

**Ordinance No. 17-2022**

**AN ORDINANCE AMENDING THE ESTABLISHED PAY PLAN FOR CITY OFFICERS AND EMPLOYEES**

**WHEREAS**, pursuant to Article III, Section 11 of the Charter of the City of Alamosa, and as referred to in Section 15-2 of the Code of Ordinances of the City of Alamosa, Council has adopted, by ordinance, the pay plan for City officers and employees. This plan establishes the pay range for all City job classifications. While Council reserves the right to amend this ordinance, the ordinance directs the City Manager to fix salaries within these ranges. Without formal Council approval the City Manager does not have authority to pay someone outside the established pay range; and

**WHEREAS**, the State minimum wage was addressed by two ballot measures, the first in 2006, which tied changes in the state minimum wage to inflation, and the second, Amendment 70, approved as a constitutional amendment in 2016, which raised the minimum wage from \$8.31 to \$9.30 per hour in 2017 and then increased it 90 cents each year until the wage reached \$12.00 in 2020. After 2020, changes in the minimum wage revert to tracking inflation, as per the 2006 law: and

**WHEREAS**, the bureau of labor statistics determined the rate of inflation in Colorado from the last half of 2021 to the first half of 2022 to be 9%, and the minimum wage is therefore increasing by 9% effective January 1, 2023: and

**WHEREAS**, the 9% increase in the minimum wage will impact the pay plan for the non-regular part-time positions from when Council had approved the 2022 pay plan approved in Ordinance 7-202; and

**WHEREAS**, implementation of the new minimum wage rate of \$13.65 per hour for these positions will ensure that the City is in compliance with the new state minimum wage for 2023; and

**WHEREAS**, the City recognizes the global inflation crises and will provide a cost of living adjustment to all other pay graded positions of 2% as of January 1, 2023,

**NOW THEREFORE BE IT HEREBY ORDAINED** by the City Council of Alamosa, Colorado as follows:

**Section 1.**

The current pay plan established for City officers and employees by Ordinance No. 16-2021 is hereby revoked and replaced in its entirety with the following:

**Pay Plan for City Officers and Employees**

The Salaries and Compensation of the Officers and Employees of the City hereinafter named shall be the respective sums or within the ranges appearing after the names of their offices:

**1. Pay Plan for Elected Officials**

|          | Salary Range |         |
|----------|--------------|---------|
|          | Low          | High    |
| Mayor*   | \$7,200      | \$7,200 |
| Council* | \$4,800      | \$4,800 |

*\*Annual salaries set by City Charter*

**2. Pay Grades by Job**

| PG       | Title                      | Department                        | SALARY RANGE    |                 |                 |
|----------|----------------------------|-----------------------------------|-----------------|-----------------|-----------------|
|          |                            |                                   | Minimum         | Market          | Maximum         |
| <b>B</b> |                            |                                   | <b>\$ 13.92</b> | <b>\$ 16.01</b> | <b>\$ 17.40</b> |
|          |                            |                                   | \$ 28,959.84    | \$ 33,300.80    | \$ 36,192.00    |
|          | Customer Service Assistant | Library                           |                 |                 |                 |
|          | Customer Service Assistant | Parks and Rec                     |                 |                 |                 |
| <b>C</b> |                            |                                   | <b>\$ 14.62</b> | <b>\$ 16.81</b> | <b>\$ 19.00</b> |
|          |                            |                                   | \$ 30,407.83    | \$ 34,964.80    | \$ 39,520.00    |
|          | Custodian                  | Facilities                        |                 |                 |                 |
|          | Library Technician         | Library                           |                 |                 |                 |
| <b>D</b> |                            |                                   | <b>\$ 16.08</b> | <b>\$ 18.49</b> | <b>\$ 20.91</b> |
|          |                            |                                   | \$ 33,448.62    | \$ 38,459.20    | \$ 43,492.80    |
|          | Maintenance Worker         | Facilities                        |                 |                 |                 |
|          | Maintenance Worker         | P&R - Community Rec               |                 |                 |                 |
|          | Administrative Assistant   | Public Works - Admin              |                 |                 |                 |
|          | Maintenance Worker         | Public Works - Sanitation         |                 |                 |                 |
|          | Maintenance Worker         | Public Works - Streets            |                 |                 |                 |
| <b>E</b> |                            |                                   | <b>\$ 17.69</b> | <b>\$ 20.34</b> | <b>\$ 23.00</b> |
|          |                            |                                   | \$ 36,795.20    | \$ 42,307.20    | \$ 47,840.00    |
|          | Accounting Clerk           | Finance                           |                 |                 |                 |
|          | Records Clerk              | Police                            |                 |                 |                 |
|          | Mechanic                   | Public Works - Fleet              |                 |                 |                 |
|          | Equipment Operator         | Public Works - Sanitation/Recycle |                 |                 |                 |
|          | Equipment Operator         | Public Works - Streets            |                 |                 |                 |
|          | Utilities Operator         | Public Works - Utility            |                 |                 |                 |

|          |   |  |                     |                     |                     |
|----------|---|--|---------------------|---------------------|---------------------|
|          | <b>W/WW Technician I</b>                                      | <b>Public Works - Utility</b>            |                     |                     |                     |
| <b>F</b> |   |  | <b>\$ 19.46</b>     | <b>\$ 22.38</b>     | <b>\$ 27.24</b>     |
|          |   |  | <b>\$ 40,476.80</b> | <b>\$ 46,550.40</b> | <b>\$ 56,659.20</b> |
|          | <b>Maintenance Technician</b>                                 | <b>Golf</b>                              |                     |                     |                     |
|          | <b>Assistant Golf Pro</b>                                     | <b>Golf</b>                              |                     |                     |                     |
|          | <b>Associate Librarian</b>                                    | <b>Library</b>                           |                     |                     |                     |
|          | <b>Maintenance Technician</b>                                 | <b>Parks and Recreation</b>              |                     |                     |                     |
|          | <b>Community Service Officer</b>                              | <b>Police</b>                            |                     |                     |                     |
|          | <b>Recycling Coordinator</b>                                  | <b>Public Works - Sanitation/Recycle</b> |                     |                     |                     |
|          | <b>Office Coordinator</b>                                     | <b>Public Works-Admin</b>                |                     |                     |                     |
| <b>G</b> |   |  | <b>\$ 21.41</b>     | <b>\$ 24.62</b>     | <b>\$ 29.97</b>     |
|          |   |  | <b>\$ 44,532.80</b> | <b>\$ 51,209.60</b> | <b>\$ 62,337.60</b> |
|          | <b>Public Relations &amp; Project Specialist</b>              | <b>City Mgr.</b>                         |                     |                     |                     |
|          | <b>Executive and Legal Assistant</b>                          | <b>City Mgr./Legal</b>                   |                     |                     |                     |
|          | <b>Deputy City Clerk/Courts</b>                               | <b>City Clerk/Municipal Court</b>        |                     |                     |                     |
|          | <b>Maintenance Technician/Crew Leader</b>                     | <b>P&amp;R - Community Rec</b>           |                     |                     |                     |
|          | <b>Maintenance Worker/Crew Leader</b>                         | <b>Facilities</b>                        |                     |                     |                     |
|          | <b>Office Supervisor</b>                                      | <b>P&amp;R - Community Rec</b>           |                     |                     |                     |
|          | <b>Office Coordinator/Evidence Custodian</b>                  | <b>Police</b>                            |                     |                     |                     |
|          | <b>Mechanic II</b>  | <b>Public Works - Fleet</b>              |                     |                     |                     |
|          | <b>Utilities Operator/Crew Leader</b>                         | <b>Public Works - Utility</b>            |                     |                     |                     |
|          | <b>W/WW Technician II</b>                                     | <b>Public Works - Utility</b>            |                     |                     |                     |
|          | <b>Planning Technician</b>                                    | <b>Development Services</b>              |                     |                     |                     |
|          | <b>Police Apprentice</b>                                      | <b>Police</b>                            |                     |                     |                     |
|          | <b>Equipment Operator/Crew Leader</b>                         | <b>Public Works - Streets</b>            |                     |                     |                     |
| <b>H</b> |   |  | <b>\$ 22.91</b>     | <b>\$ 26.35</b>     | <b>\$ 32.07</b>     |
|          |   |  | <b>\$ 47,652.80</b> | <b>\$ 54,808.00</b> | <b>\$ 66,705.60</b> |
|          | <b>IT Technician</b>  | <b>IT</b>                                |                     |                     |                     |
|          | <b>Recreation Program Supervisor</b>                          | <b>P&amp;R - Community Rec</b>           |                     |                     |                     |
|          | <b>Outdoor Recreation Supervisor &amp; Grants Coordinator</b> | <b>P&amp;R - Community Rec</b>           |                     |                     |                     |

|   |  |                                   |              |              |              |
|---|--|-----------------------------------|--------------|--------------|--------------|
| I |  |                                   | \$ 24.51     | \$ 28.19     | \$ 34.31     |
|   |  |                                   | \$ 50,980.80 | \$ 58,635.20 | \$ 71,373.12 |
|   | Accountant                                   | Finance                           |              |              |              |
|   | Police Officer                               | Police                            |              |              |              |
|   | Sanitation Supervisor                        | Public Works - Sanitation/Recycle |              |              |              |
|   | W/WW Technician III                          | Public Works - Utility            |              |              |              |
| J |  |                                   | \$ 26.23     | \$ 30.16     | \$ 36.72     |
|   |  |                                   | \$ 54,558.40 | \$ 62,732.80 | \$ 76,381.76 |
|   | Facilities Maintenance Manager               | Facilities                        |              |              |              |
|   | Golf Course Superintendent                   | Golf                              |              |              |              |
|   | Police Corporal                              | Police                            |              |              |              |
|   | Parks Maintenance Supervisor                 | Parks and Recreation              |              |              |              |
|   | Utility Supervisor                           | Public Works - Utility            |              |              |              |
|   | Investigator                                 | Police                            |              |              |              |
|   | Streets Supervisor                           | Public Works - Streets            |              |              |              |
| K |  |                                   | \$ 28.07     | \$ 32.28     | \$ 39.30     |
|   |  |                                   | \$ 58,385.60 | \$ 67,142.40 | \$ 81,744.00 |
|   | Non-certified Behavioral Health Co-Responder |                                   |              |              |              |
|   | Golf Pro                                     | Golf                              |              |              |              |
|   | Recreation Manager                           | P&R - Community Rec               |              |              |              |
|   | Parks Maintenance Manager                    | Parks and Recreation              |              |              |              |
|   | Fleet Manager                                | Public Works - Fleet              |              |              |              |
|   | Water /WW Plant Operator                     | Public Works - Utility            |              |              |              |
|   | Sanitation Manager                           | Public Works - Sanitation/Recycle |              |              |              |
| L |  |                                   | \$ 30.03     | \$ 34.53     | \$ 42.04     |
|   |  |                                   | \$ 62,462.40 | \$ 71,822.40 | \$ 87,443.20 |
|   | Building Official                            | Development Services              |              |              |              |
|   | Planning/Development Specialist              | Development Services              |              |              |              |
|   | IT Systems Analyst                           | IT                                |              |              |              |
|   | Library Manager                              | Library                           |              |              |              |
|   | Police Sergeant                              | Police                            |              |              |              |
|   | Streets Manager                              | Public Works - Streets            |              |              |              |

|          |  |                            |                     |                     |                      |
|----------|--|----------------------------|---------------------|---------------------|----------------------|
| <b>M</b> |  |                            | <b>\$ 33.03</b>     | <b>\$ 37.98</b>     | <b>\$ 46.24</b>      |
|          |  |                            | <b>\$ 68,702.40</b> | <b>\$ 78,998.40</b> | <b>\$ 96,179.20</b>  |
|          | Certified Behavioral Health Co-Responder |                            |                     |                     |                      |
|          | City Clerk/Court Administrator           | City Clerk/Municipal Court |                     |                     |                      |
| <b>N</b> |  |                            | <b>\$ 35.34</b>     | <b>\$ 40.64</b>     | <b>\$ 49.48</b>      |
|          |  |                            | <b>\$ 73,507.20</b> | <b>\$ 84,531.20</b> | <b>\$ 102,918.40</b> |
|          | Economic Development Director            | Econ Dev                   |                     |                     |                      |
|          | Police Captain - Support Services        | Police                     |                     |                     |                      |
|          | Utility Superintendent                   | Public Works - Utility     |                     |                     |                      |
| <b>O</b> |  |                            | <b>\$ 37.11</b>     | <b>\$ 42.68</b>     | <b>\$ 51.95</b>      |
|          |  |                            | <b>\$ 77,188.80</b> | <b>\$ 88,774.40</b> | <b>\$ 108,056.00</b> |
|          | Development Services Director            | Development Services       |                     |                     |                      |
|          | Fire Chief                               | Fire                       |                     |                     |                      |
|          | HR/Risk Manager                          | Human Resources            |                     |                     |                      |
|          | Parks and Recreation Director            | Parks and Recreation       |                     |                     |                      |
|          | Police Captain - Operations              | Police                     |                     |                     |                      |
| <b>P</b> |  |                            | <b>\$ 44.53</b>     | <b>\$ 51.21</b>     | <b>\$ 62.34</b>      |
|          |  |                            | <b>\$ 92,622.40</b> | <b>106,516.80</b>   | <b>\$ 129,667.20</b> |
|          | Finance Director                         | Finance                    |                     |                     |                      |
|          | IT Director                              | IT                         |                     |                     |                      |
|          | Public Works Director                    | Public Works - Admin       |                     |                     |                      |
| <b>Q</b> |  |                            | <b>\$ 46.76</b>     | <b>\$ 53.77</b>     | <b>\$ 65.46</b>      |
|          |  |                            | <b>\$ 97,260.80</b> | <b>111,841.60</b>   | <b>\$ 136,156.80</b> |
|          | City Attorney                            | Legal                      |                     |                     |                      |
|          | Police Chief                             | Police                     |                     |                     |                      |

### 3. Pay Plan for Council Appointed Employees:

City Manager

Salary Established by Contract

Municipal Judge

Salary Established by Contract

**4. Pay Plan for non-regular Part-Time Employees (hourly, unless otherwise noted):**

|                                   |         |         |
|-----------------------------------|---------|---------|
| Cart/Range Attendant              | \$13.65 | \$15.74 |
| Student Intern                    | \$13.65 | \$15.74 |
| Recreation Specialist             | \$14.61 | \$17.53 |
| Recreation Instructor (per class) | \$13.65 | \$33.03 |
| Score Keeper                      | \$13.65 | \$16.83 |
| Ice Monitor (PRN)                 | \$14.32 | \$19.82 |
| Sports Official (pay per game)    | \$16.52 | \$29.73 |
| Site Supervisor, PRN              | \$14.17 | \$19.62 |

**Section 2.** Where a pay range is provided herein, the City Manager is authorized and directed to fix the compensation of such employees within such pay ranges. The City Council reserves the right to change compensation provided herein at any time.

**Section 3.** Other compensation, allowances, bonuses, etc. for Council appointed employees may be set, by Council, through contract. Such items, if any, for regular employees shall be determined by the City Manager within the amounts established. The City Manager may issue a pay increase to employees based on their performance evaluation not to exceed 3% of their current salary. The City may offer an education reimbursement to eligible employees per separate policy.

**Section 4. General Repealer.** All other acts, orders, ordinances, resolutions, or positions thereof in conflict with the sections adopted in this Ordinance, are hereby repealed to the extent of such conflict.

**Section 5. Recording and Authentication.** This ordinance, immediately upon its passage, shall be authenticated by the signatures of the Mayor and City Clerk, recorded in the City book of Resolutions kept for that purpose.

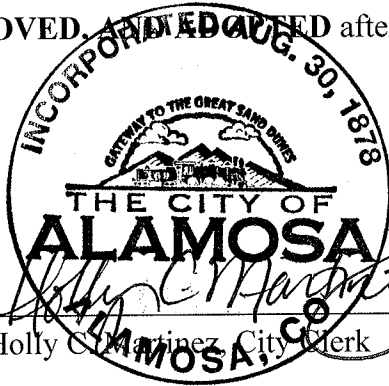
**Section 6. Publication and Effective Date.** This ordinance shall take effect ten days after final publication. Publication both before and after final passage shall be by the title of this ordinance, which Council determines constitutes a sufficient summary of the ordinance, together with the statement that the full text of the ordinance is available for public inspection acquisition on the City's website and in the office of the City Clerk.

**Section 7. Declaration of Public Interest.** This ordinance is necessary to preserve the peace, health, safety, welfare, and to serve the best interest of the citizens of the City of Alamosa, Colorado.

**Section 8. NON-Codification.** The City Clerk is directed to ensure that the provisions of this ordinance **ARE NOT** codified in the Code of Ordinances of the City of Alamosa.

**INTRODUCED, READ AND APPROVED** on first reading the 5<sup>th</sup> day of October 2022, and ordered published by title and reference as provided by law with notice of a public hearing to be held for consideration of the adoption of said ordinance on the 19<sup>th</sup> day of October 2022, at 7:00 p.m., or as soon thereafter as the matter may be heard, or on such subsequent date to which the public hearing or Council consideration may be continued.

~~APPROVED, AND ADOPTED~~ after public hearing this 19<sup>th</sup> day of October 2022.



Attest:

*Holly C. Martinez*  
Holly C. Martinez, City Clerk

By:

*Ty Coleman*  
Ty Coleman, Mayor