

STATE OF COLORADO  
COUNTY OF GILPIN  
CITY OF BLACK HAWK

COUNCIL BILL NUMBER: CB27

ORDINANCE NUMBER: 2018-27

**TITLE: AN ORDINANCE ADOPTING THE CITY OF BLACK HAWK 2019  
COMPENSATION PLAN**

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

Section 1. The City of Black Hawk 2019 Compensation Plan, attached hereto and incorporated herein by this reference is hereby adopted, to be effective January 1, 2019.

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 14<sup>th</sup> day of November, 2018.

  
David D. Spellman, Mayor

ATTEST:

  
Melissa A. Greiner, CMC, City Clerk



## 2018 Draft Salary Ranges

Black Hawk Job Titles	2019 Draft Salary Range		
	Minimum	Mid-Point	Maximum
<b>Administrative Services</b>			
City Clerk/Administrative Services Director	\$132,689	\$152,592	\$172,496
Human Resources Generalist	\$62,215	\$71,547	\$80,879
Administrative Assistant	\$44,122	\$50,741	\$57,360
Deputy City Clerk	\$56,816	\$65,338	\$73,861
<b>Community Planning &amp; Development</b>			
CP&D Administrator	\$95,539	\$109,870	\$124,201
Executive Administrative Assistant CP&D	\$56,978	\$65,524	\$74,071
CP&D Permit Technician	\$47,927	\$55,116	\$62,305
<b>Finance Department</b>			
Finance Director	\$132,254	\$152,092	\$171,930
Accountant	\$61,217	\$70,399	\$79,582
IT Manager	\$101,313	\$116,511	\$131,708
IT Systems Analyst	\$80,625	\$92,719	\$104,813
<b>Fire Department</b>			
Fire Chief	\$138,637	\$159,433	\$180,228
Fire Captain	\$99,267	\$114,157	\$129,047
Fire Lieutenant	\$94,540	\$108,721	\$122,902
Fire Inspector	\$69,183	\$79,561	\$89,938
Firefighter	\$57,831	\$66,505	\$75,180
Senior Firefighter	\$60,722	\$69,830	\$78,939
Fire Engineer	\$63,758	\$73,322	\$82,886
Executive Administrative Assistant FD	\$56,978	\$65,524	\$74,071
<b>Police Department</b>			
<b>PD Admin</b>			
Police Chief	\$134,844	\$155,071	\$175,297
Police Commander	\$111,889	\$128,672	\$145,455
Police Sergeant	\$95,949	\$110,341	\$124,734
Police Officer I	\$65,042	\$74,798	\$84,554
Police Officer II	\$68,294	\$78,538	\$88,782
Police Officer III	\$71,708	\$82,465	\$93,221
Police Officer IV	\$75,294	\$86,588	\$97,882
Police Detective	\$79,059	\$90,917	\$102,776
Executive Administrative Assistant/Training Coordinator PD	\$56,978	\$65,524	\$74,071
Police Property Evidence Technician	\$51,081	\$58,744	\$66,406
<b>Police Records Supervisor</b>			
Police Records Supervisor	\$62,492	\$71,865	\$81,239
Police Rec Specialist/Mun Ct Clerk	\$43,497	\$50,021	\$56,546
<b>Communications</b>			
Communications Officer I	\$49,966	\$57,460	\$64,955
Communications Officer II	\$52,464	\$60,333	\$68,203
<b>Public Works Department</b>			
<b>PW Admin</b>			
Public Works Director	\$130,393	\$149,952	\$169,511
Senior Civil Engineer/Water Resources	\$90,618	\$104,211	\$117,803
Senior Civil Engineer	\$88,273	\$101,513	\$114,754
GIS Analyst/Eng Assoc	\$66,653	\$76,651	\$86,649
Executive Administrative Assistant PW	\$56,978	\$65,524	\$74,071
<b>Facilities</b>			
Facilities Maint Supervisor	\$72,778	\$83,695	\$94,612
Facilities Maint Worker	\$48,242	\$55,479	\$62,715
<b>Fleet</b>			
Fleet Superintendent	\$90,795	\$104,414	\$118,033
Fleet Pur & Inv Asst	\$56,978	\$65,524	\$74,071
Fleet Technician I	\$49,938	\$57,429	\$64,920
Fleet Technician II	\$52,435	\$60,301	\$68,166
Fleet Custodian	\$32,591	\$37,480	\$42,368
<b>Streets</b>			
Street Superintendent	\$94,420	\$108,583	\$122,746
Street Maint Worker I	\$43,565	\$50,100	\$56,635
Street Maint Worker II	\$45,744	\$52,605	\$59,467
<b>Water Ops</b>			
Water Superintendent	\$92,875	\$106,806	\$120,737
Utility Operator I	\$45,719	\$52,577	\$59,435
Utility Operator II	\$48,005	\$55,206	\$62,407
Utility Operator III	\$50,406	\$57,967	\$65,527
Utility Operator IV	\$52,926	\$60,865	\$68,804