

STATE OF COLORADO  
COUNTY OF GILPIN  
CITY OF BLACK HAWK

COUNCIL BILL NUMBER: CB27

ORDINANCE NUMBER: 27-2019

**TITLE: AN ORDINANCE ADOPTING THE CITY OF BLACK HAWK 2020 PAY PLAN**

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

Section 1. The City of Black Hawk 2020 Pay Plan, attached hereto and incorporated herein by this reference is hereby adopted, to be effective upon the effective date of this Ordinance.

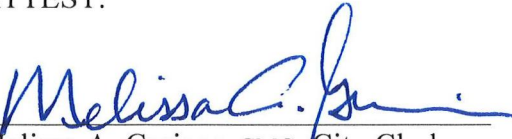
Section 2. Safety Clause. The City Council hereby finds, determines, and declares that this Ordinance is promulgated under the general police power of the City of Black Hawk, that it is promulgated for the health, safety, and welfare of the public, and that this Ordinance is necessary for the preservation of health and safety and for the protection of public convenience and welfare. The City Council 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 11<sup>th</sup> day of December 2019.

ATTEST:

  
Melissa A. Greiner, CMC, City Clerk

  
David D. Spellman, Mayor



## 2020 Draft Salary Ranges

Black Hawk Job Titles	2020 Draft Salary Range		
	Minimum	Mid-Point	Maximum
<b>Administrative Services</b>			
City Clerk/Administrative Services Director	\$137,214	\$157,796	\$178,378
Senior Human Resources Analyst	\$78,753	\$90,566	\$102,379
Human Resources Generalist	\$64,336	\$73,987	\$83,637
Executive Administrative Assistant	\$58,921	\$67,759	\$76,597
Administrative Assistant	\$45,627	\$52,472	\$59,316
Deputy City Clerk	\$58,753	\$67,566	\$76,379
<b>Community Planning &amp; Development</b>			
CP&D Director	\$134,810	\$155,031	\$175,253
Development Services Coordinator	\$58,921	\$67,759	\$76,597
Executive Administrative Assistant	\$58,921	\$67,759	\$76,597
CP&D Permit Technician	\$49,561	\$56,995	\$64,429
<b>Finance Department</b>			
Finance Director	\$136,764	\$157,279	\$177,793
Senior Accountant	\$77,240	\$88,826	\$100,411
Accountant	\$63,304	\$72,800	\$82,295
IT Manager	\$104,768	\$120,484	\$136,199
IT Systems Analyst	\$83,375	\$95,881	\$108,387
<b>Fire Department</b>			
Fire Chief	\$143,365	\$164,869	\$186,374
Fire Captain	\$102,652	\$118,049	\$133,447
Fire Lieutenant	\$97,763	\$112,428	\$127,093
Fire Inspector	\$71,542	\$82,274	\$93,005
Firefighter	\$59,803	\$68,773	\$77,743
Senior Firefighter	\$62,793	\$72,212	\$81,631
Fire Engineer	\$65,932	\$75,822	\$85,712
Executive Administrative Assistant FD	\$58,921	\$67,759	\$76,597
<b>Police Department</b>			
PD Admin			
Police Chief	\$139,442	\$160,358	\$181,275
Police Commander	\$115,704	\$133,060	\$150,415
Police Sergeant	\$99,221	\$114,104	\$128,987
Police Recruit	\$61,429	\$70,644	\$79,857
Police Officer I	\$67,260	\$77,348	\$87,437
Police Officer II	\$70,623	\$81,216	\$91,809
Police Officer III	\$74,154	\$85,277	\$96,400
Police Officer IV	\$77,861	\$89,541	\$101,220
Police Detective	\$81,754	\$94,018	\$106,281
Executive Administrative Assistant/Training Coordinator PD	\$58,921	\$67,759	\$76,597
Police Property Evidence Technician	\$52,823	\$60,747	\$68,670
Police Records Supervisor	\$64,623	\$74,316	\$84,009
Police Rec Specialist/Mun Ct Clerk	\$44,980	\$51,727	\$58,474
<b>Communications</b>			
Communications Officer I	\$51,669	\$59,420	\$67,170
Communications Officer II	\$54,253	\$62,391	\$70,529
<b>Public Works Department</b>			
PW Admin			
Public Works Director	\$134,839	\$155,065	\$175,291
Senior Civil Engineer/Water Resources	\$93,708	\$107,764	\$121,821
Senior Civil Engineer	\$91,283	\$104,975	\$118,667
GIS Analyst/Eng Assoc	\$68,926	\$79,265	\$89,604
Executive Administrative Assistant PW	\$58,921	\$67,759	\$76,597
<b>Facilities</b>			
Facilities Maint Supervisor	\$75,260	\$86,549	\$97,838
Facilities Maint Worker	\$49,887	\$57,370	\$64,854
<b>Fleet</b>			
Fleet Superintendent	\$93,891	\$107,974	\$122,058
Fleet Pur & Inv Asst	\$58,921	\$67,759	\$76,597
Fleet Technician I	\$51,641	\$59,388	\$67,134
Fleet Technician II	\$54,223	\$62,357	\$70,490
Fleet Custodian	\$33,703	\$38,758	\$43,813
<b>Streets</b>			
Street Superintendent	\$97,640	\$112,286	\$126,932
Street Maint Worker I	\$45,051	\$51,809	\$58,566
Street Maint Worker II	\$47,304	\$54,399	\$61,495
<b>Water Ops</b>			
Water Superintendent	\$96,042	\$110,448	\$124,854
Utility Operator I	\$47,278	\$54,370	\$61,462
Utility Operator II	\$49,642	\$57,089	\$64,535
Utility Operator III	\$52,125	\$59,943	\$67,762
Utility Operator IV	\$54,731	\$62,940	\$71,150