

Ordinance No. 7-2022

AN ORDINANCE AMENDING THE ESTABLISHED PAY PLAN FOR CITY OFFICERS AND EMPLOYEES TO ACCOMMODATE A NEW CO-RESPONDER POSITION

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, City Council provided direction to staff to create a Co-Responder program; and

WHEREAS, The Co-Responder program pairs law enforcement and behavioral health specialists to respond to behavioral health and substance use-related calls for police services. These teams utilize the combined expertise of the officer and the behavioral health specialist to de-escalate situations and help link people with behavioral health issues to appropriate services; and

WHEREAS, the program goals are prevention of unnecessary incarceration and/or hospitalization of mentally ill individuals, provide alternate care in the least restrictive environment, prevent duplication of mental health services, and facilitate the return of law enforcement units to patrol activities; and

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. 1-2022 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
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Mayor*	\$7,200	\$7,200
Council*	\$4,800	\$4,800
<i>*Annual salaries set by City Charter</i>		

2. Pay Grades by Job

Job Title	Department	Minimum	Market	Maximum
B		\$ 13.65	\$ 15.70	\$ 17.06
		\$ 28,392.00	\$ 32,656.00	\$ 35,484.80
Customer Service Assistant	Library			
Customer Service Assistant	Parks and Rec			
C		\$ 14.33	\$ 16.48	\$ 18.63
		\$ 29,811.60	\$ 34,278.40	\$ 38,750.40
Custodian	Facilities			
Library Technician	Library			
D		\$ 15.77	\$ 18.13	\$ 20.50
		\$ 32,792.76	\$ 37,710.40	\$ 42,640.00
Maintenance Worker	Facilities			
Maintenance Worker	P&R - Community Rec			
Administrative Assistant	Public Works - Admin			
Maintenance Worker	Public Works - Sanitation			
Maintenance Worker	Public Works - Streets			
E		\$ 17.34	\$ 19.94	\$ 22.54
		\$ 36,067.20	\$ 41,475.20	\$ 46,883.20
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			
W/WW Technician I	Public Works - Utility			
F		\$ 19.07	\$ 21.93	\$ 26.70
		\$ 39,665.60	\$ 45,614.40	\$ 55,536.00
Maintenance Technician	Golf			
Assistant Golf Pro	Golf			
Associate Librarian	Library			
Maintenance Technician	Parks and Recreation			
Community Service Officer	Police			
Recycling Coordinator	Public Works - Sanitation/Recycle			
Office Coordinator	Public Works-Admin			
G		\$ 20.98	\$ 24.13	\$ 29.37
		\$ 43,638.40	\$ 50,190.40	\$ 61,089.60

Public Relations & Project Specialist	City Mgr.			
Executive and Legal Assistant	City Mgr./Legal			
Deputy City Clerk/Courts	City Clerk/Municipal Court			
Maintenance Technician/Crew Leader	P&R - Community Rec			
Maintenance Worker/Crew Leader	Facilities			
Office Supervisor	P&R - Community Rec			
Office Coordinator/Evidence Custodian	Police			
Mechanic II	Public Works - Fleet			
Utilities Operator/Crew Leader	Public Works - Utility			
W/WW Technician II	Public Works - Utility			
Planning Technician	Development Services			
Equipment Operator/Crew Leader	Public Works - Streets			
H		\$ 22.45	\$ 25.82	\$ 31.43
		\$ 46,696.00	\$ 53,705.60	\$ 65,374.40
IT Technician	IT			
Recreation Program Supervisor	P&R - Community Rec			
Outdoor Recreation Supervisor and Grants Coordinator	P&R - Community Rec			
I		\$ 24.02	\$ 27.62	\$ 33.63
		\$ 49,961.60	\$ 57,449.60	\$ 69,946.24
Accountant	Finance			
Police Officer	Police			
Sanitation Supervisor	Public Works - Sanitation/Recycle			
W/WW Technician III	Public Works - Utility			
J		\$ 25.70	\$ 29.56	\$ 35.98
		\$ 53,456.00	\$ 61,484.80	\$ 74,838.40
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		\$ 27.50	\$ 31.63	\$ 38.50
		\$ 57,200.00	\$ 65,790.40	\$ 80,080.00
Non-Certified Behavioral Health Co-Responder	Police			
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		\$ 29.43	\$ 33.84	\$ 41.20

		\$ 61,214.40	\$ 70,387.20	\$ 85,696.00
Building Official	Development Services			
Planning/Development Specialist	Development Services			
IT Systems Analyst	IT			
Library Manager	Library			
Police Sergeant	Police			
Streets Manager	Public Works - Streets			
M		\$ 32.37	\$ 37.23	\$ 45.32
		\$ 67,329.60	\$ 77,438.40	\$ 94,265.60
Certified Behavioral Health Co-Responder	Police			
City Clerk/Court Administrator	City Clerk/Municipal Court			
N		\$ 34.64	\$ 39.84	\$ 48.50
		\$ 72,051.20	\$ 82,867.20	\$ 100,880.00
Economic Development Director	Econ Dev			
Police Captain - Support Services	Police			
Utility Superintendent	Public Works - Utility			
O		\$ 36.37	\$ 41.83	\$ 50.92
		\$ 75,649.60	\$ 87,006.40	\$ 105,913.60
Development Services Director	Development Services			
Fire Chief	Fire			
HR/Risk Manager	Human Resources			
Parks and Recreation Director	Parks and Recreation			
Police Captain - Operations	Police			
P		\$ 43.64	\$ 50.19	\$ 61.10
		\$ 90,771.20	\$ 104,395.20	\$ 127,088.00
Finance Director	Finance			
IT Director	IT			
Public Works Director	Public Works - Admin			
Q		\$ 45.82	\$ 52.69	\$ 64.15
		\$ 95,305.60	\$ 109,595.20	\$ 133,432.00
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	\$12.56	\$14.44
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Student Intern	\$12.56	\$14.44
Recreation Specialist	\$13.40	\$16.08
Recreation Instructor (per class)	\$12.56	\$30.30
Score Keeper	\$12.56	\$15.44
Ice Monitor (PRN)	\$13.13	\$18.18
Sports Official (pay per game)	\$15.15	\$27.27
Site Supervisor, PRN	\$13.00	\$18.00

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. City Manager may pay a bonus to employees at the top of their pay grade based on their performance evaluation not to exceed 4% of 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 16th day of March, 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 6th day of April,

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 6th day of April, 2022.

By: _____
Ty Coleman, Mayor

Attest: _____
Holly C. Martinez, City Clerk