

STATE OF COLORADO
COUNTY OF GILPIN
CITY OF BLACK HAWK

COUNCIL BILL NUMBER: CB6

ORDINANCE NUMBER: 2016-6

TITLE: AN ORDINANCE ADOPTING THE CITY OF BLACK HAWK 2016 PAY PLAN

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BLACK HAWK, GILPIN COUNTY:

Section 1. The City of Black Hawk 2016 Pay Plan, attached hereto and incorporated herein by this reference is hereby adopted, to be effective upon the effective date of this Ordinance.

Section 2. Safety Clause. The Board of Aldermen hereby finds, determines, and declares that this Ordinance is promulgated under the general police power of the City of Black Hawk, that it is promulgated for the health, safety, and welfare of the public, and that this Ordinance is necessary for the preservation of health and safety and for the protection of public convenience and welfare. The Board of Aldermen further determines that the Ordinance bears a rational relation to the proper legislative object sought to be attained.

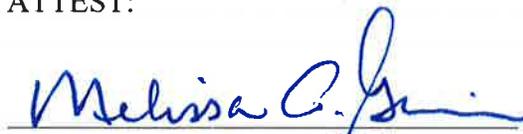
Section 3. Severability. If any clause, sentence, paragraph, or part of this Ordinance or the application thereof to any person or circumstances shall for any reason be adjudged by a court of competent jurisdiction invalid, such judgment shall not affect application to other persons or circumstances.

Section 4. Effective Date. The City Clerk is directed to post the Ordinance as required by the Charter. This Ordinance shall become effective upon posting by the City Clerk.

READ, PASSED AND ORDERED POSTED this 23rd day of March, 2016.


David D. Spellman, Mayor

ATTEST:


Melissa A. Greiner, City Clerk



**2016 Hiring Range
Approved by
City Council
March 23, 2016**

Black Hawk Job Titles	2016 Survey City Average Minimum	2016 Black Hawk Hiring Minimum	2016 Black Hawk Hiring Maximum
Administrative Services			
Administrative Services Director	\$110,739	\$121,813	\$140,085
Human Resources Generalist	\$51,923	\$57,115	\$65,682
Executive Administrative Assistant	\$47,552	\$52,307	\$60,154
Deputy City Clerk	\$47,417	\$52,159	\$59,983
Community Planning & Development			
CP&D Administrator	\$79,735	\$87,708	\$100,864
Administrative Assistant	\$47,552	\$52,307	\$60,154
Permit Technician	\$39,999	\$43,998	\$50,598
Finance Department			
Finance Director	\$110,376	\$121,414	\$139,626
Accountant	\$51,090	\$56,199	\$64,629
IT Manager	\$85,222	\$93,744	\$107,806
IT Support Technician	\$50,231	\$55,254	\$63,542
Fire Department			
Fire Chief	\$110,636	\$121,699	\$139,954
Fire Captain	\$81,578	\$89,736	\$103,197
Fire Lieutenant	\$78,853	\$86,739	\$99,749
Fire Inspector	\$57,739	\$63,512	\$73,039
Fire Engineer	\$69,928	\$76,921	\$88,459
Senior Firefighter	\$54,283	\$59,712	\$68,668
Firefighter	\$47,020	\$51,722	\$59,481
Police Department			
PD Admin			
Police Chief	\$112,538	\$123,791	\$142,360
Police Commander	\$93,380	\$102,718	\$118,125
Police Sergeant	\$80,077	\$88,084	\$101,297
Police Detective	\$57,406	\$63,146	\$72,618
Police Officer I	\$54,282	\$59,710	\$68,667
Police Officer II	\$62,406	\$68,647	\$78,944
Police Officer III	\$64,590	\$71,049	\$81,706
Police Officer IV	\$64,426	\$70,868	\$81,498
Administrative Assistant Training Coordinator	\$47,552	\$52,307	\$60,154
Police Property Evidence Technician	\$42,631	\$46,894	\$53,929
PD Records			
Police Records Supervisor	\$52,154	\$57,369	\$65,975
Police Rec Specialist/Mun Ct Clerk	\$36,301	\$39,931	\$45,921
Communications			
Communications Officer I	\$41,700	\$45,870	\$52,751
Communications Officer II	\$47,418	\$52,159	\$59,983
Public Works Department			
PW Admin			
Public Works Director	\$108,823	\$119,705	\$137,661
Senior Civil Engineer/Water Resources	\$75,628	\$83,190	\$95,669
Senior Civil Engineer	\$75,419	\$82,961	\$95,406
GIS Analyst/Eng Assoc	\$55,627	\$61,190	\$70,368
AA PW	\$47,552	\$52,307	\$60,154
Facilities			
Facilities Maint Supervisor	\$60,739	\$66,813	\$76,835
Facilities Maint Worker	\$40,262	\$44,288	\$50,931
Fleet			
Fleet Superintendent	\$75,775	\$83,352	\$95,855
Fleet Pur & Inv Asst	\$47,552	\$52,307	\$60,154
Fleet Technician I	\$42,594	\$46,853	\$53,881
Fleet Technician II	\$44,893	\$49,383	\$56,790
Fleet Technician Aide	\$27,053	\$29,758	\$34,222
Streets			
Street Superintendent	\$78,801	\$86,681	\$99,683
Street Maint Worker I	\$36,359	\$39,995	\$45,994
Street Maint Worker II	\$40,757	\$44,833	\$51,557
Water Ops			
Water Superintendent	\$76,778	\$84,456	\$97,124
Utility Operator I	\$38,156	\$41,972	\$48,268
Utility Operator II	\$44,726	\$49,199	\$56,579
Utility Operator III	\$44,734	\$49,207	\$56,589
Utility Operator IV	\$48,780	\$53,657	\$61,706

**2016 Market Adjustment
Amended and Approved by
City Council
March 23, 2016**

Black Hawk Job Titles	2015 Survey City Average Minimum	2016 Survey City Average Minimum	2016 Survey City Average Variance	2016 Survey City Average with 2.75% Floor
Administrative Services				
Administrative Services Director	\$111,803	\$115,219	3.06%	3.06%
Human Resources Generalist	\$54,465	\$56,049	2.91%	2.91%
Executive Administrative Assistant	\$47,120	\$47,919	1.70%	2.75%
Deputy City Clerk	\$47,058	\$48,393	2.84%	2.84%
Community Planning & Development				
CP&D Administrator	\$79,248	\$80,465	1.54%	2.75%
Executive Assistant CP&D	\$47,120	\$47,919	1.70%	2.75%
CP&D Permit Technician	\$40,112	\$40,612	1.25%	2.75%
Finance Department				
Finance Director	\$108,718	\$111,984	3.00%	3.00%
Accountant	\$50,574	\$51,433	1.70%	2.75%
IT Manager	\$83,444	\$86,015	3.08%	3.08%
IT Support Technician	\$49,472	\$50,663	2.41%	2.75%
Fire Department				
Fire Chief	\$117,192	\$122,423	4.46%	4.46%
Fire Captain	\$91,017	\$96,196	5.69%	5.69%
Fire Lieutenant	\$78,636	\$82,928	5.46%	5.46%
Fire Inspector	\$62,324	\$64,346	3.24%	3.24%
Fire Engineer	\$74,182	\$77,395	4.33%	4.33%
Senior Firefighter	\$59,748	\$62,048	3.85%	3.85%
Firefighter	\$52,531	\$54,543	3.83%	3.83%
Police Department				
PD Admin				
Police Chief	\$110,033	\$113,695	3.33%	3.33%
Police Commander	\$91,840	\$95,646	4.14%	4.14%
Police Sergeant	\$78,150	\$82,152	5.12%	5.12%
Police Detective	\$54,393	\$55,932	2.83%	2.83%
Police Officer I	\$53,353	\$54,909	2.92%	2.92%
Police Officer II	\$60,008	\$62,128	3.53%	3.53%
Police Officer III	\$66,954	\$69,499	3.80%	3.80%
Police Officer IV	\$73,321	\$75,538	3.02%	3.02%
Administrative Assistant Training Coordinator	\$47,120	\$47,919	1.70%	2.75%
Police Property Evidence Technician	\$43,017	\$43,661	1.50%	2.75%
PD Records				
Police Records Supervisor	\$50,886	\$52,005	2.20%	2.75%
Police Rec Specialist/Mun Ct Clerk	\$36,092	\$36,832	2.05%	2.75%
Communications				
Communications Officer I	\$41,335	\$42,170	2.02%	2.75%
Communications Officer II	\$46,419	\$47,418	2.15%	2.75%
Public Works Department				
PW Admin				
Public Works Director	\$107,591	\$110,417	2.63%	2.75%
Senior Civil Engineer/Water Resources	\$76,268	\$79,122	3.74%	3.74%
Senior Civil Engineer	\$75,286	\$77,104	2.41%	2.75%
GIS Analyst/Eng Assoc	\$53,912	\$55,803	3.51%	3.51%
AA PW	\$47,120	\$47,919	1.70%	2.75%
Facilities				
Facilities Maint Supervisor	\$61,238	\$62,393	1.89%	2.75%
Facilities Maint Worker	\$39,665	\$40,776	2.80%	2.80%
Fleet				
Fleet Superintendent	\$74,594	\$76,896	3.09%	3.09%
Fleet Pur & Inv Asst	\$47,120	\$47,919	1.70%	2.75%
Fleet Technician I	\$42,370	\$43,092	1.70%	2.75%
Fleet Technician II	\$44,385	\$45,149	1.72%	2.75%
Fleet Technician Aide	\$26,572	\$27,014	1.66%	2.75%
Streets				
Street Superintendent	\$77,488	\$79,488	2.58%	2.75%
Street Maint Worker I	\$35,105	\$36,040	2.66%	2.75%
Street Maint Worker II	\$39,602	\$40,628	2.59%	2.75%
Water Ops				
Water Superintendent	\$75,409	\$76,895	1.97%	2.75%
Utility Operator I	\$37,537	\$38,312	2.07%	2.75%
Utility Operator II	\$43,189	\$43,721	1.23%	2.75%
Utility Operator III	\$43,577	\$44,734	2.66%	2.75%
Utility Operator IV	\$48,204	\$48,780	1.19%	2.75%