.48	4116.71	4254.71
Sweeper Operator	3508.92	3598.11	3773.95	3952.32	4040.24	4084.84	4142.18	4195.70	4250.49	4394.11
Systems Administrator	4241.70	4399.50	4557.26	4715.01	4872.79	5030.57	5188.35	5346.13	5503.89	5692.64
Tax Auditor	4168.94	4277.23	4492.57	4709.20	4818.76	4871.02	4939.83	5007.32	5073.62	5242.09
Tax Auditor II	4835.33	4964.25	5220.14	5476.25	5602.62	5668.64	5747.66	5827.91	5906.90	6096.53
Tax Compliance Technician	3531.05	3641.52	3751.98	3862.46	3972.92	4083.40	4193.86	4304.35	4414.83	4556.26
Traffic Control Utility Worker II	3210.76	3289.76	3450.29	3610.85	3691.13	3729.35	3779.05	3830.02	3880.97	4012.79
Traffic Control Utility Worker III	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68

CITY OF PUEBLO
2021 MONTHLY SALARY SCHEDULE (Cont'd)

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE 2021 (Cont'd)										
Traffic Engineering Analyst	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Traffic Signal Technician	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Traffic Signs/Marking Specialist	3731.89	3830.02	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
Transportation Planning Technician	3326.69	3410.79	3575.16	3744.64	3826.19	3868.24	3919.21	3972.72	4026.22	4262.68
Utility Worker	2948.28	2996.70	3046.40	3121.56	3273.21	3421.00	3496.18	3534.39	3580.29	3705.14
Utility Worker III	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
Water Reclamation Worker	2948.28	2996.70	3046.40	3121.56	3273.21	3421.00	3496.18	3534.39	3580.29	3705.14
Water Reclamation Worker I	3210.76	3289.76	3450.29	3610.85	3691.13	3729.35	3779.05	3830.02	3880.97	4012.79
Water Reclamation Worker II	3326.69	3410.79	3575.16	3744.64	3826.19	3868.24	3919.21	3972.72	4026.22	4160.17
Wastewater Data Technician	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
WW Data Technician II	4221.18	4328.21	4547.38	4767.81	4876.12	5002.01	5073.22	5141.83	5214.35	5380.74
WW Electrical Specialist	4070.34	4360.64	4382.50	4587.64	4692.14	4744.38	4809.35	4874.35	4938.06	5098.53
WW Instrument/Control Specialist	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
WW Inventory/Control Specialist	4008.40	4112.86	4320.55	4525.70	4630.20	4682.44	4747.41	4812.41	4876.12	5036.58
WW Maintenance Coordinator	4241.70	4399.50	4557.26	4663.40	4872.79	5030.57	5188.35	5346.13	5503.89	5692.64
WW Operator A	4745.79	4869.68	4931.62	5117.45	5241.34	5365.23	5489.12	5613.00	5736.89	5889.84
WW Operator B	3620.82	3715.35	3901.50	4088.74	4181.75	4228.85	4286.84	4346.14	4405.11	4553.00
WW SCADA Coordinator	4835.33	4964.25	5220.14	5476.25	5602.62	5668.64	5747.66	5827.91	5906.90	6096.53
WW Utility Worker	2948.28	2996.70	3046.40	3121.56	3273.21	3421.00	3496.18	3534.39	3580.29	3705.14
WW Utility Worker I	3046.40	3121.56	3273.21	3421.00	3496.18	3534.39	3580.29	3628.68	3674.55	3799.50
WW Utility Worker II	3210.76	3289.76	3450.29	3610.85	3691.13	3729.35	3779.05	3830.02	3880.97	4012.79
WW Utility Worker III	3607.03	3697.50	3880.97	4064.48	4156.18	4202.07	4256.88	4316.73	4372.81	4518.20
WW Utility Worker IV	3731.89	3828.98	4021.14	4209.70	4306.54	4353.68	4413.57	4473.46	4532.09	4683.68
WW Utility Worker V	3895.00	3995.64	4194.41	4395.73	4495.13	4546.10	4608.54	4670.96	4733.41	4889.20
WWTP Maintenance Mechanic	3607.03	3697.50	3880.97	4064.48	4156.18	4202.07	4256.88	4316.73	4372.81	4518.20

CITY OF PUEBLO
2021 MONTHLY SALARY SCHEDULE (Cont'd)

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) POLICE										
Police Corporal	6368.68	6368.68	6368.68	6462.03	6462.03	6556.81				
Police Patrol Officer	3951.90	4857.32	5144.67	5582.95	5755.94	5845.33	5931.85	6021.28	6106.30	6275.81
Police Sergeant	7311.54	7383.16	7453.17	7526.25	7632.85					
<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) FIRE										
Assistant Fire Chief *	7168.89	7168.89	7559.55	8988.27						
Emergency Medical Officer *	5261.09	5261.09	5570.56	6591.40						
Fire Captain * ¹	5931.08	5931.08	6371.95	7789.84						
Fire Engineer * ²	5165.98	5165.98	5468.67	6411.63						
Fire Inspector	5586.39	5586.39	5834.54	6711.24						
Firefighter * ³	4465.31	4834.77	4881.58	5024.89	5121.35	5992.18				

* DENOTES a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of the Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550.

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group A Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

CITY OF PUEBLO
2021 MONTHLY SALARY SCHEDULE (Cont'd)

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
(B) ADMINISTRATIVE							
Accountant II	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Accounting Manager	7397.42	7619.31	7847.91	8083.29	8325.81	8575.53	8832.89
Administrative Assistant	4730.40	4891.19	5080.93	5254.72	5428.52	5608.14	5792.07
Airport Ops/Maintenance Supervisor	5360.67	5521.48	5687.13	5857.73	6033.47	6214.47	6400.90
Assistant Accounting Manager	6509.24	6729.37	6985.73	7223.29	7459.39	7702.69	7954.69
Assistant Director/Human Resources	6509.24	6729.37	6985.73	7223.29	7459.39	7702.69	7954.69
Assistant Director/Info Technology	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Assistant Director/Parks & Recreation	8026.12	8224.91	8428.70	8701.71	9046.81	9405.73	9792.59
Assistant WWTP Superintendent	6509.24	6729.37	6985.73	7223.29	7459.39	7702.69	7954.69
Civil Engineer Construction	6891.58	7123.37	7398.52	7647.66	7898.23	8156.04	8422.56
Civil Engineer Drainage	6128.31	6316.43	6654.02	6991.62	7329.21	7666.81	8005.23
Civil Engineer Public Works	6128.31	6316.43	6654.02	6991.62	7329.21	7666.81	8005.23
Civil Service Administrator	7877.75	8147.15	8462.88	8751.14	9039.31	9337.72	9646.20
Code Enforcement Manager	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Communications Supervisor	4903.16	5225.06	5546.97	5868.86	6190.78	6512.69	6834.59
Court Administrator	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Crime Analyst	4323.84	4494.18	4664.46	4834.80	5005.16	5175.48	5345.78
Deputy City Clerk	4804.49	4965.26	5155.02	5328.80	5502.61	5682.23	5866.16
Deputy Fire Chief	8029.73	8303.16	8626.18	8919.40	9214.08	9518.66	10029.80
Dispatch Manager	5471.40	5829.31	6187.24	6545.16	6903.06	7260.99	7618.87
Engineering Manager	8149.94	8588.71	9027.48	9466.25	9905.02	10343.79	10783.13
Facilities Maintenance Superintendent	6817.50	7049.30	7324.43	7573.59	7824.16	8081.96	8348.47
Fleet Superintendent	6817.50	7049.30	7324.43	7573.59	7824.16	8081.96	8348.47
Food Systems Strategist	6675.30	6899.82	7166.33	7407.65	7650.35	7900.07	8158.23
Grant & Resource Development Administrator	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Grants Analyst	4431.93	4606.53	4781.08	4955.67	5130.30	5304.87	5479.42
HR Analyst	4192.33	4422.53	4666.28	4922.45	5193.29	5478.80	5780.10
HR Compliance Specialist	4192.33	4422.53	4666.28	4922.45	5193.29	5478.80	5780.10
Ice Arena Manager	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Landscape Architect	5360.67	5541.72	5751.73	5947.26	6141.35	6339.77	6548.36
Legal Assistant	4166.84	4303.12	4439.69	4576.09	4726.00	4876.24	5026.33

CITY OF PUEBLO
2021 MONTHLY SALARY SCHEDULE (Cont'd)

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
(B) ADMINISTRATIVE (Cont'd)							
MPO Manager	6509.24	6729.37	6985.73	7223.29	7459.39	7702.69	7954.69
Parks Manager	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Parks Supervisor	4804.49	4965.26	5155.02	5328.80	5502.61	5682.23	5866.16
Police Captain	7463.88	7719.91	8018.58	8292.89	8567.18	8847.60	9141.71
Police Deputy Chief	8553.39	8844.70	9188.77	9501.14	9815.01	10139.43	10474.46
Police Records Manager	4836.34	5000.04	5189.79	5365.03	5540.29	5719.86	5906.72
Pretreatment Manager	6509.24	6729.37	6985.73	7223.29	7459.39	7702.69	7954.69
Principal Planner	6128.31	6333.96	6575.83	6797.48	7019.06	7247.90	7485.46
Purchasing Contracts Administrator	4836.34	5000.04	5189.79	5365.51	5540.29	5719.86	5906.72
Recreation Supervisor	4804.49	4965.26	5155.02	5328.80	5502.61	5682.23	5866.16
Regulatory Compliance Specialist	6891.58	7123.37	7398.52	7647.66	7898.23	8156.04	8422.56
Shops Supervisor	5475.10	5659.03	5876.29	6073.28	6271.71	6475.92	6687.37
Sr. Business Systems Analyst	4903.16	5225.06	5546.97	5868.86	6190.78	6512.69	6834.59
Sr. GIS Administrator	4903.16	5225.06	5546.97	5868.86	6190.78	6512.69	6834.59
Sr. Network Administrator	4903.16	5225.06	5546.97	5868.86	6190.78	6512.69	6834.59
Sr. Security Administrator	4903.16	5225.06	5546.97	5868.86	6190.78	6512.69	6834.59
Sr. System Administrator	4903.16	5225.06	5546.97	5868.86	6190.78	6512.69	6834.59
Stormwater Coordinator	6891.58	7123.37	7398.52	7647.66	7898.23	8156.04	8422.56
Stormwater Utility Maint. Supervisor	5360.67	5541.72	5751.73	5947.26	6141.35	6339.77	6548.36
Streets Maintenance Supervisor	5360.67	5541.72	5751.73	5947.26	6141.35	6339.77	6548.36
Tax Audit Manager	7397.42	7619.31	7847.91	8083.29	8325.81	8575.54	8832.89
Traffic Control Supervisor	5360.67	5541.72	5751.73	5947.26	6141.35	6339.77	6548.36
Traffic Engineer	7455.48	7710.48	7965.48	8220.49	8475.49	8730.49	8985.49
WW Accounting Specialist	6462.86	6654.08	6852.47	7172.61	7385.50	7604.23	7882.31
WW Collections Supervisor	5360.67	5541.72	5751.73	5947.26	6141.35	6339.77	6548.36
WW Engineering Manager	8121.07	8395.12	8718.92	9012.81	9308.20	9613.48	9928.69
WWTP Lab Supervisor	6509.24	6729.37	6985.73	7223.29	7459.39	7702.69	7954.69
WWTP Superintendent	7586.84	7843.17	8144.46	8419.65	8694.86	8978.75	9274.22

CITY OF PUEBLO
2021 MONTHLY SALARY SCHEDULE (Cont'd)

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>
(C) APPOINTED		
Assistant City Attorney I	5531.79	6914.75
Assistant City Attorney II	6914.75	8297.69
Assistant Mayor/Comm Investment	7227.44	9308.09
Assistant Mayor/Development Services	7227.44	9308.09
City Attorney	12177.30	14881.99
City Clerk	7895.00	9651.23
Chief of Staff	7051.16	9081.06
Deputy Mayor	No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.	
Director/Aviation	7895.00	9651.23
Director/Communication	5833.33	7083.33
Director/Finance	9244.71	11298.74
Director/Housing and Citizen Services	8984.39	10981.92
Director/Human Resources	8984.39	10981.92
Director/Information Technology	8984.39	10981.92
Director/Parks & Recreation	9206.69	11252.47
Director/Planning	8984.39	10981.92
Director/Public Works	10385.32	12692.82
Director/Purchasing	7895.00	9651.23
Director/Stormwater	8984.39	10981.92
Director/Wastewater	9296.96	11362.79
Fire Chief	9800.17	11977.20
Mayor	12500.00	12500.00
Municipal Court Judge	8718.82	11242.73
Police Chief	10385.32	12822.43
Secretary to the Mayor	4166.84	5026.33
Sr. Assistant City Attorney	9496.25	10602.61

CITY OF PUEBLO
2022 MONTHLY SALARY SCHEDULE – CLASS A – GENERAL SERVICE

<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
<u>(A) GENERAL SERVICE</u>										
Accountant I	5361.08	5493.01	5754.22	6018.02	6147.31	6215.25	6296.20	6378.48	6459.45	6659.70
Accounting Technician II	2993.70	3053.59	3206.69	3389.11	3446.36	3483.63	3528.90	3575.51	3620.78	3746.30
Accounting Technician III	3077.71	3153.62	3304.14	3457.37	3530.64	3634.22	3718.40	3816.87	3915.31	4045.52
Accounting Technician IV	3409.86	3496.06	3664.54	3838.25	3921.84	4032.18	4085.43	4141.35	4197.25	4369.24
Administrative Technician	3366.78	3449.35	3618.57	3786.42	3871.66	3980.51	4033.50	4086.48	4140.79	4445.93
Airport Ops/Maintenance Specialist	3697.21	3795.10	3895.95	3999.80	4106.79	4216.97	4330.46	4447.36	4567.76	4723.53
Airport Ops/Maintenance Worker	3122.56	3203.21	3282.58	3442.67	3598.71	3678.07	3718.41	3766.88	3817.96	3898.14
Area Crew Leader	4206.56	4314.95	4533.05	4752.46	4859.56	4914.43	4983.62	5050.26	5118.17	5287.02
Associate Engineer I	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Associate Engineer II	4326.71	4436.42	4661.07	4887.00	4998.02	5127.06	5200.05	5270.37	5344.71	5515.26
Associate Engineer II - SW	4326.71	4436.42	4661.07	4887.00	4998.02	5127.06	5200.05	5270.37	5344.71	5515.26
Associate Engineer II - WW	4326.71	4436.42	4661.07	4887.00	4998.02	5127.06	5200.05	5270.37	5344.71	5515.26
Associate Field Engineer	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Auto Mechanic	3825.18	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Aviation Operations Technician	3310.62	3391.57	3557.46	3722.02	3805.61	3912.32	3964.27	4016.21	4069.44	4369.24
Building Custodian	2417.13	2496.59	2576.07	2655.58	2735.06	2814.55	2894.04	2973.50	3052.98	3174.80
Business Systems Analyst	4347.74	4509.49	4671.19	4832.89	4994.61	5156.33	5318.06	5479.78	5641.49	5834.96
Carpenter	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Civil Service Analyst	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Civil Service Technician	2993.70	3053.59	3206.69	3389.11	3446.36	3483.63	3528.90	3575.51	3620.78	3746.30
Code Enforcement Officer	3421.62	3509.14	3678.91	3852.60	3938.81	3981.91	4035.45	4089.00	4142.54	4280.07
Community Development Specialist	3771.63	3868.74	4060.30	4254.88	4350.38	4397.28	4459.91	4517.64	4580.07	4730.76
Community Service Coordinator	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Community Service Specialist	3077.71	3153.62	3304.14	3457.37	3530.64	3634.22	3718.40	3816.87	3915.31	4045.52
Construction Inspector	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Court Marshal	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5141.33
Court Technician	3035.71	3098.32	3255.42	3442.07	3512.84	3557.87	3623.65	3685.61	3757.47	3885.32
Dispatch Training Coordinator	3868.16	392.82	4117.47	4242.16	4366.84	4491.50	4616.19	4740.87	4865.52	5021.95
Electrician	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Emergency Services Dispatch Supervisor	4491.25	4633.36	4775.46	4917.54	5059.64	5201.74	5343.84	5485.92	5628.03	5801.87
Emergency Services Dispatcher	3550.70	3675.35	3800.01	3924.70	4049.38	4174.04	4298.72	4423.40	4548.06	4704.48
Equipment Operator I	3122.56	3199.60	3355.04	3506.53	3583.59	3622.75	3669.80	3719.40	3766.41	3894.49
Equipment Operator II	3291.03	3372.01	3536.55	3701.12	3783.41	3822.58	3873.52	3925.77	3977.99	4113.11
Equipment Operator IV	3761.11	3855.68	4047.51	4239.36	4335.25	4383.21	4440.50	4503.09	4561.73	4713.08

CITY OF PUEBLO
2022 MONTHLY SALARY SCHEDULE (Cont'd)

CLASS TITLE	Entrance	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
(A) GENERAL SERVICE 2021 (Cont'd)										
Fire Support Technician	2993.70	3053.59	3206.69	3389.11	3446.36	3483.63	3528.90	3575.51	3620.78	3746.30
Gardener	3455.57	3543.08	3715.49	3890.48	3977.99	4036.85	4091.98	4147.12	4200.91	4340.84
GIS Specialist I	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Housing/Comm. Dev. Coordinator II	4284.25	4395.28	4616.00	4838.00	4950.32	5001.27	5074.39	5144.92	5211.55	5385.36
HR Records Technician	2993.70	3053.59	3206.69	3389.11	3446.36	3483.63	3528.90	3575.51	3620.78	3746.30
HVAC Technician	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Inspector/Stormwater	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Inspector/Streets	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Inspector /Wastewater	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Lab Analyst	4206.56	4314.95	4533.05	4752.46	4859.56	4914.43	4983.62	5050.26	5118.17	5287.02
Lab Analyst II	4461.22	4577.46	4808.64	5043.73	5159.95	5218.70	5289.26	5363.71	5436.85	5614.28
Lab Analyst III	4956.21	5088.36	5350.65	5613.16	5742.68	5810.36	5891.35	5973.61	6054.57	6248.94
Lab Pretreatment Specialist	4206.56	4314.95	4533.05	4752.46	4859.56	4914.43	4983.62	5050.26	5118.17	5287.02
Land Use Technician	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.90	4585.30	4645.39	4800.77
Law Department Technician	2993.70	3053.59	3206.69	3389.11	3446.36	3483.63	3528.90	3575.51	3620.78	3746.30
Lead Code Enforcement Officer	3771.63	3868.74	4060.30	4254.88	4350.38	4397.59	4459.91	4517.64	4580.07	4730.76
Lead Court Technician	3366.78	3449.35	3618.57	3786.42	3871.66	3980.51	4033.50	4086.48	4140.79	4445.93
Legal Support Assistant	3366.78	3449.35	3618.57	3786.42	3871.66	3980.51	4033.50	4086.48	4140.79	4445.93
Licensing Coordinator	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.90	4585.30	4645.39	4800.77
Media Systems Administrator	4347.74	4509.49	4671.19	4832.89	4994.61	5156.33	5318.06	5479.78	5641.49	5834.96
Municipal Records Tech/Coordinator	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Office Assistant	2781.99	2847.124	2981.69	3117.50	3182.73	3217.36	3259.96	3299.91	3342.50	3457.28
Painter	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Parks Area Crew Leader	4206.56	4314.95	4533.05	4752.46	4859.56	4914.43	4983.62	5050.26	5118.17	5287.02
Park Caretaker I	3122.56	3199.60	3355.04	3506.53	3583.59	3622.75	3669.80	3719.40	3766.41	3894.49
Park Caretaker II	3291.03	3372.01	3536.55	3701.12	3783.41	3822.58	3873.52	3925.77	3977.99	4113.11
Park Caretaker II - Irrigation	3455.57	3543.08	3715.81	3890.48	3977.99	4036.85	4091.98	4147.10	4200.91	4340.84
Park Caretaker II - Playground	3455.57	3543.08	3715.81	3890.48	3977.99	4036.85	4091.98	4147.10	4200.91	4340.84
Park Ranger	3421.62	3509.14	3678.91	3852.60	3938.81	3981.91	4035.45	4089.00	4142.54	4280.07
Parking Enforcer	3027.21	3101.63	3249.22	3399.44	3471.27	3514.35	3556.16	3601.87	3647.60	3773.93
Parks & Rec Technician	2993.70	3053.59	3206.69	3389.11	3446.36	3483.63	3528.90	3575.51	3620.78	3746.30
Parks Maintenance Mechanic	3697.21	3789.94	3977.99	4166.09	4260.09	4307.13	4363.31	4424.65	4482.13	4631.15
Parks Senior Mechanic/Welder	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Parts Clerk	3027.21	3101.63	3249.22	3399.44	3471.27	3514.35	3556.16	3609.45	3692.57	3807.46
Pavement Management Technician	4206.56	4314.95	4533.05	4752.46	4859.56	4914.43	4983.62	5050.26	5118.17	5287.02
Payroll Coordinator	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43

CITY OF PUEBLO
2022 MONTHLY SALARY SCHEDULE (Cont'd)

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE 2021 (Cont'd)										
PC Network Technician	3619.32	3732.56	3845.78	3959.02	4072.25	4185.49	4298.70	4411.96	4525.20	4670.17
PD Investigations Technician	3035.71	3098.32	3255.42	3442.07	3512.84	3557.87	3623.65	3685.61	3757.47	3885.32
PD Records Technician	3035.71	3098.32	3255.42	3442.07	3512.84	3557.87	3623.65	3685.61	3757.47	3885.32
Permit Compliance Specialist – SW	4956.21	5088.36	5350.64	5613.16	5742.69	5810.36	5891.35	5973.61	6054.57	6248.94
Permit Compliance Specialist – WW	4956.21	5088.36	5350.64	5613.16	5742.69	5810.36	5891.35	5973.61	6054.57	6248.94
Planner	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Plumber	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Police Payroll Technician	3366.78	3449.35	3618.57	3786.42	3871.66	3980.51	4033.50	4086.48	4140.79	4445.93
Police Services Technician	2993.70	3053.59	3206.69	3389.11	3446.36	3483.63	3528.90	3575.51	3620.78	3746.30
Probation Case Manager	4273.17	4384.16	4614.03	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Program Coordinator – Aquatics	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Program Coordinator - Forestry	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Program Coordinator - Horticulture	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Program Coordinator – Housing	3771.63	3868.74	4060.30	4254.88	4350.38	4397.28	4459.91	4517.64	4580.07	4730.76
Program Coordinator – Ice Arena	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Program Coordinator – Marketing	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Program Coordinator – Park Ranger	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Property/Evidence Technician	3035.71	3098.32	3255.42	3442.07	3512.84	3557.87	3623.65	3685.61	3757.47	3885.32
Purchasing/Contract Coordinator	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Purchasing Specialist	3366.78	3449.35	3618.57	3786.42	3871.66	3980.51	4033.50	4086.48	4140.79	4445.93
Public Works Asset Coordinator	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Public Works Projects Coordinator	5129.68	5266.45	5537.92	5809.62	5943.68	6013.72	6097.55	6182.68	6266.49	6467.65
Radio Technician	3455.57	3543.08	3715.49	3890.48	3977.99	4036.85	4091.98	4147.12	4200.91	4340.84
Radio Technician II	3973.86	4132.00	4290.15	4448.29	4606.45	4764.55	4922.69	5080.87	5239.00	5428.86
Social Media Specialist	4347.74	4509.49	4671.19	4832.89	4994.61	5156.33	5318.06	5479.78	5641.49	5834.96
Solid Waste Coordinator	4108.61	4215.65	4428.56	4638.85	4745.95	4799.50	4866.10	4932.72	4998.02	5162.50
Sr. Airport Ops/Main. Specialist	4206.56	4319.75	4436.32	4556.40	4680.07	4807.46	4938.67	5073.81	5213.01	5388.13
Sr. Facilities Maintenance Technician	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Sr. Office Assistant	3077.71	3153.62	3304.14	3457.37	3530.64	3634.22	3718.40	3816.87	3915.31	4045.52
Sr. PC Network Technician	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Sr. Planner	4956.21	5088.36	5350.65	5613.16	5742.68	5810.36	5891.35	5973.61	6054.57	6248.94
Sr. Traffic Signal Technician	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Sr. WWTP Maintenance Mechanic	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Stormwater Crew Leader	4206.56	4314.95	4533.05	4752.46	4859.56	4914.43	4983.62	5050.26	5118.17	5287.02
Streets Maintenance Mechanic	3697.21	3789.94	3977.99	4166.09	4260.09	4307.13	4363.31	4424.65	4482.13	4631.15
Survey Party Chief	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
Survey Party Chief LS	4587.92	4697.62	4922.26	5148.19	5259.23	5315.37	5387.18	5456.42	5529.59	5701.73
Surveyor	3485.63	3573.12	3748.13	3923.15	4010.64	4055.03	4108.61	4166.09	4219.62	4361.07
Sweeper Operator	3596.64	3688.06	3868.30	4051.12	4141.24	4186.96	4245.74	4300.60	4356.76	4503.96
Systems Administrator	4347.74	4509.49	4671.19	4832.89	4994.61	5156.33	5318.06	5479.78	5641.49	5834.96

CITY OF PUEBLO
2022 MONTHLY SALARY SCHEDULE (Cont'd)

<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
(A) GENERAL SERVICE 2021 (Cont'd)										
Tax Auditor	4273.17	4384.16	4604.89	4826.93	4939.23	4992.79	5063.32	5132.50	5200.46	5373.15
Tax Auditor II	5361.08	5493.01	5754.22	6018.02	6147.31	6215.25	6296.20	6378.48	6459.45	6659.70
Tax Compliance Technician	3619.32	3732.56	3845.78	3959.02	4072.25	4185.49	4298.70	4411.96	4525.20	4670.17
Traffic Control Utility Worker II	3291.03	3372.01	3536.55	3701.12	3783.41	3822.58	3873.52	3925.77	3977.99	4113.11
Traffic Control Utility Worker III	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Traffic Engineering Analyst	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Traffic Signal Technician	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Traffic Signs/Marking Specialist	3825.19	3925.77	4121.66	4314.95	4414.21	4462.52	4523.91	4585.30	4645.39	4800.77
Transportation Planning Technician	3409.86	3496.06	3664.54	3838.25	3921.84	3964.94	4017.19	4072.03	4126.87	4369.24
Utility Worker	3021.98	3071.61	3122.56	3199.60	3355.04	3506.53	3583.59	3622.75	3669.80	3797.77
Utility Worker III	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
Water Reclamation Worker	3021.98	3071.61	3122.56	3199.60	3355.04	3506.53	3583.59	3622.75	3669.80	3797.77
Water Reclamation Worker I	3291.03	3372.01	3536.55	3701.12	3783.41	3822.58	3873.52	3925.77	3977.99	4113.11
Water Reclamation Worker II	3409.86	3496.06	3664.54	3838.25	3921.84	3964.94	4017.19	4072.03	4126.87	4264.17
Wastewater Data Technician	3992.37	4095.53	4299.27	4505.63	4607.51	4659.75	4723.75	4787.73	4851.74	5011.43
WW Data Technician II	4326.71	4436.42	4661.07	4887.00	4998.02	5127.06	5200.05	5270.37	5344.71	5515.26
WW Electrical Specialist	4172.10	4469.66	4492.06	4702.34	4809.45	4862.99	4929.59	4996.21	5061.51	5225.99
WW Instrument/Control Specialist	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
WW Inventory/Control Specialist	4108.61	4215.69	4428.57	4638.84	4745.96	4799.50	4866.09	4932.72	4998.02	5162.50
WW Maintenance Coordinator	4347.74	4509.49	4671.19	4779.98	4994.61	5156.33	5318.06	5479.78	5641.49	5834.96
WW Operator A	4864.43	4991.42	5054.91	5245.39	5372.37	5499.36	5626.34	5753.33	5880.31	6037.09
WW Operator B	3711.34	3808.23	3999.04	4190.96	4286.29	4334.58	4394.02	4454.79	4515.23	4666.82
WW SCADA Coordinator	4956.21	5088.36	5350.65	5613.16	5742.68	5810.36	5891.35	5973.61	6054.57	6248.94
WW Utility Worker	3021.98	3071.61	3122.56	3199.60	3355.04	3506.53	3583.59	3622.75	3669.80	3797.77
WW Utility Worker I	3278.68	3359.59	3522.79	3681.86	3762.77	3803.88	3853.28	3905.37	3954.74	4089.22
WW Utility Worker II	3488.50	3574.33	3748.74	3959.78	4010.41	4051.94	4105.94	4161.31	4216.67	4359.86
WW Utility Worker III	3956.01	4055.24	4256.45	4457.71	4558.29	4608.63	4668.74	4734.37	4795.88	4955.33
WW Utility Worker IV	4271.84	4382.22	4600.22	4821.02	4930.03	4985.94	5054.42	5122.88	5191.36	5362.23
WWTP Maintenance Mechanic	3697.21	3789.94	3977.99	4166.09	4260.09	4307.13	4363.31	4424.65	4482.13	4631.15

CITY OF PUEBLO

2022 MONTHLY SALARY SCHEDULE – CLASS A – POLICE AND FIRE

<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
<u>(A) POLICE</u>										
Police Corporal	6543.82	6543.82	6543.82	6639.73	6639.73	6737.12				
Police Patrol Officer	4060.58	4990.90	5286.15	5736.49	5914.23	6006.08	6094.97	6186.87	6274.22	6448.40
Police Sergeant	7512.60	7586.20	7658.14	7733.23	7842.75					

<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>		
<u>(A) FIRE</u>						
Assistant Fire Chief *	7767.44	7767.44	7767.44	9325.33		
Emergency Medical Officer *	5723.75	5723.75	5723.75	6838.58		
Fire Captain * ¹	6547.18	6547.18	6547.18	8081.96		
Fire Engineer * ²	5619.06	5619.06	5619.06	6652.07		
Fire Inspector	5994.99	5994.99	5994.99	6962.92		
<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Firefighter * ³	4588.11	4967.73	5015.82	5163.07	5262.19	6216.89

Fire Footnotes

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of the Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550.

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group A Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

CITY OF PUEBLO
2022 MONTHLY SALARY SCHEDULE – CLASS B

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
<u>(B) ADMINISTRATIVE</u>							
Accountant II	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Accounting Manager	7619.34	7847.89	8083.34	8325.78	8575.58	8832.80	9097.88
Administrative Assistant	4872.31	5037.93	5233.36	5412.36	5591.38	5776.39	5965.83
Airport Ops/Maintenance Supervisor	5521.49	5687.12	5857.74	6033.46	6214.47	6400.90	6592.93
Assistant Accounting Manager	6704.52	6931.25	7195.30	7439.99	7683.17	7933.77	8193.33
Assistant Director/Human Resources	7140.31	7381.78	7662.99	7923.58	8182.58	8449.46	8725.89
Assistant Director/Info Technology	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Assistant Director/Parks & Recreation	8266.90	8471.65	8681.56	8962.75	9318.21	9687.90	10086.37
Assistant WWTP Superintendent	6704.52	6931.25	7195.30	7439.99	7683.17	7933.77	8193.33
Budget Analyst	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Civil Engineer Construction	7098.33	7337.07	7620.47	7877.09	8135.17	8400.72	8675.23
Civil Engineer Drainage	6312.15	6505.92	6853.65	7201.37	7549.09	7896.81	8245.39
Civil Engineer Public Works	6312.15	6505.92	6853.65	7201.37	7549.09	7896.81	8245.39
Civil Service Administrator	8114.08	8391.56	8716.76	9013.68	9310.49	9617.85	9935.58
Code Enforcement Manager	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Communications Supervisor	5050.26	5381.81	5713.38	6044.93	6376.51	6708.07	7039.62
Court Administrator	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Crime Analyst	4453.55	4629.00	4804.40	4979.85	5155.32	5330.75	5506.15
Deputy City Clerk	4948.62	5114.22	5309.67	5488.66	5667.69	5852.69	6042.14
Deputy Fire Chief	8538.59	8829.34	9172.84	9484.64	9798.00	10121.88	10665.41
Dispatch Manager	5635.54	6004.19	6372.85	6741.51	7110.16	7478.82	7847.43
Engineering Manager	8394.44	8846.37	9298.31	9750.24	10202.17	10654.10	11106.62
Facilities Maintenance Superintendent	7022.02	7260.78	7544.17	7800.80	8058.89	8324.42	8598.93
Fleet Superintendent	7022.02	7260.78	7544.17	7800.80	8058.89	8324.42	8598.93
Grant & Resource Dev. Administrator	6312.15	6523.98	6773.11	7001.40	7229.63	7465.34	7710.02
Grants Analyst	6018.02	6147.31	6215.25	6296.20	6378.48	6459.45	6659.70
HR Analyst I	4318.10	4549.85	4806.27	5070.12	5349.09	5643.16	5953.50
HR Analyst II	4987.40	5255.08	5551.24	5855.99	6178.20	6517.85	6876.30
Ice Arena Manager	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Landscape Architect	5521.49	5707.97	5924.28	6125.67	6325.59	6529.96	6744.81
Legal Assistant	4291.84	4432.21	4572.88	4713.37	4867.78	5022.53	5177.12

CITY OF PUEBLO
2022 MONTHLY SALARY SCHEDULE (Cont'd)

<u>CLASS TITLE</u>	<u>BASE SALARY</u>	<u>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</u>					
<u>(B) ADMINISTRATIVE (Cont'd)</u>							
MPO Manager	6704.52	6931.25	7195.30	7439.99	7683.17	7933.77	8193.33
MS4 Permit Coordinator	5521.49	5707.97	5924.28	6125.67	6325.59	6529.96	6744.81
Parks Manager	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Parks Supervisor	4948.62	5114.22	5309.67	5488.66	5667.69	5852.69	6042.14
Police Captain	7687.80	7951.51	8259.13	8541.68	8824.19	9113.03	9415.97
Police Deputy Chief	8810.00	9110.04	9464.43	9786.18	10109.47	10443.61	10788.70
Police Records Manager	4981.43	5150.04	5345.48	5525.98	5706.50	5891.45	6083.92
Pretreatment Manager	6704.52	6931.25	7195.30	7439.99	7683.17	7933.77	8193.33
Principal Planner	6312.15	6523.98	6773.11	7001.40	7229.64	7465.34	7710.02
Purchasing Contracts Administrator	4981.43	5150.04	5345.48	5526.47	5706.50	5891.45	6083.92
Recreation Supervisor	4948.62	5114.22	5309.67	5488.66	5667.69	5852.69	6042.14
Regulatory Compliance Specialist	7098.33	7337.07	7620.47	7877.09	8135.17	8400.72	8675.23
Shops Supervisor	5639.36	5828.80	6052.58	6255.48	6459.87	6670.19	6887.99
Sr. Business Systems Analyst	5050.26	5381.81	5713.38	6044.93	6376.51	6708.07	7039.62
Sr. GIS Administrator	5050.26	5381.81	5713.38	6044.93	6376.51	6708.07	7039.62
Sr. HR Analyst	5885.14	6200.99	6550.46	6910.07	7290.27	7691.07	8114.03
Sr. Network Administrator	5050.26	5381.81	5713.38	6044.93	6376.51	6708.07	7039.62
Sr. Security Administrator	5050.26	5381.81	5713.38	6044.93	6376.51	6708.07	7039.62
Sr. System Administrator	5050.26	5381.81	5713.38	6044.93	6376.51	6708.07	7039.62
Stormwater Coordinator	7098.33	7337.07	7620.47	7877.09	8135.17	8400.72	8675.23
Stormwater Utility Maint. Supervisor	5521.49	5707.97	5924.28	6125.67	6325.59	6529.96	6744.81
Streets Maintenance Supervisor	5521.49	5707.97	5924.28	6125.67	6325.59	6529.96	6744.81
Tax Audit Manager	7619.34	7847.89	8083.35	8325.79	8575.58	8832.80	9097.88
Traffic Control Supervisor	5521.49	5707.97	5924.28	6125.67	6325.59	6529.96	6744.81
Traffic Engineer	7679.14	7941.79	8204.45	8467.10	8729.75	8992.41	9255.06
WW Collections Supervisor	5521.49	5707.97	5924.28	6125.67	6325.59	6529.96	6744.81
WW Engineering Manager	8364.71	8646.97	8980.49	9283.19	9587.44	9901.88	10226.55
WWTP Lab Supervisor	6704.52	6931.25	7195.30	7439.99	7683.17	7933.77	8193.33
WWTP Superintendent	7814.44	8078.46	8388.79	8672.24	8955.70	9248.12	9552.44

CITY OF PUEBLO
2022 MONTHLY SALARY SCHEDULE – APPOINTED

<u>CLASS TITLE</u>	<u>BASE SALARY</u>	<u>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</u>
<u>(C) APPOINTED</u>		
Assistant City Attorney I	5531.79	6914.75
Assistant City Attorney II	6914.75	7759.42
Assistant City Attorney III	7759.50	9496.17
Assistant Mayor/Comm Investment	7444.26	9587.33
Assistant Mayor/Development Services	7444.26	9587.33
City Attorney	12177.30	14881.99
City Clerk	8131.85	9940.77
Chief of Staff	7262.69	9775.68
Deputy City Attorney	10446.67	11696.67
Deputy Mayor	No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.	
Director/Aviation	8131.85	9940.77
Director/Finance	9522.05	11637.70
Director/Housing and Citizen Services	9253.93	11311.38
Director/Human Resources	9253.93	11311.38
Director/Information Technology	9253.93	11311.38
Director/Parks & Recreation	9482.89	11590.04
Director/Planning	9253.93	11311.38
Director/Public Affairs	6008.33	7295.83
Director/Public Works	10696.87	13073.60
Director/Purchasing	8131.85	9940.77
Director/Stormwater	9253.93	11311.38
Director/Wastewater	9575.87	11703.68
Fire Chief	10421.22	12736.22
Mayor	12500.00	12500.00
Municipal Court Judge	8980.39	11580.01
Police Chief	10696.87	13207.10
Secretary to the Mayor	4291.84	5280.66
Sr. Assistant City Attorney	9496.25	10466.58

SECTION 2.

Section 18 of Chapter 5 of Title VI of the Pueblo Municipal Code is hereby amended to read as follows:

6-5-18. Unclassified part-time employees.

(a) The pay range with respect to all unclassified part time employees of the City shall be not less than ~~[\$12.32]~~ **\$12.56** per hour and not greater than \$40.00.

SECTION 3.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate and transactions described therein.

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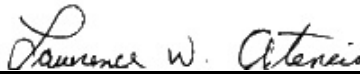
SECTION 4.

This Ordinance shall become effective January 1, 2022.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on December 13, 2021.

Final adoption of Ordinance by City Council on December 27, 2021.



President of City Council

Action by the Mayor:

☒ Approved on December 30, 2021.

☐ Disapproved on _____ based on the following objections:



Mayor

Action by City Council After Disapproval by the Mayor:

☐ Council did not act to override the Mayor's veto.

☐ Ordinance re-adopted on a vote of _____, on _____

☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST



Deputy City Clerk