



City of Arvada

City Council Agenda

NOVEMBER 18, 2025

Councilmembers:

Lauren Simpson, Mayor
Randy Moorman, Mayor Pro-Tem
Shawna Ambrose, District 2
Sharon Davis, At large
Bob Fifer, District 4
Michael P. Griffith, At large
Rebecka Lovisone, District 3

Staff Members Usually Present:

Don Wick, City Manager
Linda Haley, Deputy City Manager
Allison Scheck, Deputy City Manager
Rachel Morris, City Attorney
Jacqueline Rhoades, Director of Infrastructure
Jessica Garner, Director of Community & Econ. Dev.
Bryan Archer, Chief Financial Officer
Gabriella Bommer, Director of Human Resources
Ryan Stevenson, Director of Vibrant Community & Neighborhoods
Rachael Kuroiwa, Director of Communications & Engagement
Ed Brady, Chief of Police
Kristen Rush, City Clerk

Info: 720-898-7550

THIRD FLOOR CONFERENCE ROOM
EXECUTIVE SESSION
5:00 P.M.

Legal Advice, Pursuant to CRS 24-6-402(4)(b) Relating to Open Meetings and Meeting Process

REGULAR MEETING
CITY COUNCIL CHAMBERS
6:00 P.M.

1. Call to Order - 6:00 PM
2. Moment of Reflection and Pledge of Allegiance - Councilmember Davis
3. Roll Call of Councilmembers
4. Approval of Minutes
 - A. October 7, 2025; October 21, 2025; and November 11, 2025, City Council Meetings
5. Recognitions and Communications
 - A. Proclamation for Colorado Crash Responder Safety Week - Presented by Councilmember Fifer
 - B. Proclamation for Small Business Saturday - Presented by Councilmember Ambrose
6. Presentations
 - A. 2025 Third Quarter Financial Report
 - B. Love, Inc.
7. Public Comment on Issues not Scheduled on Agenda - Three Minute Limit
8. New Business
 - A. Consent Agenda
 1. R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of

Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87

2. R25-104, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and Jefferson County School District Regarding MS4 Permit Coverage
3. R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center
4. R25-106, A Resolution Authorizing Change Order #2 to an Agreement By and Between the City of Arvada and NexCivil Engineering and Construction LLC for 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24
5. R25-107, A Resolution Adopting the Pay Plan for Fiscal Year 2026
6. R25-108, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Alexa Visscher Appointing Her as a Municipal Court Relief Judge for 2026
7. R25-109, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Charles Tingle Appointing him as a Municipal Court Relief Judge for 2026
8. R25-110, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Barbara Henk Appointing Her as a Municipal Court Relief Judge for 2026
9. R25-111, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Jenness Ivie Appointing Her as a Municipal Court Relief Judge for 2026
10. R25-112, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Prince-Bowen Appointing Her as a Municipal Court Relief Judge for 2026
11. R25-113, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Weaver Appointing Her as a Municipal Court Relief Judge for 2026
12. R25-114, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Aly Harmon Appointing Her as a Municipal Court Relief Judge for 2026

B. Resolutions

1. R25-115, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Joscelyn Shively Appointing Her as a Municipal Court Relief Judge for 2025 and 2026 (Presenter: Padraic Emerine, Senior Assistant City Attorney; Presiding Municipal Court Judge Katie Kurtz)
 - A. Swearing in - Joscelyn Shively
2. R25-116, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Ernest Fuller Appointing him as a Municipal Court Relief Judge for 2025 and 2026 (Presenter: Padraic Emerine, Senior Assistant City Attorney; Presiding Municipal Court Judge Katie Kurtz)
 - A. Swearing-in - Ernest Fuller

C. Ordinances (First Reading)

1. CB25-027, An Ordinance Repealing and Reenacting Various Sections of Chapter 70, Personnel Rules, of the Arvada City Code (Public Hearing to be set for December 2, 2025 at 6:15 p.m.)

9. Other

10. Public Hearings - 6:15 PM

- A. CB25-026, An Ordinance Repealing and Reenacting Article XI (Micromobility Program) of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code (Ordinance No. 4912) (Presenter: Aislinn Droski, Transportation Planner)

11. Public Comment - Five Minute Limit

12. Reports from City Council
 - A. Council Committee Reports
13. Reports from City Manager
 - A. Review of Future Workshops and Presentations
14. Reports from City Attorney
15. Adjournment



SUMMARY OF MINUTES OF THE MEETING OF THE ARVADA CITY COUNCIL HELD OCTOBER 7, 2025

1. Executive Session – 5:00 p.m.
Legal Advice, Pursuant to CRS 24-6-402(4)(b)
Relating to Allendale Elementary School Development Application

Councilmember Davis moved to go into executive session for Legal Advice, Pursuant to CRS 24-6-402(4)(b) Relating to Allendale Elementary School Development Application

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott

Those Absent: Rupert

The Motion was Approved

1. Call to Order - 6:00 p.m.
2. Moment of Reflection and Pledge of Allegiance
3. Roll Call of Councilmembers

Those Present: Mayor Lauren Simpson, Mayor Pro Tem Randy Moorman, Councilmember Shawna Ambrose, Councilmember Sharon Davis, Councilmember Bob Fifer, Councilmember John Marriott, Councilmember Rupert

Also Present: Don Wick, City Manager, Rachel Morris, City Attorney, Linda Haley, Deputy City Manager, Allison Scheck, Bryan Archer, Chief Financial Officer, Jacqueline Rhoades, Director of Infrastructure, Jessica Garner, Director of Community and Economic Development, Jessie Bauters, Communications Manager, Department of Community and Economic Development and Kristen Rush, City Clerk.

4. Approval of Minutes – September 16, 2025, City Council Meeting

The minutes stand approved.

5. Recognition and Communication –
 - A. Proclamation for National Manufacturing Month - Presented by Councilmember Ambrose

Councilmember Ambrose read the proclamation and said that City Council designates October 2025 as National Manufacturing Month. AEDA staff members, along with their external partners, were present to accept the proclamation.

- B. Recognition of Archwell Health - Snow Buddies Program - Presented by Councilmember Marriott

Councilmember Marriott read the proclamation and said that the City's Snow Buddies Program works each Winter to connect caring volunteers with neighbors who are physically unable to remove snow from their walkways. This year, Archwell Health opened a new clinic on 64th and Sheridan and their team was eager to learn about our Neighborhood Programs. They graciously donated to cover the cost of our annual end-of-season Snow Buddies Ice Cream Social this past Spring. Archwell Health also donated new snow shovels to send some of our volunteers into this upcoming Winter with a brand-new shovel. We at the City would like to thank Archwell Health for their generosity and commitment to supporting our Snow Buddies Program.

Shari Haidvogel and Claudio Ordenes, and other Archwell team members, were present to accept the recognition.

C. Proclamation for National Hispanic Heritage Month - Presented by Mayor Pro Tem Moorman

City Council will designate September 15–October 15, 2025, as National Hispanic Heritage Month.

Josef Lopez representing Servicios de la Raza, was present to accept the proclamation.

D. Proclamation for Disability Awareness Month - Presented by Councilmember Davis

Councilmember Davis read the proclamation and said that City Council designates October 2025 as Disability Awareness Month. Teachers Sarah Millus and Alex Ujvari from Arvada High School was present to accept the proclamation.

6. Presentations - None

7. Public Comment –

1. Stephanie Redding, representing the Arvada Parks Advisory Board, regarding a Parks Master Plan
2. Nicolas Miller, Arvada resident, addressed council regarding use of Arvada tax payer money.
3. Carol Napier, Arvada resident, addressed council regarding how Arvada invests its tax dollars.
4. Kelly Eargle, Arvada resident, addressed council regarding Designated Drinking Areas.
5. Ed Tomlinson, Arvada resident, addressed council regarding outstanding arrest warrants and police salaries
6. Lynn Clemens, Arvada resident, addressed council regarding the traffic and traffic signal at McIntyre and 63rd Ave.
7. Ted Smith, Arvada resident, addressed council regarding Construction Inspection of Sewer Lines.
8. Denzel Powell, Arvada resident, addressed council regarding Construction of Sewer Lines from Hallett to Candelas Business Park.
9. Scott Spears, Arvada Business Owner, addressed council regarding Designated Drinking Areas in Olde Town.
10. Stephanie Paul, Arvada resident, addressed council regarding Designated Drinking Areas in Olde Town.

8. New Business

A. Consent Agenda –

1. R25-084 A Resolution Authorizing a Memorandum of Understanding Between the City of Arvada and the City and County of Broomfield for Laboratory Water Analysis Services in An Amount Not to Exceed \$25,000.00 A Year
2. R25-085 A Resolution Authorizing Amendment No. 1 to a Construction Management/General Contractor (CM/GC) Agreement by and Between the City of Arvada and BT Construction, Inc. for the 2021 Waterline Improvements Project To Award Phase II General Contractor Services in an Amount not to Exceed \$928,296.82, thereby Increasing the Total Contract Amount to an Amount not to Exceed \$956,996.82
3. R25-087 A Resolution Approving Administrative Rules Governing the Designated Drinking Areas in Olde Town Arvada
4. R25-088 A Resolution Repealing The Programming And Use Of Arvada's Government Access Cable Channel Policy
5. R25-089 A Resolution Granting A Non-Exclusive Public Utility Easement To The Public Service Company of Colorado (Xcel Energy) To Construct, Operate, Maintain, Repair, And Replace Utility Lines At Indiana Shops
6. R25-090 A Resolution Granting A Non-Exclusive Public Utility Easement To The Public Service Company of Colorado (Xcel Energy) To Construct, Operate, Maintain, Repair, and Replace Utility Lines At The Parks and Vehicle Maintenance Facility
7. R25-091 A Resolution Granting Non-Exclusive Public Utility Easements To The Public Service Company Of Colorado (Xcel Energy) To Construct, Operate, Maintain, Repair, And Replace Utility Lines At City Hall

R25-087 Was removed from the consent agenda.

Councilmember Fifer moved that R25-084, A Resolution Authorizing a Memorandum of Understanding Between the City of Arvada and the City and County of Broomfield for Laboratory Water Analysis Services in An Amount Not to Exceed \$25,000.00 A Year; R25-085, A Resolution Authorizing Amendment No. 1 to a Construction Management/General Contractor (CM/GC) Agreement by and Between the City of Arvada and BT Construction, Inc. for the 2021 Waterline Improvements Project To Award Phase II General Contractor Services in an Amount not to Exceed \$928,296.82, thereby Increasing the Total Contract Amount to an Amount not to Exceed \$956,996.82; R25-088, A Resolution Repealing The Programming And Use Of Arvada's Government Access Cable Channel Policy; R25-089, A Resolution Granting A Non-Exclusive Public Utility Easement To The Public Service Company of Colorado (Xcel Energy) To Construct, Operate, Maintain, Repair, And Replace Utility Lines At Indiana Shops; R25-090, A Resolution Granting A Non-Exclusive Public Utility Easement To The Public Service Company of Colorado (Xcel Energy) To Construct, Operate, Maintain, Repair, and Replace Utility Lines At The Parks and Vehicle Maintenance Facility; R25-091, A Resolution Granting Non-Exclusive Public Utility Easements To The Public Service Company Of Colorado (Xcel Energy) To Construct, Operate, Maintain, Repair, And Replace Utility Lines At City Hall, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

Councilmember Davis moved that R25-087, A Resolution Approving Administrative Rules Governing the Designated Drinking Areas in Olde Town Arvada, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

B. Resolutions –

1. R25-092 A Resolution Approving the Submission of the First Substantial Amendment to the 2024 Annual Action Plan for the Community Development Block Grant ("CDBG") Program to Reprogram Allocated CDBG Funds

Carrie Espinosa, Housing Manager, reviewed this resolution with council.

Councilmember Davis moved that R25-092, A Resolution Approving the Submission of the First Substantial Amendment to the 2024 Annual Action Plan for the Community Development Block Grant ("CDBG") Program to Reprogram Allocated CDBG Funds, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

C. Ordinances (First Reading) -

1. CB25-021 An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges (Public Hearing to be set for October 21, 2025 at 6:15 p.m.)
2. CB25-022 An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges, and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater User Rates (Public Hearing to be set for October 21, 2025 at 6:15 p.m.)
3. CB25-023 An Ordinance Prohibiting the Installation of Graywater Treatment Works and the Use of Graywater Within the City of Arvada (Public Hearing to be set for October 21, 2025 at 6:15 p.m.)
4. CB25-024 An Ordinance Appropriating Funds for Fiscal year 2026 (Public Hearing to be set for October 21, 2025 at 6:15 p.m.)
5. CB25-025 An Ordinance Certifying the City of Arvada Mill Levy for 2025 for the Board of County Commissioners for Jefferson and Adams Counties (Public Hearing to be set for October 21, 2025 at 6:15 p.m.)

6. CB25-026 An Ordinance Repealing and Reenacting Article XI (Micromobility Program) of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code (Public Hearing to be set for October 21, 2025 at 6:15 p.m.)

CB25-026 was pulled from the agenda.

Mayor Pro Tem Moorman moved that CB25-021, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges; CB25-022, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges, and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater User Rates; CB25-023, An Ordinance Prohibiting the Installation of Graywater Treatment Works and the Use of Graywater Within the City of Arvada; CB25-024, An Ordinance Appropriating Funds for Fiscal year 2026; CB25-025, An Ordinance Certifying the City of Arvada Mill Levy for 2025 for the Board of County Commissioners for Jefferson and Adams Counties, be approved on first reading, ordered published in full and a public hearing set for October 21, 2025, at 6:15 p.m.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

10. Other - None

11. Public Hearings –

- A. Major Comprehensive Plan Amendment and Rezoning for Allendale Elementary School, 9.66 acres parcel of land generally located at 5900 Oak St. (Rob Smetana, Manager of Planning & Development)
 1. R25-093 A Resolution by the Arvada City Council for the City of Arvada, Colorado to Amend the 2014 Arvada Comprehensive Plan Land Use Designation Pertaining to the Former Allendale Elementary School from City of Arvada Public/Quasi-Public to City of Arvada Suburban Residential, a Parcel of Land Located at 5900 Oak Street (Presenter: Rob Smetana, Manager of City Planning & Development)
 2. CB25-020 An Ordinance Rezoning Certain Land within the City of Arvada, the former Allendale Elementary School from City of Arvada RN-7.5 (Residential Neighborhood) to City of Arvada R-6 (Residential, 6). and Amending the Official Zoning Maps of the City of Arvada, Colorado, 5900 Oak Street (Ordinance No. 4906) (Presenter: Rob Smetana, Manager of City Planning & Development)

Mayor Simpson opened the public hearing on the Major Comprehensive Plan Amendment and Rezoning for Allendale Elementary School, R25-093 and CB25-020

Councilmember Davis stated that she met with the developer prior to the application being filed.

Rob Smetana, Planning Manager, reviewed these items with council and stated that the posting logs and mailing affidavit have been received and are in order. Mayor Simpson made them a part of the official record, along with the staff report.

Sworn Testimony: Brian Conway, Representing applicant
 Kristie Hemmingway, Arvada resident, against the issue
 Jacqueline Abrams, Arvada resident, against the issue
 Tyler Richey, Arvada resident, against the issue
 Dan Dicks, Arvada resident, against the issue
 John Frost, Arvada resident, against the issue
 Nathan Rumsley, Arvada resident, against the issue
 Diane Dougherty, Arvada resident, against the issue
 Vanessa Kendrick, Arvada resident, for the issue
 Travis Hendricx, Arvada resident, for the issue
 Harrison Wilterdrink, Arvada resident, for the issue
 Lindsey Reinert, Arvada resident, for the issue
 Scott Phillips, Arvada resident, for the issue
 Colleen Tannish, Arvada resident, against the issue
 Bruce Johnson, Arvada resident, against the issue
 Mark Holowitz, Arvada resident, against the issue
 Bryan Wordman, Arvada resident, against the issue
 Clyde Carrol, Arvada resident, against the issue
 Kirsten Moore, Arvada resident, against the issue

Those that did not speak but wanted their names entered into the record:

 Tavah Ray, Arvada resident, against the issue
 Filipe Creiel, Arvada resident, against the issue
 Carol Rickett, Arvada resident, against the issue
 Darrell Rickett, Arvada resident, against the issue
 Ray Logan, Arvada resident, against the issue
 Stacie Carroll, Arvada resident, against the issue
 Clyde Carroll, II, Arvada resident, against the issue
 Fitch Frost, Arvada resident, against the issue
 Otter Frost, Arvada resident, against the issue
 Sheryl Ugocini, Arvada resident, against the issue

Mayor Simpson closed the public hearing.

Councilmember Marriott moved that R25-093, A Resolution by the Arvada City Council for the City of Arvada, Colorado to Amend the 2014 Arvada Comprehensive Plan Land Use Designation Pertaining to the Former Allendale Elementary School from City of Arvada Public/Quasi-Public to City of Arvada Suburban Residential, a Parcel of Land Located at 5900 Oak Street, be approved. This motion is based on the findings of fact as determined this evening.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert

The Motion was Approved

Councilmember Marriott moved that CB25-020, An Ordinance Rezoning Certain Land within the City of Arvada, the former Allendale Elementary School from City of Arvada RN-7.5 (Residential Neighborhood) to City of Arvada R-6 (Residential, 6). and Amending the Official Zoning Maps of the City of Arvada, Colorado, 5900 Oak Street, be approved on final reading, numbered 4906 and ordered published by title only. Councilmember Marriott amended his own motion to include a condition that the connection to the path that leads to Marge Roberts Park becomes part of the motion and part of the record using criteria number three so facilities of service will be prior to development will be available, and to criteria number five that the rezoning is consistent with the character of the existing neighborhood.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Davis, Fifer, Marriott, Rupert

Those voting No: Ambrose, Moorman

The Motion was Approved

12. Public Comment - Five Minute Limit –
 - A. John Frost, Arvada resident, addressed council regarding the Allendale Elementary School site.
 - B. Ray Logan, Arvada resident, addressed council regarding the Allendale Elementary School site.
13. City Council Reports –
 - A. Councilmember Davis reviewed the different meetings that she attends in her role as a councilmember.
14. City Manager Reports – None
15. City Attorney Reports – None
16. Adjournment at 10:10 p.m.

Lauren Simpson, Mayor

SEAL:

Kristen R. Rush, City Clerk



SUMMARY OF MINUTES OF THE MEETING OF THE ARVADA CITY COUNCIL HELD OCTOBER 21, 2025

1. Executive Session – 5:00 p.m.
Legal Advice, Pursuant to CRS 24-6-402(4)(b) Relating to Development Application for 6800 Kilmer Street

Councilmember Davis moved to go into executive session for Legal Advice, Pursuant to CRS 24-6-402(4)(b) Relating to Development Application for 6800 Kilmer Street

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

1. Call to Order - 6:00 p.m.
2. Moment of Reflection and Pledge of Allegiance
3. Roll Call of Councilmembers

Those Present: Mayor Lauren Simpson, Mayor Pro Tem Randy Moorman, Councilmember Shawna Ambrose, Councilmember Sharon Davis, Councilmember Bob Fifer, Councilmember John Marriott, Councilmember Rupert

Also Present: Don Wick, City Manager, Rachel Morris, City Attorney, Linda Haley, Deputy City Manager, Allison Scheck, Deputy City Manager, Bryan Archer, Chief Financial Officer, Jacqueline Rhoades, Director of Infrastructure, Jessica Garner, Director of Community and Economic Development, Jessie Bauters, Communications Manager, Department of Community and Economic Development and Kristen Rush, City Clerk.

4. Approval of Minutes – None
5. Recognition and Communication –
 - A. Proclamation for National Community Planning Month - Presented by Councilmember Davis

Councilmember Davis read the proclamation and said that City Council designates October 2025 as National Community Planning Month. Members of the City's Planning team were present to accept the proclamation, along with CED Director Jessica Garner.

- B. Proclamation for Law Enforcement Records Personnel Week - Presented by Councilmember Fifer

Councilmember Fifer read the proclamation and said that City Council designates November 9 - November 15, 2025, as Law Enforcement Records Personnel Week.

Police Operations Manager Paula Balafas was present to accept the proclamation.

6. Presentations -

A. 2024 Annual Comprehensive Financial Report & Audit Presentation

Bryan Archer, Chief Financial Officer, said that the independent annual audit required by the City Charter (Chapter X, section 10.9) was performed by Forvis Mazars, LLP (formally BKD, LLP) for the year ending December 31, 2024. Forvis is an independent national CPA with a local office. A detailed report of the audit and any findings was prepared and presented to the Audit Committee. In 2024, the audit committee included Council members Randy Moorman and Shawna Ambrose, City Manager Don Wick, Deputy City Managers Linda Haley and Alli Scheck, Chief Financial Officer Bryan Archer, Deputy Finance Director Debra Nielson and Controller Vesta Kruk.

7. Public Comment –

- A. Kimberly Honert, Arvada business owner, addressed council regarding park cleanup at 58th and Kipling.
- B. Gary Scofield, Arvada resident, addressed council regarding 72nd Avenue and Railroad tracks and the abandoned Greenhouse.
- C. Ed Tomlinson, Arvada resident, addressed council regarding police pay.
- D. Betty Jantzen, Arvada resident, addressed council regarding Marge Roberts Park and Cold Weather Sheltering.
- E. Mark Jelinske, Arvada resident, addressed council regarding Building and Energy Code

8. New Business

A. Consent Agenda –

- 1. R25-086 A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code
- 2. R25-094 A Resolution Adopting the Amended Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code
- 3. R25-095 A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code
- 4. R25-096 A Resolution Authorizing a Third Amendment to the Lease Agreement Between the City of Arvada and T-Mobile West Tower, LLC., Formerly Voicestream PCS II Corporation
- 5. R25-097 A Resolution Authorizing A Master License Agreement By and Between the City of Arvada and MetroNet Fiber
- 6. R25-098 A Resolution Authorizing A Master License Agreement By and Between the City of Arvada and Intrepid Fiber

Councilmember Rupert moved that R25-086, A Resolution Adopting the Amended Fee Schedule for Rights-of-Way Work Permits and Services Pursuant to Chapter 78, Public Improvements, of the Arvada City Code; R25-094, A Resolution Adopting the Amended

Administrative Fee Schedule for Building Safety Division Permits and Services Pursuant to Chapter 18, Buildings and Building Regulations, of the Arvada City Code; R25-095, A Resolution Adopting the Amended Fee Schedule for Land-Use Pursuant to Chapter 74, Planning and Development, of the Arvada City Code; R25-096, A Resolution Authorizing a Third Amendment to the Lease Agreement Between the City of Arvada and T-Mobile West Tower, LLC., Formerly Voicestream PCS II Corporation; R25-097, A Resolution Authorizing A Master License Agreement By and Between the City of Arvada and MetroNet Fiber; R25-098, A Resolution Authorizing A Master License Agreement By and Between the City of Arvada and Intrepid Fiber, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

B. Resolutions –

1. R25-099 A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and the Church Ditch Water Authority Allowing the City to Place a Water Drainage Pipe and to Make Occasional Discharge of Dechlorinated Potable Water Into the Church Ditch

Jacqueline Rhodes, Director of Infrastructure, reviewed this resolution with council.

Councilmember Fifer moved that R25-099, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and the Church Ditch Water Authority Allowing the City to Place a Water Drainage Pipe and to Make Occasional Discharge of Dechlorinated Potable Water Into the Church Ditch (Presenter: Mary Stahl, Infrastructure (Public Works) Engineering Manager), be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

C. Ordinances (First Reading) -

1. CB25-026 An Ordinance Repealing and Reenacting Article XI (Micromobility Program) of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code (Public Hearing to be set for November 18, 2025 at 6:15 p.m.)

Mayor Pro Tem Moorman moved that CB25-026, An Ordinance Repealing and Reenacting Article XI (Micromobility Program) of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code, be approved on first reading, ordered published in full and a public hearing set for November 18, 2025, at 6:15 p.m.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

10. Other - None

11. Public Hearings –

- A. CB25-021 An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges (Ordinance No. 4907)

Mayor Simpson opened the public hearing on CB25-021.

Jacqueline Rhoades, Infrastructure Director, reviewed this ordinance with council

No one wishing to speak for or against, Mayor Simpson closed the public hearing.

Councilmember Davis moved that CB25-021, An Ordinance Amending Various Sections of Chapter 102, Utilities, of the Arvada City Code Pertaining to Water Users Rates and Bimonthly Service Charges, be approved on final reading, numbered 4907 and ordered published by title only.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Rupert

Those voting No: Marriott

The Motion was Approved

- B. CB25-022 An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges, and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater User Rates (Ordinance No. 4908)

Mayor Simpson opened the public hearing on CB25-022.

Jacqueline Rhoades, Infrastructure Director, reviewed this ordinance with council.

No one wishing to speak for or against, Mayor Simpson closed the public hearing

Councilmember Ambrose moved that CB25-022, An Ordinance Amending Section 102-206 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Wastewater Users Rates and Bimonthly Service Charges, and Section 102-355 of Chapter 102, Utilities, of the Arvada City Code Pertaining to Stormwater User Rates, be approved on final reading, number 4908 and ordered published by title only.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert

The Motion was Approved

- C. CB25-023 An Ordinance Prohibiting the Installation of Graywater Treatment Works and the Use of Graywater Within the City of Arvada (Ordinance No. 4909)

Mayor Simpson opened the public hearing on CB25-023

Jacqueline Rhoades, Infrastructure Director, reviewed this ordinance with council.

Sworn Testimony: Mark Jelinske, Arvada resident, in opposition.

Councilmember Davis moved that CB25-023, An Ordinance Prohibiting the Installation of Graywater Treatment Works and the Use of Graywater Within the City of Arvada, be approved on final reading, numbered 4909 and ordered published by title only.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

- D. CB25-024 An Ordinance Appropriating Funds for Fiscal year 2026 (Ordinance No. 4910)

1. R25-101 A Resolution Adopting the Budget for Fiscal Year 2026 (Presenter: Bryan Archer, Chief Financial Officer)
2. R25-100 A Resolution Adopting the 2026 Capital Improvement Fund Budget and Allocating for Specific Projects in 2026 (Presenter: Bryan Archer, Chief Financial Officer)

Mayor Simpson opened the public hearing on CB25-024, R25-101, R25-100.

Bryan Archer, Chief Financial Officer, reviewed this ordinance and resolutions with council.

No one wishing to speak for or against, the public hearing was closed.

Councilmember Fifer moved that CB25-024, An Ordinance Appropriating Funds for Fiscal year 2026, be approved on final reading, numbered 4910 and ordered published by title only.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

Councilmember Fifer moved that R25-100, A Resolution Adopting the 2026 Capital Improvement Fund Budget and Allocating for Specific Projects in 2026, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

Councilmember Fifer moved that R25-101, A Resolution Adopting the Budget for Fiscal Year 2026, be approved.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

- E. CB25-025 An Ordinance Certifying the City of Arvada Mill Levy for 2025 for the Board of County Commissioners for Jefferson and Adams Counties (Ordinance No. 4911) (Presenter: Bryan Archer, Chief Financial Officer)

Mayor Simpson opened the public hearing on CB25-025.

Bryan Archer, Chief Financial Officer, reviewed this ordinance with council.

No one wishing to speak for or against, the public hearing was closed.

Councilmember Ambrose moved that CB25-025, An Ordinance Certifying the City of Arvada Mill Levy for 2025 for the Board of County Commissioners for Jefferson and Adams Counties, be approved on final reading, numbered 4911 and ordered published by title only.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert
The Motion was Approved

- F. R25-102 A Resolution by the City Council for the City of Arvada, Colorado to Amend the 2014 Arvada Comprehensive Plan Land Use Designation Pertaining to 6800 Kilmer Street from Mixed Use; Residential Emphasis to Industrial/Office (Presenter: Rob Smetana, Manager of Planning & Development)

Mayor Simpson opened the public hearing on R25-102.

Kelsy Sargent, Senior Assistant City Attorney, read the following statement into the record: The question has again arisen over whether City Council has authority to hear an application to amend the comprehensive plan. Section 5-3 of the Comprehensive plan states that all Comprehensive Plan Amendments shall be considered by City Council. Additionally, Section 8-1-2-1.E.4 of the Land Development Code states amendments to the comprehensive plan shall be subject to City Council adoption or approval. Although it's unusual for a comprehensive plan amendment to go before Council without a concurrent zoning request, staff has thoroughly reviewed the legal considerations and neither the City Code nor Comprehensive Plan designates the Planning Commission as the final authority on such amendments.

Therefore, the applicant has requested a rehearing before the City Council to reconsider their proposal to amend the Comprehensive Plan designation from "Mixed Use: Residential Emphasis" to "Industrial/Office." In accordance with City Council Rule of Procedure 4(L), the Council has voted to grant the request. By doing so, City Council is exercising its discretion to reexamine a complex matter with potential implications for land use planning, economic development, and legal risk..

Rob Smetana, Planning Manager, reviewed this item with council and stated that the posting logs and mailing affidavit have been received and are in order. Mayor Simpson made them a part of the official record, along with the staff report.

Sworn Testimony: Scott Clark, Representing Petitioner
 David Snyder, Representing Petitioner
 Brett Anderson, Representing Petitioner
 James Syvester, Attorney representing the opposition
 Gina Hallisey, Arvada resident, in opposition
 Mike Rawluk, Arvada resident, in opposition
 Rich Bohling, Arvada resident, in opposition
 Karen DeAgüero, Arvada resident, in opposition
 Rainer Gerbatsch, Arvada resident, in opposition
 Brian Glover, Arvada resident, in opposition
 Shayna Boutte, Arvada resident, in opposition
 Ann Katzburg, Arvada resident, in opposition
 Vincent Parker, Arvada resident, in opposition
 Anna Gobel, Arvada resident, in opposition
 Rick Simms, Arvada resident, in opposition
 David Soucie, Arvada resident, in opposition
 James Cullen, Arvada resident, in opposition

Those that did not speak but wanted their names entered into the record:

Joe Burke, Arvada resident, in opposition
Debra Burke, Arvada resident, in opposition
Julie Johnson, Arvada resident, in opposition
Sally Smith, Arvada resident, in opposition
Karen Sweal, Arvada resident, in opposition
Kelly Weil, Arvada resident, in opposition
Gerald Spann, Arvada resident, in opposition
Elaine Fitzgerald, Arvada resident, in opposition
Edward DeVincenzo, Arvada resident, in opposition
David Spiegler, Arvada resident, in opposition
Joyce Spiegler, Arvada resident, in opposition
Marilyn Phillipe, Arvada resident, in opposition
Paul Phillips, Arvada resident, in opposition
Jill LaBonde-Soucie, Arvada resident, in opposition
Darlene Evans, Arvada resident, in opposition
Maria Sysling, Arvada resident, in opposition
Linda Graham, Arvada resident, in opposition
Barbara Lutz, Arvada resident, in opposition
William Sweat, Arvada resident, in opposition
Francis Rozier, Arvada resident, in opposition
Jay Smolen, Arvada resident, in opposition
Scott Oppenheimer, Arvada resident, in opposition

Renee Azerbegi, Arvada resident, in opposition
Suzanne Grandchamp, Arvada resident, in opposition
Debra Gander, Arvada resident, in opposition
Erik Mathys, Arvada resident, in opposition
James Cullen, Arvada resident, in opposition
Joyce Cullen, Arvada resident, in opposition
Jonathon Haas, Arvada resident, in opposition
Amy Haas, Arvada resident, in opposition
Nikolas Herron, Arvada resident, in opposition
Jack Weil, Arvada resident, in opposition
Ellen Bothner, Arvada resident, in opposition

Mayor Simpson closed the public hearing.

Councilmember Marriott moved that R25-102, A Resolution by the City Council for the City of Arvada, Colorado to Amend the 2014 Arvada Comprehensive Plan Land Use Designation Pertaining to 6800 Kilmer Street from Mixed Use; Residential Emphasis to Industrial/Office, be approved. This motion is based on the findings of fact and approval criteria on pages eight and nine of the staff report.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Moorman, Ambrose, Davis, Fifer, Marriott, Rupert

The Motion was Approved

12. Public Comment - Five Minute Limit –
 - A. Lynn Clemens, Arvada resident, addressed council regarding the Jefferson County Project, traffic on McIntyre
 - B. Gina Hallisey, Arvada resident, thanked Councilmember Marriott and Councilmember Rupert for serving on council and discussed the Comprehensive Plan.
13. City Council Reports –
 - A. Councilmember Davis congratulated Mayor Bud Starker for receiving the Sam Mamet Good Governance Award
 - B. Davis – Marge Roberts Park
 - C. Mayor Simpson said that the Metro Mayors will have a Groundbreaking Ceremony next week for the Griffith Station Habitat for Humanity project .
 - D. Mayor Simpson invited everyone to Trick or Treat Street in Olde Town this weekend.
 - E. Mayor Pro Tem Moorman encouraged everyone to see Lady Day at the Arvada Center
 - F. Mayor Pro Tem Moorman invited everyone to the Pumpkin Patch at 78th and Wadsworth which is a fundraiser for Habitat for Humanity.
 - G. Councilmember Davis thanked Councilmember Marriott and Councilmember Rupert for their service on council.
 - H. Mayor Simpson reminded everyone that Election Day is November 4.
14. City Manager Reports –

Don Wick, City Manager, reviewed the upcoming Workshop Schedule.

15. City Attorney Reports –

Rachel Morris thanked Councilmember Marriott and Councilmember Rupert for their service on Council.

16. Adjournment at 10:30 p.m.

Lauren Simpson, Mayor

SEAL:

Kristen R. Rush, City Clerk



CITY OF ARVADA

SUMMARY OF MINUTES OF THE SWEARING-IN CEREMONY OF THE ARVADA CITY COUNCIL HELD NOVEMBER 11, 2025

- I. CITY COUNCIL MEETING: CALL TO ORDER: By Mayor Williams at 7:00 p.m.
- II. MOMENT OF REFLECTION AND PLEDGE OF ALLEGIANCE – Mayor Williams
- III. ROLL CALL OF MEMBERS:
Those Present: Mayor Lauren Simpson, Mayor Pro Tem Randy Moorman, Councilmember Shawna Ambrose, Councilmember Sharon Davis, Councilmember Bob Fifer, Councilmember John Marriott, Councilmember Brad Rupert

- IV. PRESENTATION OF PLAQUES
 - A. Councilmember Brad Rupert

Mayor Simpson and Council Members all thanked Councilmember Rupert for his service. Mayor Simpson presented a plaque to Councilmember Rupert.

Councilmember Rupert thanked City Council, staff, and welcomed our new council members.

- B. Councilmember Marriott

Mayor Simpson and Council Members all thanked Councilmember Marriott for his service. Mayor Simpson presented a plaque to Councilmember Marriott

Councilmember Marriott thanked City Council, staff, and welcomed our new council members.

- V. OATHS OF OFFICE FOR NEW COUNCIL MEMBERS:
 - A. Randy Moorman

Judge Kurtz administered the Oath of Office to Randy Moorman, District 1.

- B. Shawna Ambrose

Judge Kurtz administered the Oath of Office to Rebecka Lovisone, District 3.

- C. Micheal Griffith

Judge Kurtz administered the Oath of Office to Michael Griffith, At-Large.

- VI. ROLL CALL OF NEW COUNCIL MEMBERS

Those Present: Mayor Lauren Simpson, Councilmember Shawna Ambrose, Councilmember Sharon Davis, Councilmember Bob Fifer, Councilmember Michael Griffith, Councilmember Rebecka Lovisone, Councilmember Randy Moorman

VII. COMMENTS FROM NEWLY ELECTED COUNCIL MEMBERS

Councilmember Griffith and Councilmember Lovisone both made comments and thanked their families, their campaign helpers and the citizens of Arvada.

VIII. ELECTION OF MAYOR PRO TEM

Mayor Simpson said that Councilmember Moorman is the only one interested in serving as Mayor Pro Tem.

Councilmember Davis moved to appoint Councilmember Moorman as Mayor Pro Tem.

The following votes were cast on the Motion:

Those voting Yes: Simpson, Ambrose, Davis, Fifer, Griffith, Lovisone, Moorman

The Motion was Approved

IX. OATH OF OFFICE FOR MAYOR PRO TEM

Judge Kurtz administered the Oath of Office for Mayor Pro Tem to Councilmember Moorman.

X. ADJOURNMENT at 7:55 p.m.

A Reception was held in the City Hall Atrium following adjournment.

Lauren Simpson, Mayor

SEAL:

Kristen Rush, City Clerk



REPORT TO CITY COUNCIL

AGENDA ITEM
5.A.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: Proclamation for Colorado Crash Responder Safety Week - Presented by Councilmember Fifer

Report in Brief

City Council will designate November 17-21 as Colorado Crash Responder Safety Week.

Commander Kelly Sheehan, Officer Michael Christopher, Officer TJ Wees and Accident Investigator Ryan Nelson will be present to accept the proclamation.

Prepared by:
Chris Koch, CCO Admin

Reviewed by:
Toni Riebschlager, Law Office Administrator 10/24/2025
Megan McCall, Assistant City Attorney II 10/24/2025

Approved by:

Rachel Morris, City Attorney	10/27/2025
Allison Scheck, Deputy City Manager	10/28/2025
Linda Haley, Deputy City Manager	10/28/2025
Don Wick, City Manager	10/28/2025

Enclosure, exhibits & attachments required to support the report

- WHEREAS,** law enforcement officers, firefighters, public service utility, emergency medical personnel, road crews, and tow operators conduct valuable and often life-saving operations at the roadside; and
- WHEREAS,** these on-scene personnel provide a critical public service and they are called to duty at all hours of the day and night, in adverse weather conditions, and in a dangerous roadside environment and Colorado responders use Traffic Incident Management (TIM) training and skills to improve the safety of all road users; and
- WHEREAS,** one death is too many and drunk, drugged, drowsy, distracted, and dangerous drivers are a threat to our responders' safety; and the State of Colorado asks all road users to do their part to keep everyone responding to traffic incidents on our highways safe by slowing down, moving over, and driving safe; and
- WHEREAS,** the State of Colorado has a "Move-Over" law requiring drivers to slow down and move over when approaching an emergency vehicle, a tow truck or a highway maintenance vehicle when their emergency lights are activated and there is a need for Coloradans to be educated on the dangers of failing to abide by these laws; and
- WHEREAS,** as of September 9, 2025, nationally, 20 emergency responders working on the roadway were struck and killed, including 10 law enforcement officers, 1 Fire/EMS professional, 7 tow operators, and 2 Department of Transportation workers; and
- WHEREAS,** the week of November 17th to 21st is recognized nationally as "Crash Responder Safety Week."

NOW, THEREFORE, BE IT PROCLAIMED that the Mayor and City Council of the City of Arvada, Colorado, hereby designate November 17th to 21st 2025 as Colorado Crash Responder Safety Week and urge all citizens to join in this special observance.

Dated this 18th day of November 2025

Lauren Simpson, Mayor

Randy Moorman, Mayor Pro Tem

Shawna Ambrose, Councilmember

Sharon Davis, Councilmember

Bob Fifer, Councilmember

Michael Griffith, Councilmember

Rebecka Lovisone, Councilmember



REPORT TO CITY COUNCIL

AGENDA ITEM
5.B.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: Proclamation for Small Business Saturday - Presented by Councilmember Ambrose

Report in Brief

City Council will designate Saturday, November 29, 2025, as Small Business Saturday.

Representatives from Olde Town businesses will be present to accept the proclamation.

Prepared by:
Chris Koch, CCO Admin

Reviewed by:
Toni Riebschlager, Law Office Administrator 10/24/2025
Megan McCall, Assistant City Attorney II 10/24/2025

Approved by:

Rachel Morris, City Attorney 10/27/2025
Linda Haley, Deputy City Manager 10/27/2025
Don Wick, City Manager 10/28/2025

Enclosure, exhibits & attachments required to support the report

WHEREAS, the Saturday after Thanksgiving has widely been embraced by advocacy groups and private and public organizations as Small Business Saturday since 2010; and

WHEREAS, there are an estimated 3,800 businesses in Arvada with less than 50 employees, which accounts for 95% of Arvada businesses; and

WHEREAS, since 2010, the total reported spending nationally at small businesses during Small Business Saturday is estimated by the United States Small Business Administration to be more than \$200 billion; and

WHEREAS, the Small Business Index reports that 8 in 10 small businesses say the holiday season is important for their overall profit; and

WHEREAS, most consumers reported that they shop small on Small Business Saturday to support their local community; and

WHEREAS, the City of Arvada celebrates our local small businesses and the contributions they make to the economy and community, creating jobs, bolstering sales tax revenue, and making our city unique.

NOW, THEREFORE, BE IT PROCLAIMED that the Mayor and City Council of the City of Arvada, Colorado, hereby designate Saturday, November 29, 2025, as Small Business Saturday and encourage all Arvadans to support small businesses and merchants on Small Business Saturday and throughout the year.

Dated this 18th day of November 2025

Lauren Simpson, Mayor

Randy Moorman, Mayor Pro Tem

Shawna Ambrose, Councilmember

Sharon Davis, Councilmember

Bob Fifer, Councilmember

Michael Griffith, Councilmember

Rebecka Lovisone, Councilmember



REPORT TO CITY COUNCIL

AGENDA ITEM
6.A.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: 2025 Third Quarter Financial Report

Report in Brief

Bryan Archer - CFO

The Finance team will present the 2025 third quarter financial report. This will include updates on specific performance measures, an overview of the major revenue categories in the General Fund, a high-level look at the other Major Funds including: Parks, Tax Increment, Water, Wastewater, Stormwater, Solid Waste and Golf, a review of the City's Investment portfolio and an overview of Grants.

Prepared by:

Debra Nielson, Deputy Director of Finance

Reviewed by:

Approved by:

Jenna Belec, Executive Assistant	10/27/2025
Bryan Archer, Chief Financial Officer	10/28/2025
Gail Walker, Legal Specialist-Contracts	10/28/2025
Megan McCall, Assistant City Attorney II	10/28/2025
Rachel Morris, City Attorney	10/28/2025
Linda Haley, Deputy City Manager	10/28/2025
Don Wick, City Manager	10/28/2025

Enclosure, exhibits & attachments required to support the report



2025 Third Quarter Financial Report (Unaudited)



City Council
November 18, 2025

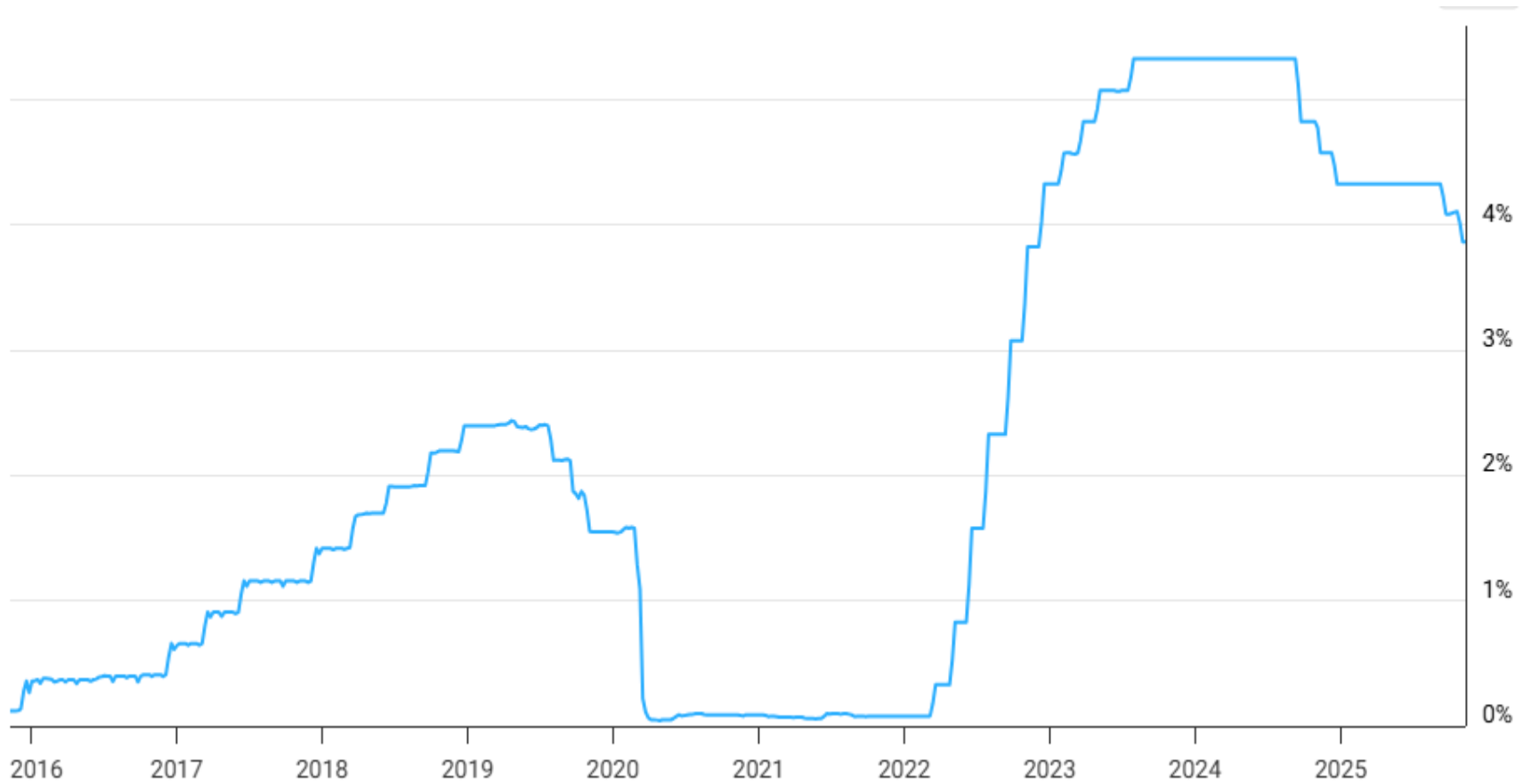


OVERVIEW

- General Fund Revenues are down (slightly 1.1%) compared to 2024
- Operating expenditures in-line with budgets but very tight
- CIP project costs have leveled off
- Economy uncertain (tariffs, policy, Fed closure)

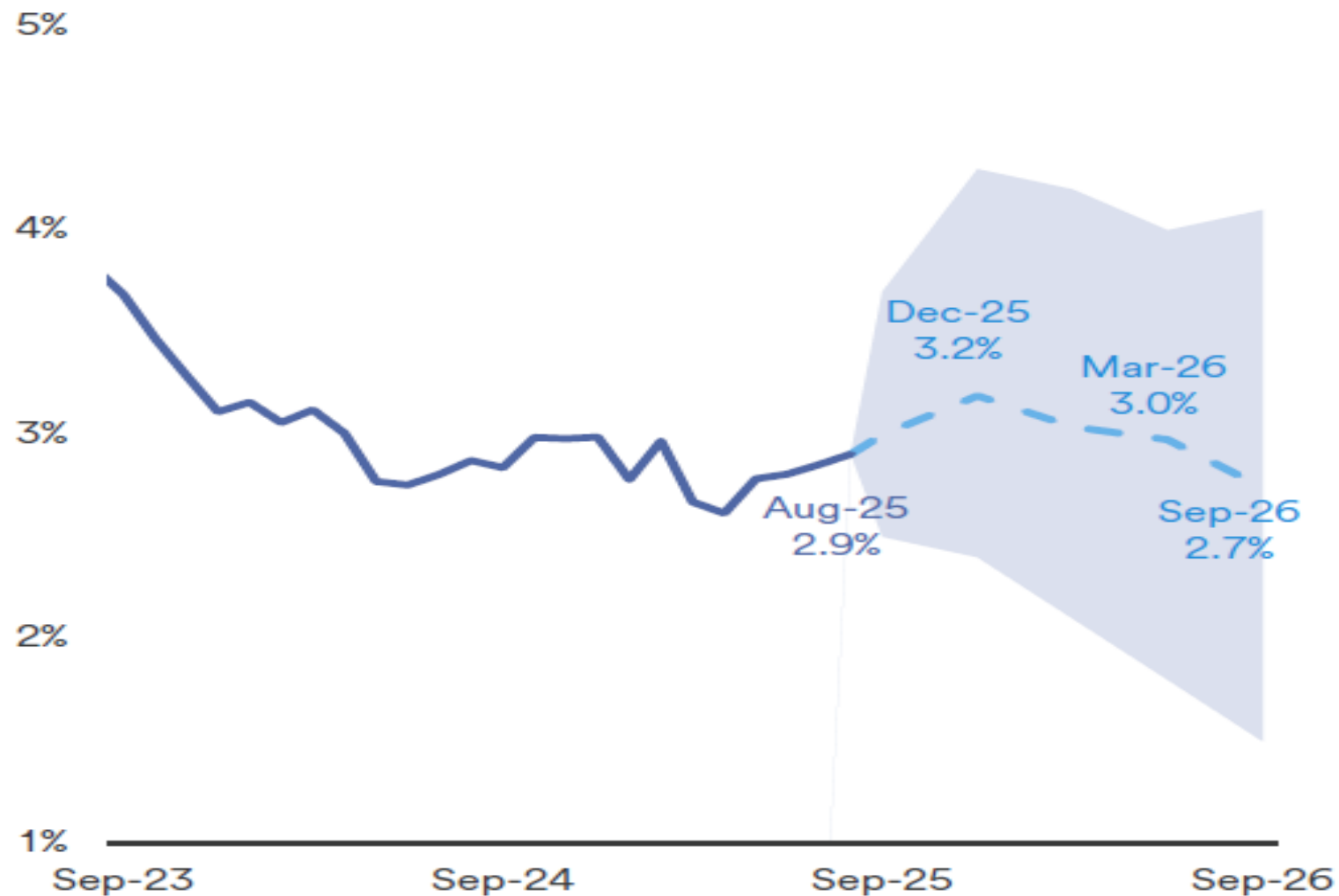


Fed Funds Interest Rate (2016-2025)



Core PCE Inflation (YoY)

— Mean Forecast — Actual



Unemployment Rate

— Mean Forecast — Actual

5%

4%

3%

Sep-23

Sep-24

Sep-25

Sep-26

Dec-25

4.4%

Mar-26

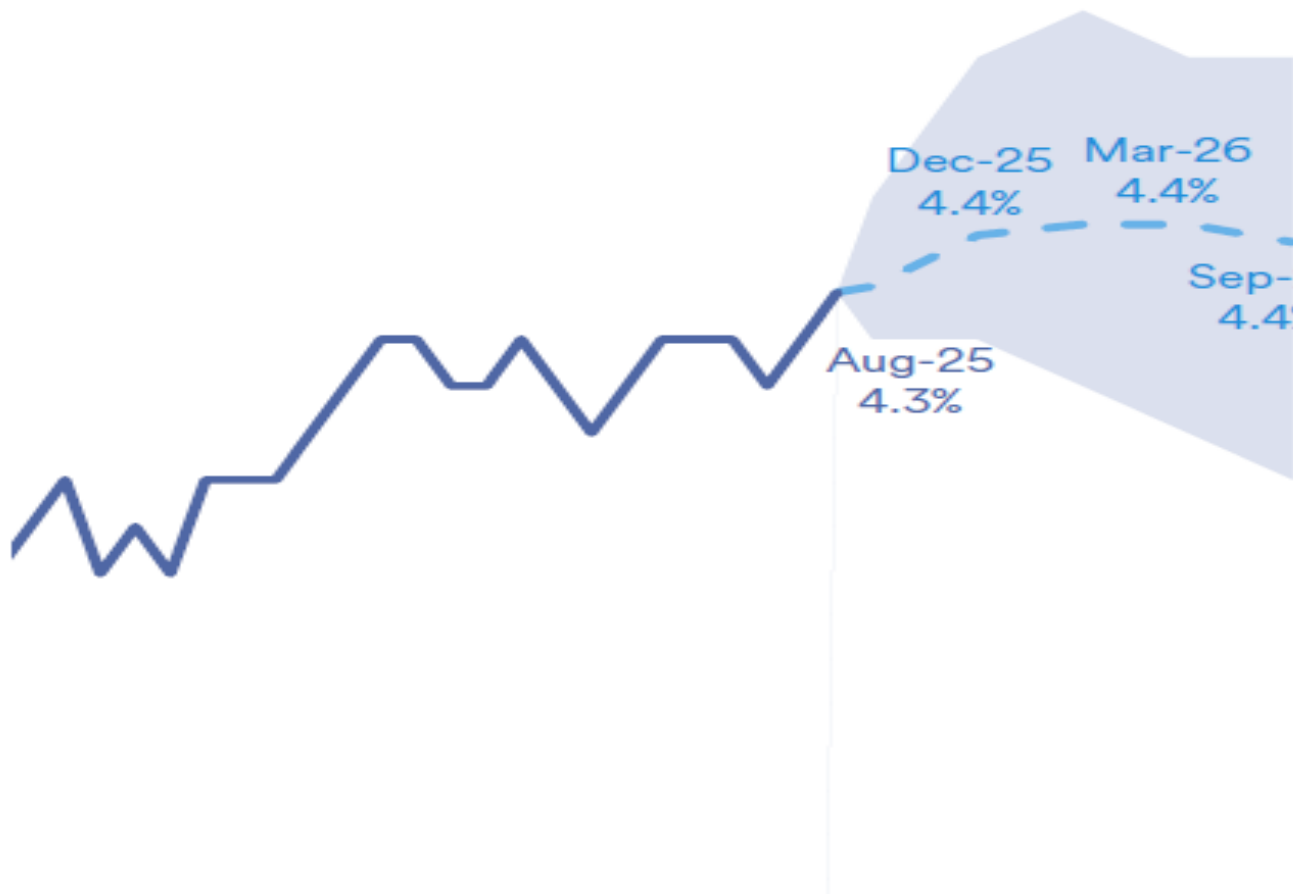
4.4%

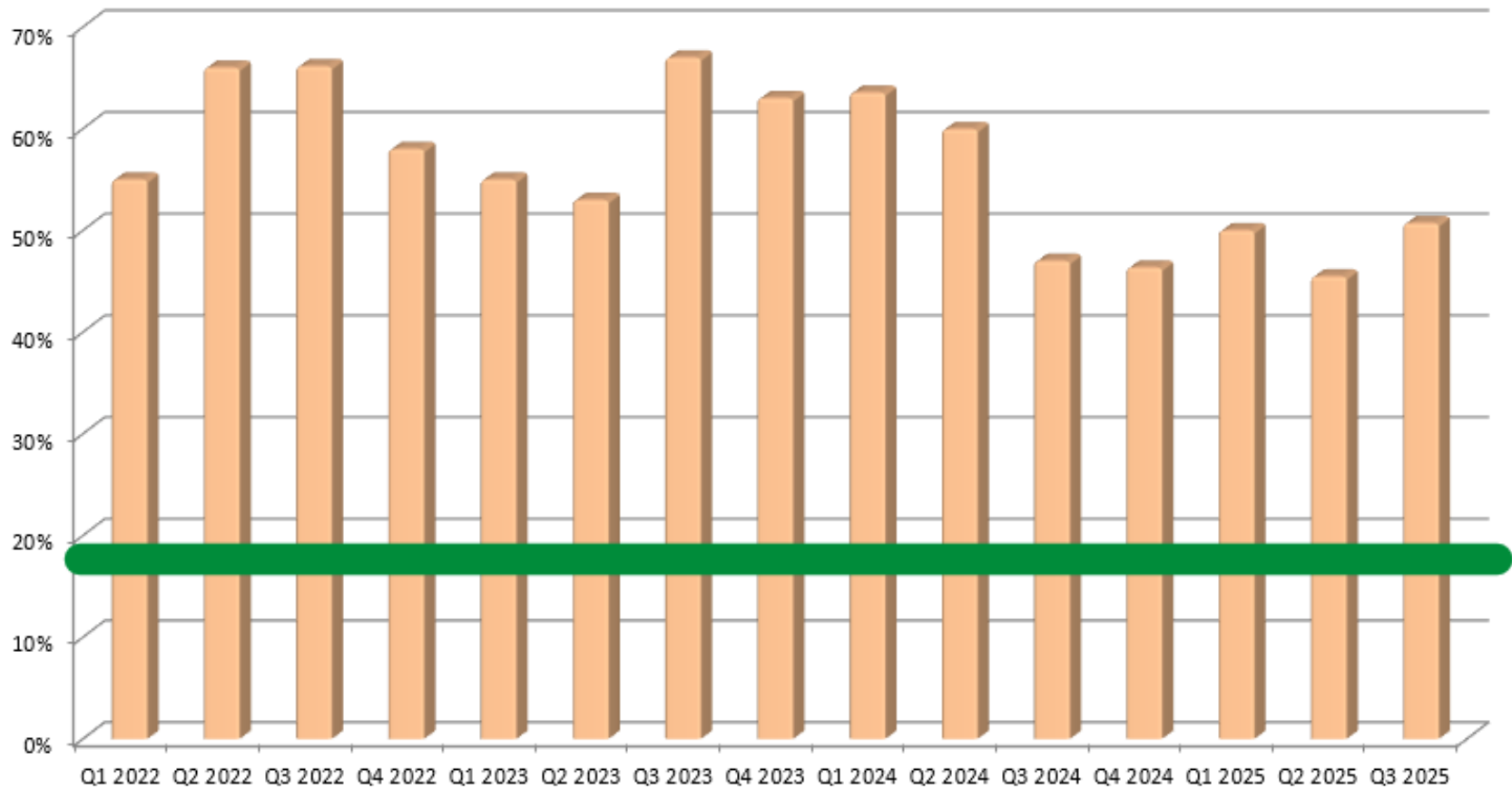
Aug-25

4.3%

Sep-26

4.4%





GENERAL FUND OVERVIEW



-1.1% Decrease

-1.0% Budget

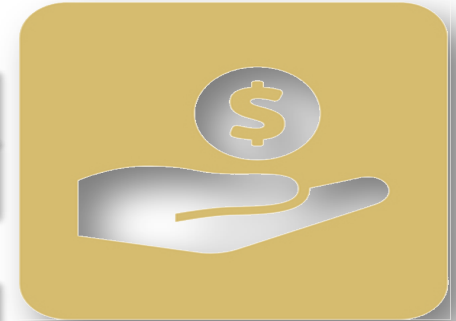
GENERAL FUND	YEAR TO DATE
Property Tax	MONITOR
Sales Tax	POSITIVE
Auto Use Tax	MONITOR
General Use Tax	POSITIVE
Court Revenues	MONITOR
Building Revenues	MONITOR
Interest Revenue	POSITIVE
Personnel Expenditures	POSITIVE
Other Expenditures	POSITIVE

PERFORMANCE - ACTUALS VS. BUDGET

SALES TAX

SALES TAX	YEAR TO DATE
Overall	POSITIVE

Supermarket	NEGATIVE
Wholesale	POSITIVE
Electronic Shopping	POSITIVE
Full-Service Restaurants	MONITOR
Utilities - Electric	POSITIVE
Hardware Stores	NEGATIVE
Limited-Service Restaurants	POSITIVE
Utilities - Cable	NEGATIVE
Liquor Store	NEGATIVE



2.3% Increase

2.0% Budget



PERFORMANCE - ACTUALS VS. BUDGET

TOP 70% SALES TAX GENERATING NAICS CATEGORIES

NAICS Code Name	2025	Percentage Change	2024	Percentage Change	2023
SUPERMARKET/OTHER GROCERY	\$10,250,000.00	-5.15%	\$10,807,043.75	3.28%	\$10,463,964.98
ELECTRONIC SHOPPING AND MAIL-ORDER	\$7,890,000.00	12.27%	\$7,027,861.03	9.65%	\$6,409,494.28
GENERAL LINE GROCERY MERCH WHOLESA	\$7,660,000.00	5.60%	\$7,253,897.45	4.74%	\$6,925,398.49
FULL SERVICE RESTAURANT	\$3,840,000.00	1.57%	\$3,780,701.76	-2.00%	\$3,857,721.06
HARDWARE STORE	\$3,170,000.00	-7.17%	\$3,414,853.08	-3.48%	\$3,538,133.57
ELECTRIC POWER/TIDAL	\$3,020,000.00	4.71%	\$2,884,217.77	-6.58%	\$3,087,267.11
LIMITED SERVICE RESTAURANT	\$2,510,000.00	9.06%	\$2,301,385.47	7.74%	\$2,136,057.34
LOCAL MESSENGERS/LOCAL DELIVERY	\$1,330,000.00	24.60%	\$1,067,424.22	9.46%	\$975,193.78
CABLE AND OTHER SUBSCRIPTION PROGRA	\$852,600.00	-19.55%	\$1,059,831.43	-6.57%	\$1,134,335.87
BEER/WINE/LIQUOR STORE	\$795,600.00	-4.86%	\$836,261.68	-12.25%	\$953,022.63
FLOOR COVERING STORE	\$592,780.00	-12.04%	\$673,954.54	-13.07%	\$775,286.65

Period	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016
January	-0.42%	3.83%	10.08%	11.76%	15.27%	4.80%	-3.56%	7.87%	5.64%	3.60%
February	0.11%	2.64%	-1.76%	9.35%	31.47%	3.91%	3.00%	3.63%	3.18%	3.04%
March	3.64%	-0.75%	6.73%	8.55%	18.15%	7.91%	-0.03%	3.99%	8.70%	1.60%
April	6.74%	0.52%	5.88%	11.25%	32.02%	-4.96%	5.06%	3.45%	3.67%	5.15%
May	1.33%	4.43%	8.75%	9.65%	13.91%	8.88%	-1.74%	7.77%	4.34%	5.71%
June	0.04%	3.13%	4.29%	3.65%	20.18%	10.09%	2.14%	-0.58%	6.52%	4.67%
July	3.32%	3.41%	5.58%	9.74%	16.13%	6.94%	3.22%	0.88%	6.28%	5.22%
August	5.27%	0.58%	3.46%	16.11%	2.05%	8.06%	3.75%	-2.43%	9.74%	5.38%
September	3.01%	-0.15%	3.11%	9.33%	13.50%	12.17%	1.80%	2.01%	4.70%	5.11%
October		1.98%	2.65%	10.71%	13.56%	14.00%	3.35%	-3.28%	9.71%	4.47%
November		-0.24%	3.23%	9.47%	9.91%	19.17%	3.58%	-1.41%	6.02%	5.67%
December		2.30%	1.01%	7.65%	10.57%	14.07%	7.90%	-0.43%	5.08%	7.20%



Current Month over Prior Year Month Change

GENERAL FUND EXPENDITURES

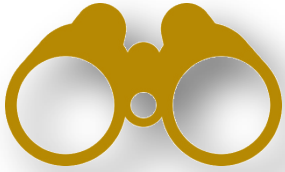


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EXPENDITURES	YEAR TO DATE
Overall	POSITIVE

Personnel	POSITIVE
Capital	POSITIVE
Services & Charges	POSITIVE
Contracts	POSITIVE
Supplies	POSITIVE
Transfers	POSITIVE





OTHER FUNDS OVERVIEW

FUND	REVENUES	EXPENDITURES	YEAR TO DATE
Parks	POSITIVE	POSITIVE	MONITOR
Tax Increment Funds	MONITOR	POSITIVE	POSITIVE
Community Development	MONITOR	MONITOR	MONITOR
Arvada Housing	MONITOR	MONITOR	POSITIVE
Capital Projects	POSITIVE	MONITOR	WARNING
Water	MONITOR	POSITIVE	POSITIVE
Wastewater	POSITIVE	POSITIVE	POSITIVE
Stormwater	POSITIVE	POSITIVE	POSITIVE
Golf	POSITIVE	POSITIVE	POSITIVE
Solid Waste	POSITIVE	MONITOR	MONITOR
Risk Management	POSITIVE	WARNING	MONITOR

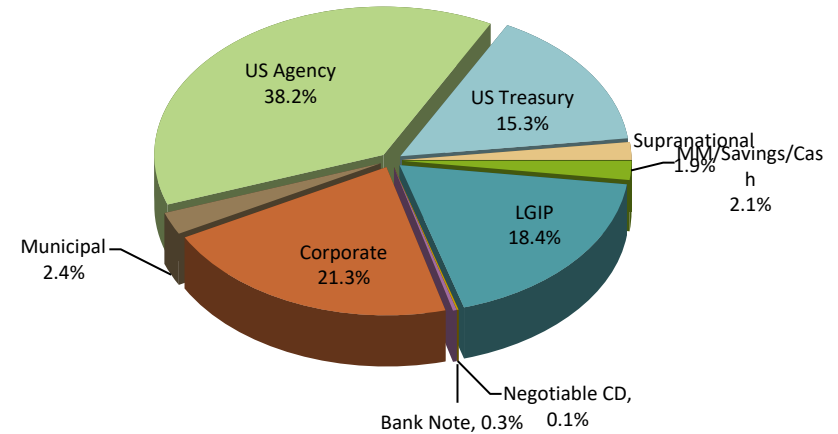
PERFORMANCE - ACTUALS VS. BUDGET

INVESTMENTS

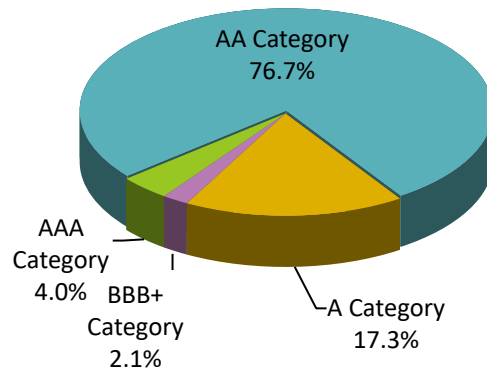
PORTFOLIO PERFORMANCE

	09/30/2025	0/30/2024	Difference
City Interest Earnings	\$ 5,673,771	\$ 4,563,841	\$ 1,163,929
PFM Interest Earnings	1,624,502	1,283,641	340,861
Total Interest Earned	\$ 7,298,272	\$ 5,820,482	\$ 1,477,790
YTD City Portfolio Yield	3.11%	2.55%	+56 BPS
YTD PFM Portfolio Yield	4.20%	3.53%	+67 BPS
YTD Benchmark	4.18%	4.65%	-47 BPS

CONSOLIDATED PORTFOLIO ALLOCATION



CREDIT QUALITY (S&P RATING)



CONSOLIDATED PORTFOLIO CHANGES

	09/30/2025	09/30/2024	Difference
MM/Savings/Cash	\$ 6,443,792	\$ 6,883,293	\$ (439,500)
LGIP	57,235,363	33,162,565	24,072,798
Negotiable CD	395,000	395,000	-
Bank Note	825,000	1,880,000	(1,055,000)
Corporate	66,194,000	47,869,000	18,325,000
Municipal	7,575,000	13,735,000	(6,160,000)
US Agency	118,750,509	143,461,831	(24,711,321)
US Treasury	47,735,000	49,430,000	(1,695,000)
Supranational	6,016,000	-	6,016,000
Total - Combined	\$ 311,169,665	\$ 296,816,689	\$ 14,352,977

INVESTMENTS – ‘A-BBB rated’ (20.20%)

Issuer	Moody	S&P	Face Amount/Shares
BMO Var. Corp	S&P-A-	Moody's-A2	2,000,000
Bristol-Myers Squibb	S&P-A	Moody's-A2	1,500,000
Citi Inc.	S&P-BBB+	Moody's-A3	2,000,000
CITIBANK NA	S&P-A+	Moody's-Aa3	1,000,000
Equitable America Global	S&P-A+	Moody's-A1	2,500,000
Goldman Sachs Group	S&P-BBB+	Moody's-A2	2,000,000
Home Depot	S&P-A	Moody's-A2	1,000,000
HONDA	S&P-A-	Moody's-A3	1,000,000
HSBC	S&P-A-	Moody's-A2	2,000,000
IBM	S&P-A-	Moody's-A3	2,242,000
Intel Corp	S&P-A	Moody's-A2	1,000,000
John Deere Capital Corp	S&P-A	Moody's-A2	1,157,000
Morgan Stanley	S&P-A+	Moody's-Aa3	2,000,000
Principal Life Global	S&P-A+	Moody's-A1	1,000,000
PHILLIP MORRIS INTL INC	S&P-A	Fitch-A	2,000,000
Public Storage	S&P-A	Moody's-A2	5,000,000
Toyota Motor Corp	S&P-A+	Moody's-A1	3,500,000
USB	S&P-A+	Moody's-A2	3,000,000
TOTAL			\$ 35,899,000

2025 GRANTS - Summary

GRANTS MANAGEMENT	2025
PROSPECTING/PREPARING	\$ 1,075,000.00
PENDING GRANT REQUESTS	\$ 1,316,500.00
AWARDED	\$ 1,908,463.00
WITHDRAWN	\$ -
REJECTED	\$ 5,285,935.00
FEDERAL PAUSE	\$10,620,000.00



GRANT AWARD AREAS	2025
PARKS	\$ 750,000.00
POLICE	\$ 422,963.00
PUBLIC WORKS	\$ 735,500.00

2025 Grants



- \$750,000 – Great Outdoors Colorado
- \$735,500 – Highway Safety Improvement Program
- \$337,000 – Colorado Officer for Behavior Health





QUESTIONS





REPORT TO CITY COUNCIL

AGENDA ITEM
6.B.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: Love, Inc.

Report in Brief

PRESENTER: City Manager Don Wick

Love, Inc. is a national movement that partners local churches to mobilize their members to transform lives and communities by meeting the tangible and intangible needs of people in need both immediate needs and needs in the future.

Representatives from the local Love, Inc will provide the council with a brief presentation on the work of Love, Inc.

Prepared by:
Don Wick, City Manager

Reviewed by:
Gail Walker, Legal Specialist-Contracts 10/23/2025
Megan McCall, Assistant City Attorney II 10/24/2025

Approved by:

Rachel Morris, City Attorney 10/27/2025
Don Wick, City Manager 10/28/2025

Enclosure, exhibits & attachments required to support the report



**Greater
Arvada**

**Helping Churches
Help People**



Today's Agenda

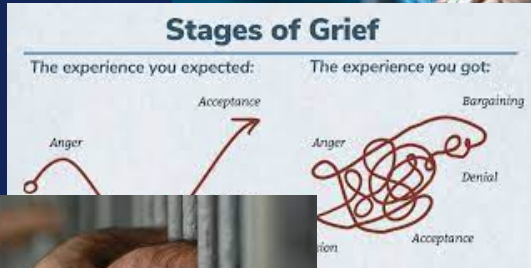
1. What needs “fixed?”

2. What is Love INC?

3. Love INC is the answer

4. Partnership

A photograph of a person sleeping on a sidewalk. The person is wearing blue jeans and a plaid shirt, and is lying on their side. A sign is placed on the ground next to them that reads "Homeless & Hungry". A small blue cup is also on the ground. The background is a brick wall.





The Challenges



Accessibility & limited resources



Specific clients and limited resources



Resource partners are disconnected



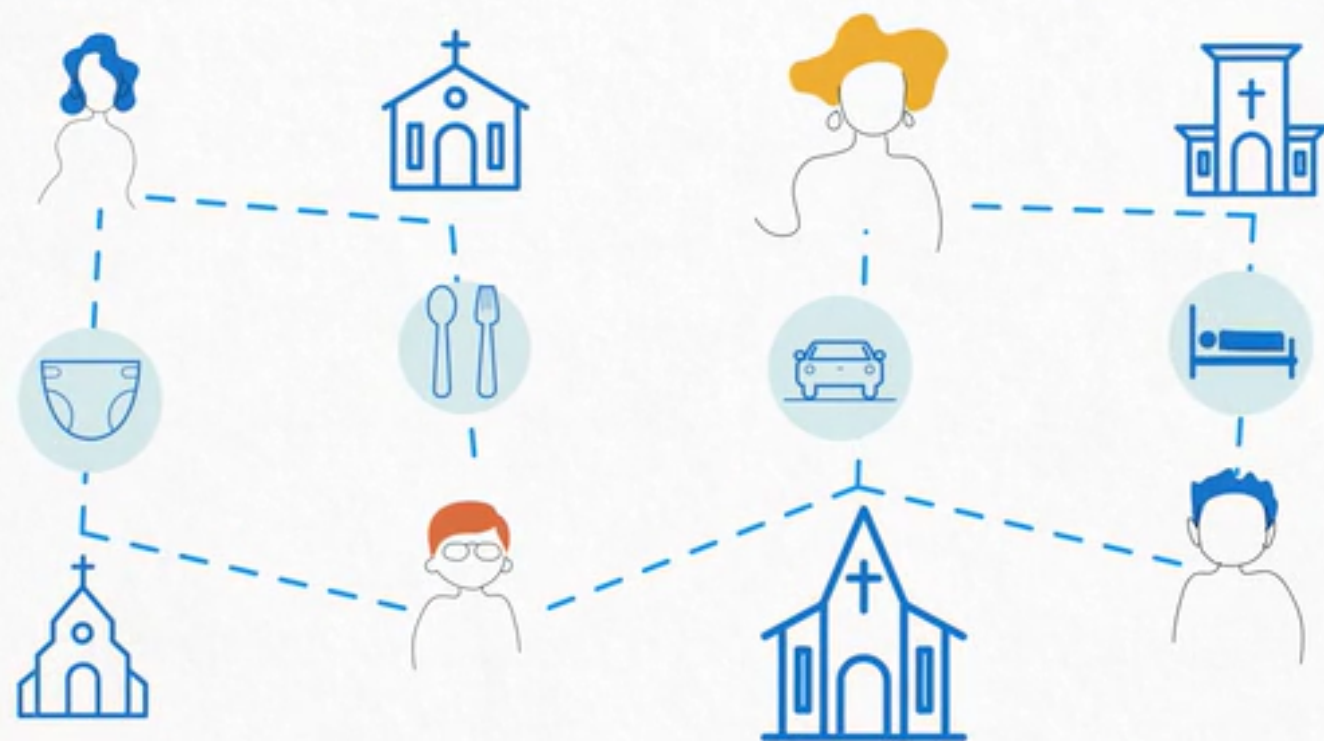
Concerned, limited resources and isolated

The Solution



Love INC Greater Arvada

Love In the Name of Christ (Love INC) is a proven model that networks local churches, government and community organizations together to help people in the community.





Charity vs. Redemptive Compassion

Charity Compassion

- Handouts with little need verification or follow-up
- Meets immediate needs only
- Feels momentarily helpful
- Person in need is passive recipient
- Results in long-term personal devaluation
- Quickly accomplished
- Creates dependency over time

Redemptive Compassion

- Resources after need verification, then **follow up**
- Provides immediate needs & **explores causes**
- Is challenging but brings **long-term rewards**
- Person in need is an **active participant**
- Promotes **long-term person worth**
- **Time-intensive**
- Creates **self-sufficiency** over time



48 years

114 affiliates

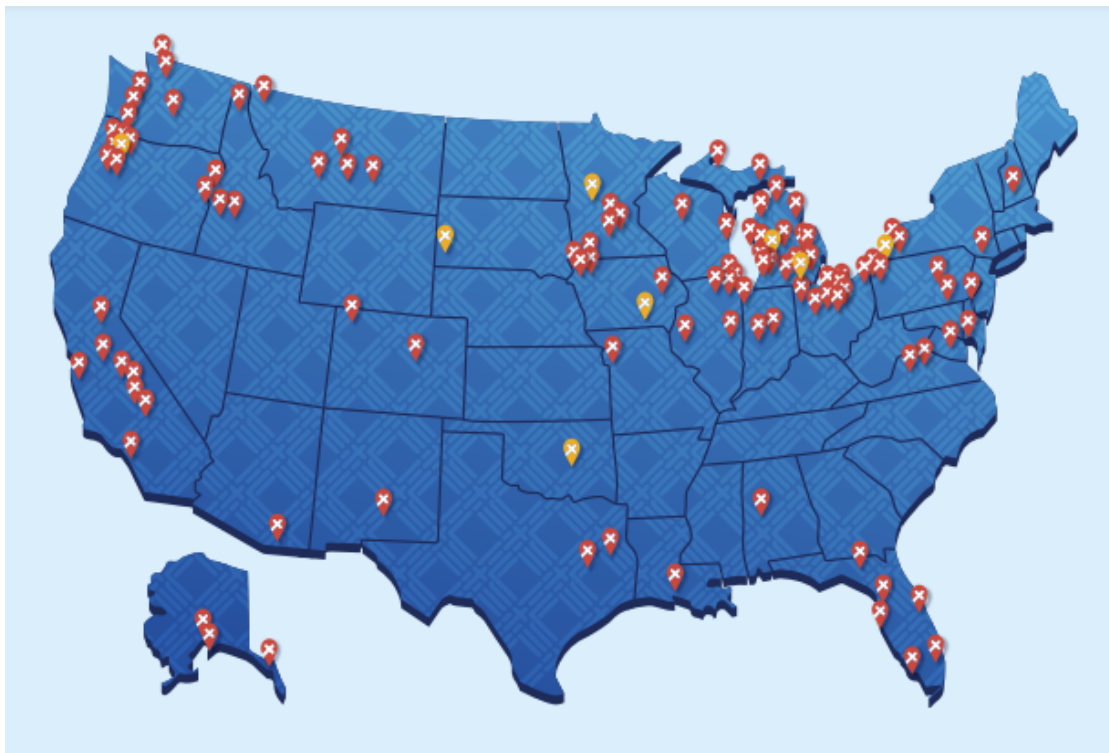
15,000 volunteers

5,500 churches

153,000 neighbors served

2 Colorado Affiliates

2 startup affiliates in CO



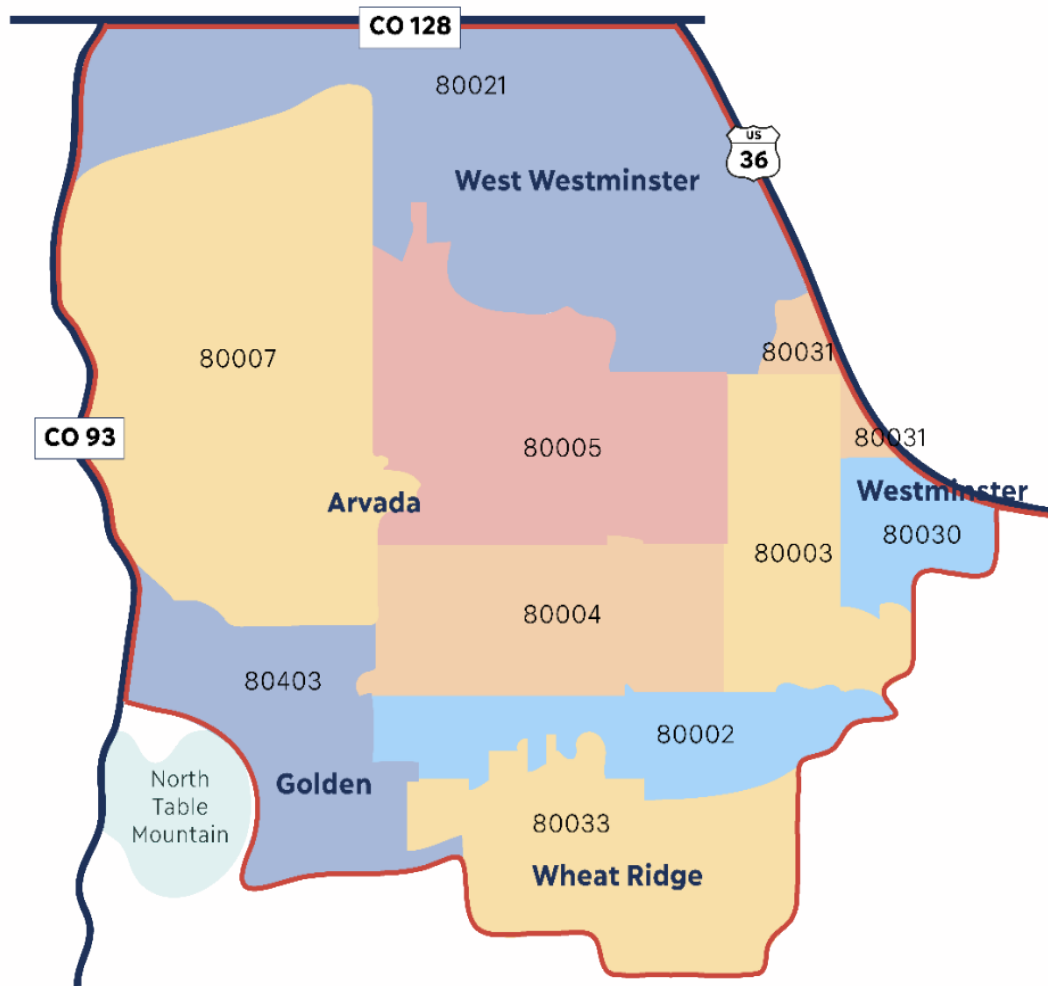


Arvada
80002-80007

Westminster
80021, 80030, 80031

Golden
80403

Wheat Ridge
80033





Progress and Goals

As of November 2025

- 6-member working Board elected May 2026
- 6 working committees with 15 active volunteers
- incorporation as a public charity with requested nonprofit status
- 10 partner churches
- a resource database with 71 resource subcategories, 340 org's

Goals for 2026

- Expand our resource database, with ongoing verification
- Expand our fundraising efforts
- Expand partnerships with churches and other organizations
- Hire a part time Executive Director
- Establish a 3-4 room Connection Center office



Our Partnership with City of Arvada

Resource Support

- Services
- Key employees & support staff
- Funding
- Office Space

Visibility Throughout the City

- Events
- Print Materials
- City TV channels
- Social Media



love
in the name
of Christ

**Greater
Arvada**



REPORT TO CITY COUNCIL

AGENDA ITEM
8.A.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: Consent Agenda

Report in Brief

1. R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87
2. R25-104, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and Jefferson County School District Regarding MS4 Permit Coverage
3. R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center
4. R25-106, A Resolution Authorizing Change Order #2 to an Agreement By and Between the City of Arvada and NexCivil Engineering and Construction LLC for 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24
5. R25-107, A Resolution Adopting the Pay Plan for Fiscal Year 2026
6. R25-108, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Alexa Visscher Appointing Her as a Municipal Court Relief Judge for 2026
7. R25-109, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Charles Tingle Appointing him as a Municipal Court Relief Judge for 2026
8. R25-110, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Barbara Henk Appointing Her as a Municipal Court Relief Judge for 2026
9. R25-111, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Jenness Ivie Appointing Her as a Municipal Court Relief Judge for 2026
10. R25-112, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Prince-Bowen Appointing Her as a Municipal Court Relief Judge for 2026
11. R25-113, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Weaver Appointing Her as a Municipal Court Relief Judge for 2026
12. R25-114, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Aly Harmon Appointing Her as a Municipal Court Relief Judge for 2026

Suggested Motion: Moved by: _____ I move that the Consent Item(s),
Number(s) _____
be
(Removed from the Consent Agenda and Heard Upon Item _____) (Referred to a Workshop) (Postponed
Indefinitely).

YES _____ NO _____ ABSENT _____

That All/Remaining Consent Items be (Approved) (Rejected).

YES _____ NO _____ ABSENT _____

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

Enclosure, exhibits & attachments required to support the report



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.1.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87

Report in Brief

PRESENTER: David Bernard, Civil Engineer

SEMA Construction, Inc is beginning the third construction package (CP3) of the W. 72nd Avenue widening project. The most significant portion of CP3 is the Union Pacific Railroad (UPRR) Bridge over W. 72nd Ave. The steel materials that make up this bridge will take over a year to manufacture and deliver to site and have a large cost. This agreement allows SEMA to purchase the steel bridge materials to begin their manufacture and delivery to the site without delay to the overall construction schedule for CP3.

The Arvada team recommends that the City Council approve R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87.

Financial Impact

This amendment to the SEMA agreement will add \$5,314,880.87 to the project cost. This cost was accounted for during earlier estimates of CP3 and appropriate bond sources have been identified and planned for in order to complete CP3 of the W. 72nd Avenue between Kipling Street and Simms Street, Project No. 18-ST-30.

Background

With the 2018 passage of the bond funding for this project, the City contracted with SEMA Construction, Inc. as construction manager/general contractor (CM/GC) on the W. 72nd Ave bond project. The entire project was originally expected to be completed in 2024. SEMA successfully completed Construction Package One (CP1) in early 2022, relocating utilities throughout the W. 72nd Ave corridor and preparing the site for the subsequent phases. SEMA completed Construction Package Two (CP2) in 2025, widening the W. 72nd Ave corridor from Simms to Oak Streets. The completion of CP2 was delayed about one year due to landscaping challenges.

Construction Package Three (CP3) has been in the design phase since the W. 72nd Ave project began. The design phase is being finalized and we are moving to the estimating and procurement phases of CP3. The major component of CP3 is the removal of the existing at-grade railroad crossing and replacing it with a railroad bridge and the widened W. 72nd Ave going under the bridge. The steel components that make up the bridge structure are engineered in order for the railroad bridge to be safe and stable for long-term use. The steel is forged at a mill and then carefully crafted and manufactured to the details called for in the bridge plans by a steel fabrication company. This makes the steel costs about 10% of the overall cost for CP3. The manufacture and fabrication of the steel components will take about a year from approval to delivery on site. This necessitates that the steel becomes a long-lead-time procurement (LLTP) item to be purchased separately from the rest of the CP3 package. The design phase of CP3 has included the detailed schedule for the project and the timing of this steel procurement agreement is such that the completed steel materials will be delivered to the project site shortly before assembly of the railroad bridge will begin.

SUBJECT: R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87

PAGE: 2
ITEM: 8.A.1.

As part of the design and estimating portion of CP3, the City, SEMA and the City's third-party independent review team Ulteig & Stanton reviewed quotes from five steel manufacturers and fabricators from across the country. True North Steel of Fargo, North Dakota was selected from this review. True North's commitment to delivery date as well as maintaining the quoted price though the City review, contracting and Council approval process were key factors in their selection.

Discussion

In a large and complex project like the W. 72nd Avenue widening project maintaining the schedule and coordination of all the project activities keep costs down and as close as possible to the original estimate. This is the main purpose of having this separate LLTP agreement for the steel as it is a costly and complicated component of the CP3 portion of the project.

In recent sessions with council and meetings with the Bond Committee there has been concern about tariffs and their effect on the cost of the railroad bridge steel. The City project team and its consultants, as well as SEMA have had a hard time predicting how steel tariffs will affect the project. Recent tariffs have not been consistent and the economy in general has been volatile because of this. Any increase in steel costs at this time are most likely not directly related to tariffs and more likely due to limited material availability and mill and plant capacities in these uncertain times.

The original estimate of the steel cost from the CP3 2022 estimate was about \$4.8 million. The five steel quotes received from SEMA's vendors ranged from about \$5.3 million to about \$7.3 million. The selected vendor, True North Steel, was the lowest and the \$5.3 million cost is about a 10% increase from the 2022 CP3 estimate.

Public Contact

Posting of the City Council agenda. In addition, the city team provides updates to and addresses questions from the Citizen's Bond Oversight Committee on a quarterly basis. Information regarding project timelines and project budget are presented to the Committee during quarterly meetings.

Commission Recommendation

N/A

Strategic Alignment

The items below are where this resolution fits into the Council Strategic Plan 2024-2030:

Improve City and community connectivity by providing reliable and accessible physical and technology systems.

Identify and prioritize projects for modernizing our physical infrastructure to maintain and elevate service levels.

INF5 Applies cost-effective and timely engineering, planning and design, construction practices, and established standards and specifications to align public infrastructure reinvestment capacity with community needs.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that City Council approve R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87.

SUBJECT: R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87

PAGE: 3
ITEM: 8.A.1.

Suggested Motion:

I move that R25-103, A Resolution Authorizing a Third Amendment to the Agreement Between the City Of Arvada and SEMA Construction, Inc. to Approve the Long Lead-Time Procurement of Steel Related to Work Anticipated Under CP3 in an Amount not to Exceed \$5,314,880.87, be (approved) (rejected).

Prepared by:
David Bernard, Civil Engineer

Reviewed by:

Approved by:

Claudia Vaughan, City Engineer	10/28/2025
Jacqueline Rhoades, Director of Infrastructure	10/30/2025
Bryan Archer, Chief Financial Officer	11/04/2025
Tammy Hedlund, Legal Specialist	11/05/2025
Kelsy Sargent, Assistant City Attorney	11/05/2025
Zachary Woolweaver, Assistant City Attorney I	11/05/2025
Rachel Morris, City Attorney	11/06/2025
Allison Scheck, Deputy City Manager	11/06/2025
Linda Haley, Deputy City Manager	11/06/2025
Don Wick, City Manager	11/06/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-103

A RESOLUTION AUTHORIZING A THIRD AMENDMENT TO THE AGREEMENT
BETWEEN THE CITY OF ARVADA AND SEMA CONSTRUCTION, INC. TO APPROVE
THE LONG LEAD-TIME PROCUREMENT OF STEEL RELATED TO WORK
ANTICIPATED UNDER CP3 IN AN AMOUNT NOT TO EXCEED \$5,314,880.87

WHEREAS, The City of Arvada and SEMA Construction, Inc. previously entered into an agreement for the reconstruction of West 72nd Avenue from Kipling Street to Simms Street; and

WHEREAS, The agreement contemplates the parties working together on the project for several years which are broken down into several phases; and

WHEREAS, The project is currently in construction Phase 2, but preparations for Phase 3 are beginning; and

WHEREAS, One of the necessary preparations in anticipation of Phase 3 of the project is procuring steel prior to beginning the work of Phase 3; and

WHEREAS, The City of Arvada and SEMA Construction, Inc. seek to amend the Agreement to approve a Long Lead-Time Procurement of Steel in an amount not to exceed \$5,314,880.87 for Work anticipated under Phase 3.

NOW, THEREFORE BE IT RESOVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Amendment to an Agreement, which is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

ATTEST:

Lauren Simpson, Mayor

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**THIRD AMENDMENT
TO THE AGREEMENT BETWEEN THE CITY OF ARVADA AND SEMA
CONSTRUCTION, INC. TO APPROVE THE LONG-LEAD-TIME PROCUREMENT
OF STEEL RELATED TO WORK ANTICIPATED UNDER CP3 IN AN AMOUNT NOT
TO EXCEED \$5,314,880.87**

1.0 PARTIES. The parties to this Third Amendment are the City of Arvada, a home rule municipal corporation (“Arvada”) and SEMA Construction, Inc. (“SEMA”).

2.0 RECITALS AND PURPOSE.

- 2.1** Arvada required construction services for the reconstruction of West 72nd Avenue-Kipling Street to Simms Street (“Project”); and
- 2.2** On or about March 10, 2022, Arvada and SEMA entered into a Construction Manager/General Contractor Agreement (“CM/GC Agreement”) for Construction Package 2 (“CP2”) for the Project, (“Agreement”); and
- 2.3** On or about August 22, 2023, Arvada and SEMA entered into the First Amendment to the CM/GC Agreement to expand the scope of services of CP2 and to increase the Construction Agreed Price (“CAP”) by \$2,041,518.88 to accommodate the work (“First Amendment”); and
- 2.4** On or about March 27, 2024, Arvada and SEMA entered into Change Order No. 1 to the CM/GC Agreement to expand the scope of work and increase the CAP for CP2 2 by \$123,950.88 to accommodate the additional storm sewer work for a maximum CAP of \$24,802,009.19; and
- 2.5** On or about August 14, 2024, Arvada and SEMA entered into the Second Amendment to the CM/GC Agreement to extend the existing CP2 time frame an additional one month from August 12, 2024 to September 12, 2024; and
- 2.6** On or about May 9, 2025, Arvada and SEMA entered into Change Order No. 2 to the CM/GC Agreement to modify the scope of landscaping and irrigation work within CP2 in an amount not to exceed \$131,657.03; and
- 2.7** Pursuant to Article 9 of the Agreement, Arvada may order extra work or make changes by altering, adding to, or deducting from the Work, the Fixed Limit of Construction Cost, the Contract Sum, any LLTP CAP, the Contractor’s CM/GC Preconstruction Fee, Term, and Construction CAP being adjusted accordingly; and
- 2.8** The purpose of this Third Amendment is to approve the LLTP of steel related to Work anticipated under CP3 of the Original Agreement and assign an LLTP CAP of \$5,314,880.87; and

2.9 This Third Amendment does not alter the Scope of Work or the current CAP of \$24,802,009.19 for CP2 as reflected in the Contract Documents.

3.0 CONTRACT DOCUMENTS AND EXHIBITS. The Contract Documents shall consist of the CM/GC Agreement, First Amendment, Change Order No. 1, Second Amendment, Change Order No. 2, and this Third Amendment together with the following:

Exhibit A: Arvada's Notice of Intent to Award- UPRR Bridge-Steel Procurement Memorandum, dated October 6, 2025;

Exhibit B: SEMA's CMGC CAP Cost Model Summary dated October 6, 2025;

Exhibit C: TrueNorth Steel's Proposal S07251834 to SEMA Corporation dated September 5, 2025.

All exhibits referred to in this Third Amendment are attached hereto and are, by reference, incorporated herein for all purposes. In the event any matter, term, provision, or condition that is the subject of this Third Amendment requires clarification or is in dispute, or is the subject of a difference of opinion, the purpose and intent of this Third Amendment shall be ascertained by reference to the Contract Documents in their entirety. In the event of any dispute or differences between the respective documents that constitute the Contract Documents, then Contractor shall secure the written instructions from Arvada before proceeding with the performance of the services affected by such conflicts, omissions, or discrepancies.

4.0 TIME FOR COMPLETION. The time for completion of the LLTP is no later than December 31, 2028. The time for completion of work within CP2 is not being modified by this Third Amendment.

5.0 LLTP MATERIALS. Subject to the requirements of Section 6.1.2 of the CM/GC Agreement, SEMA will procure the materials reflected in **Exhibit C**.

6.0 COMPENSATION. Arvada agrees to compensate SEMA \$5,314,880.87 to facilitate the LLTP of steel in anticipation of CP3 work. The compensation amount for CP2 is not being modified by this Third Amendment as no modifications are being made to the current CAP or Work of CP2. SEMA agrees to complete the LLTP as reflected in **Exhibit B**.

7.0 FULL FORCE AND EFFECT. All other terms and conditions shall be as set forth in the CM/GC Agreement.

8.0 SEVERABILITY. If any other provision of this Third Amendment is held invalid or unenforceable, no other provision shall be affected by such holding, and all of the remaining provisions of this Third Amendment shall continue in full force and effect.

9.0 BINDING AUTHORITY. SEMA represents and affirms that the signature page hereof accurately states the full legal name of SEMA (whether as a corporation, partnership, limited liability company, sole proprietorship, or other), contains all requisite signature(s) on behalf of SEMA, in accordance with all applicable statutes, regulations, resolutions, rules, bylaws, agreements, or similar sources of authority or limitation. This Third Amendment may be executed in counterpart(s), each of which shall be deemed to be an original, and all of which, taken together, shall constitute one instrument.

DATED this ____ day of _____, 2025.

CITY OF ARVADA, a Colorado home rule
municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

SEMA CONSTRUCTION, INC.

Steven Mills, Vice President of Contracts
7353 South Eagle Street
Centennial, CO 80112
Email: Smills@sema.inc

Exhibit A

A Construction Contract By and Between the City of
Arvada and Granite Inliner, LLC, for the 2020 Trenchless Sewer
Main Replacement Project, in an Amount Not to Exceed
\$1,164,404.00, Project No. 20-SR-02

Memorandum

Infrastructure - Engineering

Date: 6 October 2025

To: Geoff Mestas, VP Alternative Delivery, Sema Construction, Inc

From: David Bernard, Project Manager-W72d Ave, City of Arvada

Project: West 72nd Avenue Widening Project (18-ST-30), Construction Package 3 (W72d Ave CP3)

Subject: NOTICE OF INTENT TO AWARD- UPRR Bridge- Steel Procurement

This City of Arvada (City) has reviewed the cost model submitted by Sema Construction, Inc dated 6 October 2025 quoting the costs for the bridge steel materials required by the plans for the West 72nd Ave Widening Project (18-ST-30) Construction Package 3 (W72d Ave CP3).

This letter serves as the City's **Notice of Intent to Award** to Sema Construction, Inc. for the procurement of the bridge steel material, in the total amount of \$5,314,880.87, based on the items and prices stated in the cost model.

Please note that this notice is contingent upon City Council approval and execution of the contract. Upon approval the City will issue a formal Notice of Award and authorization to proceed.

Thank you for your continued cooperation and commitment to this project.

Sincerely,

DBERNARD

Digitally signed by DBERNARD
DN: E=dbernard@arvada.org,
CN=DBERNARD, OU=Users,
OU=PW, DC=ISYS, DC=ARVADA,
DC=ORG
Date: 2025.10.08 10:18:06-06'00'

David Bernard
Project Manager
City of Arvada

Exhibit B

**THIRD AMENDMENT
TO THE AGREEMENT BETWEEN THE CITY OF
ARVADA AND SEMA CONSTRUCTION, INC. TO
APPROVE THE LONG-LEAD-TIME PROCUREMENT OF
STEEL RELATED TO WORK ANTICIPATED UNDER CP3
IN AN AMOUNT NOT TO EXCEED \$5,314,880.87**

CMGC CAP COST MODEL SUMMARY (October 6, 2025)

City of Arvada - W 72nd Avenue CMGC - CP-3 Oak Street to Kipling
Long Lead Procurement Material Package (MP-1)

SUMMARY OF APPROXIMATE QUANTITIES						SEMA COST		SEMA COST + 7% CMGC FEE		
BID ITEM	OVERRUN ALLOWED	CL#	ITEM DESCRIPTION	UNIT	ESTIMATED QUANTITY			UNIT PRICE	AMOUNT	NOTES / COMMENTS
5	NO	NA	Girder Materials	LS	1.00	\$ 4,347,025.00	\$ 4,347,025.00	\$ 4,651,316.75	\$ 4,651,316.75	Materials Only - See quotation for material itemization
10	NO	NA	Bridge Guardrail Materials	LS	1.00	\$ 55,685.00	\$ 55,685.00	\$ 59,582.95	\$ 59,582.95	Materials Only - See quotation for material itemization
15	NO	NA	Bearing Materials	LS	1.00	\$ 359,960.00	\$ 359,960.00	\$ 385,157.20	\$ 385,157.20	Materials Only - See quotation for material itemization
20	NO	626	Mobilization	LS	1.00	\$ 204,508.38	\$ 204,508.38	\$ 218,823.97	\$ 218,823.97	Tax and Bond Costs
TOTAL CONSTRUCTION PACKAGE COST						\$ 4,967,178.38				
TOTAL CONSTRUCTION PACKAGE COST + 7% CMGC FEE						\$ 5,314,880.87		\$ 5,314,880.87		
9000			SEMA MANAGEMENT AND INDIRECT COSTS							Management and indirect costs to be compensated in future construction packages.
9010		626-	PROJECT OFFICE EXPENSES	LS	1.00					
9020		626-	FIELD OFFICES EXPENSES	LS	1.00					
9030		626-	ADMINISTRATIVE SALARIED LABOR	LS	1.00					
9040		626-	EMPLOYEE MOBILIZATION,SUBSISTENCE,HOUSING	LS	1.00					
9050		626-	SAFETY TRAINING,MEETINGS,SUPPLIES	LS	1.00					
9060		626-	MOBILIZATION & DEMOBILIZATION	LS	1.00					
9070		626-	ON-SITE TRANSPORTATION	LS	1.00					
9080		XX090	MATERIAL HANDLING & UNLOADING	LS	1.00					Material unloading costs to be included in future construction packages.
9090		626-	YARDS & STAGING	LS	1.00					
9100		626-	TEMPORARY ACCESS & HAUL ROADS	LS	1.00					
9110		626-	PUBLIC ROAD MAINTENANCE	LS	1.00					
9120		626-	CONSTRUCTION MAINTENANCE & PROTECTION	LS	1.00					
9130		626-	JOBSITE CLEANUP & PUNCHLIST	LS	1.00					
9140		626-	EQUIPMENT SERVICING & REPAIR	LS	1.00					
9150		626-	SUPPORT EQUIPMENT & TIME-SPANNED UTILIZATION	LS	1.00					
9160		626-	SMALL TOOLS/EQUIPMENT & FIELD SUPPLIES	LS	1.00					
9170		626-	QUALITY CONTROL	LS	1.00					
9180		626-	ENGINEERING	LS	1.00					
9190		626-	PROJECT SERVICES	LS	1.00					
9200		626-	BONDS & INSURANCE	LS	1.00	\$ 39,720.00	\$ 39,720.00			Performance and Payment Bond
9210		626-	TAXES & LICENSES	LS	1.00	\$ 164,788.38	\$ 164,788.38			City of Arvada Tax (Home Rule)
9220		626-	PERMITS & FEES	LS	1.00					

CITY OF ARVADA - W 72ND CMGC

MP1 - STRUCTURAL STEEL COMPARISON SHEET

Description / Scope Item	TrueNorth Steel	Veritas Steel	WW AFCO	Capital Contractors Inc	Tampa Steel Erecting
Weight (LBS)	1,940,000	1,800,000	1,803,503	1,840,000	1,760,000
Base Price	\$4,347,025	\$5,998,000	\$5,995,103	\$5,498,000	\$6,799,658
Plate Girders	Incl	Incl	Incl	Incl	Incl
Diaphragms	Incl	Incl	Incl	Incl	Incl
Bearing / Jacking Stiffeners	Incl	Verify	Incl	Incl	Incl
Lifting Lugs	Incl	Incl	Incl	Incl	Incl
Deck Plates	Incl	Incl	Incl	Incl	Incl
Ballast Retainers	Incl	Incl	Incl	Incl	Incl
Temporary Ballast Retainer	Incl	Incl	Incl	Incl	Incl
Sidewalk Brackets	Incl	Incl	Verify	Verify	Verify
Connector Plates	Incl	Verify	Incl	Incl	Incl
Cover Plates	Incl	Verify	Incl	Incl	Incl
Bolts	Incl	Incl	Incl	Incl	Incl
Schedule					
Phase 1 - October 2026	Confirmed	Verify	Verify	Confirmed	Confirmed
Phase 2 - July/August 2027	Confirmed	Verify	Verify	Confirmed	Confirmed
Stored Materials - Phase 2	Incl	Verify	Verify	Verify	Verify
Handrail	\$55,685	Excl	Excl	Incl	Excl
Handrail - \$ Adjustment	-	-	-	(\$184,000)	-
Exclusions					
Taxes	Excl	Excl	Excl	Excl	Excl
Unloading / Erection	Excl	Excl	Excl	Excl	Excl
Paint	Excl	Excl	Excl	Excl	Excl
Bearings	Excl	Excl	Excl	Incl	Excl
Bearings - \$ Plug Adjustment	\$359,960	\$350,000	\$350,000	-	\$350,000
QC/NDT Testing	Incl	Verify	Excl	Verify	Verify
NDT - \$ Adjustment	-	-	\$340,000	-	-
GRAND TOTAL	\$4,762,670	\$6,348,000	\$6,685,103	\$5,314,000	\$7,149,658
DELTA	\$0	\$1,585,330	\$1,922,433	\$551,330	\$2,386,988
BID RANK	1	3	4	2	5



4401 West Main Avenue, Fargo ND 58103
www.TrueNorthSteel.com

Fargo, ND 701-282-2345
Mandan, ND 701-663-0321
Billings, MT 406-869-2602
Rapid City, SD 605-394-7200
Lubbock, TX 806-762-3255



Date: 09/05/2025

Proposal Number: S07251834

To: SEMA Construction

Project Name: UPRR W 72nd Ave. Bridge
Location: Arvada, CO

We are bidding the following items, per this scope, on the above referenced project. Only to the extent shown on the drawings giving the size, section, material grade and location of all members of the steel.

Scope of Work: Furnished Only, F.O.B. Job Site:

- 1.) Units 1.1 thru 1.7, shop assembled where shown on drawings
 - a. (14) – Lines of plate girders, (28) plate girders total
 - b. Diaphragm connectors Mk. SDC-1 & Diaphragms Mk. SD-1
 - c. Diaphragm connectors Mk. SDC-2 & Diaphragms Mk. SD-2
 - d. Bearing stiffeners
 - e. Jacking stiffeners
 - f. Bracket, Mk. SB-1
 - g. Lifting lugs, Mk. SLL-3
 - h. Type 1 thru Type 3 deck plates
 - i. W36x135 ballast retainers and connections
 - i. TCs for filler holes included
 - j. Connector plates for guardrail – see exclusion
 - k. Bolts: ASTM A325 Type 3
- 2.) Cover plate, Mk. SCP-1
- 3.) Cover plate, Mk. SCP-2
- 4.) Delegated design for design of lifting lugs – see exclusion
- 5.) All independent NDT testing is required by specifications

Lump Sum Bid Amount – Base Bid: \$4,347,025.00 (No Tax Included)

TrueNorth Steel is certified under the AISC Quality Certification Program, Category Cbr, Major Steel Bridges, with Fracture Critical and Sophisticated Paint Endorsements.

- Price is valid for 30 calendar days

Alternate #1: Furnish Bridge Guardrail, 243.5 LF, F.O.B. Job Site – ADD \$55,685.00

- 1.) 243'-6" of guardrail per sheets B38 and B44, includes cable, cable accessories, and field tools for cable installation
- 2.) All steel with exception of cable assumed as weathering steel, any additional coatings by others

Alternate #2: Furnish Bearing Package, F.O.B. Job Site – ADD \$359,960.00

- 1.) Disc bearings, beveled sole plates, masonry plates, 60 durometer neoprene masonry pads, Gr. 105 anchor bolts, and A325 tap bolts
 - a. (24) – Fixed Bearings
 - b. (32) – Guided Expansion Bearings
 - c. DiskTron multi-rotational disc bearings
- 2.) Delegated design for design of bearings including engineered shop drawings and PE stamping of drawings and calculations
- 3.) Two freight loads included in price, one for each Phase
- 4.) See Alternate #2 exclusions below
- 5.) See Alternate #2 qualifications below

Exclusions:

- 1.) Taxes
- 2.) Unloading, Installation, & Erection
- 3.) Field planning, field measuring, field surveys, or as-built surveys
- 4.) Any Allowances
- 5.) **Bridge cable and HSS guardrails and bolts for guardrails**
- 6.) **All other material not specifically listed above**
- 7.) Anchorage for other trades
- 8.) Costs of owner inspection or quality assurance
- 9.) Cutting or drilling of our work to accommodate other trades
- 10.) Field planning or field measuring
- 11.) Galvanizing repair
- 12.) Participating in penalties or liquidated damages applied to purchaser
- 13.) Reinforcing bar or accessories
- 14.) Touchup paint or field painting
- 15.) Adhesives
- 16.) **DTIs, turn-of-the-nut method assumed**
- 17.) **Bearings, anchors, and steel associated with bearings**
- 18.) **Lifting lug rigging analysis, assumed by others/erector**
- 19.) **Drainage material steel per Sheet B13**
- 20.) **Temporary shoring material steel per Sheet B13**
- 21.) **Panel clip per Sheet B32**
- 22.) **Alternate #2 bearing package exclusions:**
 - a. Shims (if required)
 - b. Installation of bearings
 - c. Field service (if required)
 - d. Anchor templates (if required)
 - e. Fracture critical material (if required)
 - f. Long-term deterioration testing (if required)
 - g. Uplift testing (if required)
 - h. Rotational, fatigue, or cyclic capabilities while in uplift
 - i. Anchor rod embedment design, anchors quoted per embedment shown on Sheet B48
 - j. Any coating of exposed steel surfaces (if required)
 - k. Any epoxy paint

Qualifications:

- 1.) Freight is F.O.B. job site truck bed, to be offloaded and/or stored by others. We allow a 2 hour standby for trucks and assume offloading to be during daylight hours unless discussed prior to the bid.
- 2.) All schedules must be mutually agreed upon by the customer and TrueNorth Steel – Delivery schedule to be determined.
- 3.) No back charges will be accepted without TrueNorth Steels written acceptance of the back charge prior to commencement of the work.
- 4.) TrueNorth Steel fabricates girders in the horizontal position utilizing a 2-girder blocking method to ensure proper camber, vertical and horizontal dimensions.
- 5.) TrueNorth Steel reserves the right to review and negotiate all contract terms and conditions upon award.
- 6.) All work to be performed in a standard 40 hour work week.
- 7.) Price based on no retainage, penalties, liquidated damages, and forfeiture of incentives.
- 8.) TrueNorth Steel, at our convenience, reserves the right to divide up work between plants to facilitate the owners schedule; however, additional charges for inspection by the owner's representative will be the sole responsibility of the owner if additional forces are required for multiple plant fabrication. TrueNorth Steel also reserves the right to subcontract work for our convenience.
- 9.) Fabrication and contractual obligations by both parties will be in strict accordance with the AISC Code of Standard Practice, current edition, without exception.
- 10.) All NOC's/Change Order's to be executed in 45 calendar days.
- 11.) All submittals and drawings will be provided in an electronic pdf format. No paper copies will be distributed.
- 12.) TrueNorth Steel reserves the right to review material pricing and adjust per market conditions.
- 13.) No "pay if paid" or "pay when paid" terms to be accepted.
- 14.) Cash or net 30 days for customers with Pre-Approved Credit. Interest will be charged on past due accounts.
- 15.) Payment for fabricated and un-fabricated materials that are suitably stored and assured in our yard is required.

- 16.) In the event of any termination by the Customer/Contractor after direction to proceed, which is not justified by a material default of TrueNorth Steel (TNS), TrueNorth Steel shall reserve all rights to be entitled to timely payment from the Customer/Contractor for all costs incurred related to materials, labor and services for which TNS has not received payment, including, but not limited to, reasonable overhead and profit, expenses and damages, including attorney's fees and interest, and profit on unperformed work.
- 17.) **Material grades assumed per Structural Notes on Sheet B03.**
- 18.) **All bolts assumed as 7/8" diameter.**
- 19.) **Tentative ship date of October 2026 for Phase 1 and late July 2027 for Phase 2.**
a. **Storage of material for Phase 2 included in price.**
- 20.) **Per Sheet B36, Type 2 deck plate assumed as shop installed in lieu of Type 3 as shown on Sheet B41.**
- 21.) **Per Sheet B42, bolts assumed on one side of the temp ballast retainer flange as shown, 1 row of bolts/TCs total.**
- 22.) **Single unit per one freight load assumed for all units – i.e. one freight load would be Unit 1.1, Span 1**
- 23.) **Shop assembled sections to verify field fit-up prior to disassembling and shipping to site as follows:**
a. **Assembly #1: Phase 1, Units 1.1 thru 1.3, Span 1**
b. **Assembly #2: Phase 1, Units 1.1 thru 1.3, Span 2**
c. **Assembly #3: Phase 2, Units 1.4 thru 1.7, Span 1**
d. **Assembly #4: Phase 2, Units 1.4 thru 1.7, Span 2**
- 24.) **Tonnages per unit (in a single span):**
a. **Units 1.1 & 1.7 are roughly 62.5 tons each**
b. **Unit 1.2 is roughly 58.5 tons**
c. **Unit 1.3 is roughly 64 tons**
d. **Units 1.4 thru 1.6 are roughly 57.5 tons each**
- 25.) **Bid per drawings dated 11-08-2024.**
- 26.) **All material to meet AREMA and UPRR specifications.**
- 27.) **Alternate #2 bearing package qualifications:**
a. **Bearings designed per AREMA 2021 per Note 1 on Sheet B48**
b. **Uplift design loads assumed to be 10% of vertical service loads (no uplift design loads provided)**
c. **Dead loads assumed to be 50% of vertical service loads**
d. **Masonry plate length and width to match those shown in contract plans**
e. **Beveled sole plate and masonry plate hole patterns to match those shown in contract plans**
f. **Anchor and top connection bolt diameters to be designed by bearing supplier (diameters shown on plan are not adequate to resist horizontal loads at abutment)**
g. **ASTM A709 Gr 50 steel or equal**
h. **Top connection bolts assumed as Type 3**
i. **Alternate low friction guide sliding material in lieu of PTFE**
j. **5000 psi concrete compressive strength at Abutments**
k. **4000 psi concrete compressive strength at Pier 2**
l. **Per Sheets B47 & B48 of the contract plans, bearing heights may vary from those shown in the plans and will be the contractor's responsibility to make up the difference by adjusting the bearing seat elevation or girder seat elevation, contractor to verify bearing heights with TrueNorth Steel prior to any pour**

TrueNorth Steel –Bridge Division

By: _____
Brett Tamminga
Structural Estimator
Direct Line: 701-281-2297
E-Mail: Brett.Tamminga@TrueNorthSteel.com



CAPITAL CONTRACTORS, INC.

Steel Division, Lincoln, NE

MATERIALS QUOTATION
FOR
City & Community of Arvada

September 5, 2025
72nd Avenue Underpass
Project No. 13046
Jefferson County, Colorado

P.O. BOX 80098
PHONE: (402) 476-1021
FAX: (402) 476-8033
ZIP: 68501

LINE NO.	ITEM/DESCRIPTION	WEIGHT lbs	QUANTITY	UNIT \$/LB	TOTAL PRICE
	STRUCTURAL STEEL	1,840,000		2.9880	\$ 5,498,000.00

Includes: Fabrication of two 76'-5 span bridge sections, including handrailing, cover plates, and lifting lugs.
Bearings and Anchor bolts.

Not Included: Any painting, field erection or assembly, drains, and wire rope, and required hardware for the hand railing

NOTE: IF THE CONTRACTOR WISHES, A \$184,000.00 DEDUCTION CAN BE TAKEN IF THE HANDRAILING IS PURCHASED FROM ANOTHER SOURCE.

ALL MATERIALS ARE F.O.B. TRUCK, JOBSITE.

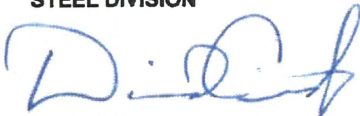
TERMS: NO TAXES OR BONDING IS INCLUDED.
NET 15 DAYS FROM RECEIPT OF PAYMENT BY OWNER

DELIVERY PHASE I - OCTOBER 2026
PHASE II - JULY 2027

THIS PROPOSAL SHALL TERMINATE IF NOT ACCEPTED BY THE BUYER, BY EXECUTION, WITHIN 30 DAYS AFTER THE DATE OF ISSUANCE.

Proposed:

CAPITAL CONTRACTORS, INC.
STEEL DIVISION



David Crist
Vice President
Cell: (402) 525-9648

Accepted: (Pending award of contract)

Date: _____



Veritas STEEL

72nd Avenue Underpass

2300 Cabot Drive, Suite 425 - Lisle, IL 60532 - PH: 630-423-8708

2800 Melby Street - Eau Claire, WI 54703 - PH: 715-835-2800

3526 W. Sherman Street - Wausau, WI 54401 - PH: 715-845-3191

211 Comfort Road - Palatka, FL 32177 - PH: 386-328-4683

PROPOSAL DATE: September 4, 2025

TO: BIDDING CONTRACTORS

RE: CITY OF ARVADA COLORADO
PROJECT NO. 18-ST-30
WEST 72ND AVENUE IMPROVEMENTS (UNDERPASS)
ARVADA, CO

BID DATE: 08/28/2025
VERITAS STEEL NO.: 25187

We are pleased to quote on furnishing only the structural steel F.O.B. job site with freight allowed. All fabricated material to be in accordance with Specification Sections and Plan Sheets prepared by HDR and CITY OF ARVADA COLORADO dated 03/04/2025 and in accordance with the attached Terms and Conditions of Sale. Veritas Steel is in receipt of 0 Addenda.

I. SCOPE OF WORK:

ITEM NO. STRUCTURAL STEEL DECK PLATE GIRDER BRIDGE

Furnish Approx. 1,800,000 Lbs. Structural Steel as Noted:

PRICE INCLUDES

- 1.) 14 – Girder pair units fully shop assembled including:
 - a.) 28 – Plate girders
 - b.) 32 – Sidewalk brackets SB-1
 - c.) 98 – Intermediate diaphragms SD-1
 - d.) 28 – End diaphragms SD-2
 - e.) 4 – Ballast retainer beams
 - f.) 18 – Deck plates
 - g.) 28 – Lifting lugs
- 2.) 84 – Intermediate diaphragms SD-1 – shipped loose
- 3.) 24 – End diaphragms SD-2 – shipped loose
- 4.) 96 – Deck plate field installed – shipped loose
- 5.) 1 – Temporary ballast retainer – shipped loose
- 6.) All steel shall be Grade 50 weathering and meet the requirements shown in the general notes
- 7.) Field bolts for above
- 8.) All materials blast cleaned
- 9.) All materials shall remain unpainted and uncoated

PRICE EXCLUDES: (But Not Limited To)

- 1.) All Bearings
- 2.) All Anchor Bolts
- 3.) All Expansion Joints
- 4.) All Shear Connectors
- 5.) All Railing
- 6.) All Drainage Materials
- 7.) All Field Paint and Painting
- 8.) All Weekend and Night Deliveries
- 9.) All Field Measurements
- 10.) Engineer Stamping of Shop Drawings
- 11.) Anything NOT specifically listed as included, is explicitly excluded.

II. PRICING:

ITEM NO. STRUCTURAL STEEL DECK PLATE GIRDER BRIDGE

Furnish Approx. 1,800,000 Lbs. Structural Steel as Noted:

Per Lump Sum.....\$5,998,000.00

VERITAS STEEL LLC PRICE IS BASED ON PAYMENT OF RAW MATERIALS UPON RECEIPT OF MATERIALS AND MONTHLY PROGRESS PAYMENTS FOR FABRICATION OF MATERIALS.

III. DELIVERY:

Based on receiving your order and all required technical information we will ship on a mutually agreed schedule. This schedule is based on approval of drawings, availability of raw materials, and subject to prior sales.

IV. GENERAL STIPULATIONS:

- 1.) If this Proposal is accepted, the Storage, Material & Delivery Escalation Date (i.e. the date referenced in Sections 6.1 and 6.3) of this Proposal is December 31, 2026
- 2.) The attached Standard Terms & Conditions of Sale are hereby included as part of this proposal.
- 3.) Price Excludes Bond
- 4.) Sales and/or use taxes are not included and are the responsibility of the Contractor to remit if applicable.
- 5.) Erection is not included.
- 6.) We will require one set of reproducible drawings and one set of job specification.
- 7.) Veritas Steel LLC excludes any and all cost associated with reviewing and stamping of the shop drawings by a licensed engineer.
- 8.) Bid plan measurements will be used for ordering of material. We must be notified of any deviations within three (3) weeks of issuance of an order.
- 9.) It is the contractor's responsibility to obtain approval for the omission of the field splices, any analysis requested by the owner or their representative that results in added cost will be the contractor's responsibility.
- 10.) The pricing of this Proposal is valid for 30 days. Pricing is based on current material and fuel rates. Veritas does not guarantee this pricing for any future proposals. See Section 1.2.3.
- 11.) Night and Weekend Delivery Fees apply. See Section 8.3.4.
- 12.) If material is to be delivered by barges supplied by Veritas, the provisions in Section 8.3.8 apply.
- 13.) If Contractor wishes Veritas to shop drill holes for Safety Static Line Posts, please add \$27.50 per hole (this includes detailing, drilling, and a bolt/nut/washer). Contractor is to inform Veritas of this request at time of order along with system requirements to secure pricing.

We appreciate the opportunity to quote this project and look forward to a continuing association. If you have any questions or need additional information, please contact me.

Respectfully Submitted,

Veritas Steel LLC

Kevin Bird
Vice President of Sales & Marketing

PHONE: (715) 839-6722
CELL: (715) 215-0048

Mark Garrison
Sales Manager

PHONE: (715) 839-6724
CELL: (715) 716-1010

(Cont. Initial) (VS Initial)

Veritas Steel LLC

STANDARD TERMS & CONDITIONS OF SALE

1 ARTICLE 1 – PROPOSAL TERMS AND CONTRACT DOCUMENTS:

- 1.1 These Standard Terms & Conditions of Sale are part of Veritas Steel LLC's ("Veritas" or "Seller") Proposal (the "Proposal"). "Buyer" or "Buyer" means the Buyer listed in the Proposal.
- 1.2 PROPOSAL TERMS. This offer is expressly limited to these terms, and any attempt to add to such terms shall be deemed a rejection and a counteroffer, which may result in a withdrawal of this Proposal or a modification in price.
- 1.2.1 If this Proposal is accepted, and the Buyer's order is issued for that purpose, it is expressly agreed that the terms and conditions of this Proposal shall prevail insofar as the same may in any way conflict with the terms and conditions set forth in the Buyer's order form, and the issuance of such order form by the Buyer shall be deemed to be the Buyer's assent to the foregoing. The terms of any order from issued by Buyer are specifically rejected.
- 1.2.2 If, as a result of this provision, Veritas is asked or required to enter into a separate written agreement beyond the terms of this Proposal, then, in that event, Veritas reserves the right to review the general terms and conditions of the proposed agreement and the right to reject any and all terms and conditions of said agreement which are in conflict with or vary the terms of this Proposal. To the extent to the Proposal is included as a part of a separate written agreement between Veritas and Buyer, the terms of the Proposal shall control over any conflicting terms in the separate written agreement.
- 1.2.3 Time Limit of Proposal. Unless modified by the Proposal or given a directive to proceed, which is acknowledged and accepted by Veritas, resulting in a Contract as set forth in Article 1.3, the Proposal shall be valid for thirty (30) days from the date of the Proposal and shall automatically terminate unless extended in writing by Veritas. This Proposal may be changed or revoked at any time by Veritas prior to acceptance.
- 1.3 CONTRACT. In the event, prior to the execution of a mutually agreeable contract, that Seller agrees to purchase material, begin the shop drawing process, or otherwise commence any of the work contemplated by this Proposal, this Proposal shall be deemed accepted, and becomes a binding agreement. Seller reserves the right to refuse or negotiate terms of any other proposed agreement presented by the Buyer as a substitution to these STANDARD TERMS & CONDITIONS OF SALE.
- 1.3.1 No terms and conditions contained in the agreement between Owner and Buyer, if applicable, shall be binding on Seller unless a copy of such terms and conditions has been furnished to Seller and accepted in a writing signed by the Seller.
- 1.3.2 The parties expressly agree that this writing embodies their entire Contract; any subsequent cancellations or modifications must be agreed upon in writing.
- 1.3.3 Buyer and Seller agree that Seller's Scope of Work is limited to the structural steel shown or noted on the structural design drawings only ("Work").
- 1.3.4 Contract Documents. Unless agreed to by Seller in writing, the Contract Documents are limited to the plans and specifications specifically referenced in the Proposal and these Standard Terms & Conditions of Sale ("Contract Documents"). If there is any conflict among the provisions of the Proposal, these Standard Terms & Conditions of Sale, the referenced plans and specifications, or Buyer's acceptance (hereinafter collectively called "Contract"), the documents shall govern in the order just given.
- 1.4 CODE OF STANDARD PRACTICE. Buyer and Seller agree that the Work shall be performed in accordance with the terms of these Standard Terms and Conditions of Sale and the American Institute of Steel Construction Code of Standard Practice for Buildings and Bridges ("CoSP"), current edition.
- 1.5 PLANS AND SPECIFICATIONS. Seller shall be entitled to rely upon the plans and specifications provided to it by Buyer. Seller is not responsible for the suitability, adequacy, or building code conformance of the design or information provided by others, including the Contract Documents, nor does it assume responsibility for determining that the Owner's requirements have been included in the design documents and specifications provided by others.
- 1.5.1 If the design is not complete at the time of the Proposal, released for construction drawings and approved shop drawings will be required before material purchases or fabrication can commence. Seller reserves the right to seek an equitable adjustment to the Contract Time or Contract Sum if the design drawings are incomplete.
- 1.5.2 RFIs shall be returned within 48 hours of submission.
- 1.6 SCOPE OF WORK. Materials will be fabricated in accordance with structural design drawings and specifications and with detailed shop drawings as approved by Owner or Owner's authorized representatives (also known as "Products"). Seller will perform shop inspections in accordance with Owner's requirements, to the extent they are expressly provided for in the structural steel specifications, as well as applicable AISI, AWS and AASHTO standards. Buyer, at its expense, must set, drill, grout, and tighten anchor bolts for steel members. Unless otherwise provided in the Proposal, Seller's price does not include costs associated with field measurements, site surveys, shop inspection by independent 3rd party agencies, removal of hauling residue, field cleaning of any stain resulting from steel oxidation, field touch-up paint, painting, galvanizing, or supply of miscellaneous metals, embedded items, scuppers, drains, railings, conduit hangers or supports, shims, expansion dams, neoprene joints, sealing materials, grout, shear studs, or bolts other than connection bolts for supplied items.
- 1.7 PERMITS & LICENSES. Buyer shall obtain, without cost to Veritas, all permits, licenses, easements, and environmental approvals necessary for the execution of the Contract.

2 ARTICLE 2 – TERMS OF PAYMENT:

- 2.1 CONTRACT SUM. The Contract Sum shall be as set forth on the face of the Proposal. The Fabricator's Contract Sum and Contract Time will not be established until all information set forth in Section 3.1 of the COSP is provided. The Subcontract Time and Price are based upon the assumption that the Structural Engineer of Record has provided a suitable structural steel design that complies with the building code. If the structural steel design is changed in order to provide a suitable structural steel design which complies with the building code, Subcontractor shall be entitled to an equitable adjustment to the Contract Price and/or Time order in accordance with this Terms & Conditions. Subcontractor shall submit all approval drawings to the Engineer of Record, who shall have responsibility for the suitability, adequacy, and building-code conformance of the overall design.
- 2.2 SCHEDULE OF VALUES. Veritas will submit a Schedule of Values for progress invoicing.
- 2.3 TIME FOR PAYMENT. Payment shall be made to Seller within thirty (30) days of the date of Seller's invoice.
- 2.4 RAW MATERIALS AND SUPPLIES. Seller shall invoice for raw materials, mill order invoices including freight charges and supplies upon receipt of such items by Veritas at its plant, and payment for such invoice shall be as set forth in Article 2, unless specifically agreed to in writing by Seller.
- 2.5 REMEDIES FOR NON-PAYMENT. If Buyer does not pay Seller any amount due under this Contract or any other agreement when such amount is due, such shall be deemed in material breach of Contract, and Seller may, without liability to Buyer, and without prejudice to Seller's other lawful remedies (i) terminate Seller's obligations under this Contract; (ii) declare immediately due and payable all Buyer's obligations to Seller; (iii) change credit terms with respect to any further work, including, but not limited to, receipt of cash in advance of further shipment for amounts owed or to be owed; (iv) suspend or discontinue any further work and, if suspended, the time to complete the Contract shall be extended for the period of such suspension; and/or (v) repossess the Products. The Contract amount shall be increased, by appropriate adjustment, by the amount of Seller's demobilization, delay, and remobilization costs.
- 2.6 NO OFFSET OR SET-OFF. Buyer shall not set off amounts due to any alleged claims, including the Owner, against Seller on this Project or any other project.
- 2.7 SERVICE CHARGES. Payments not received when due shall incur service charges at the rate of the prime rate in effect at CIBC, on the date payment is due, plus one and a half percent (1.5%) per month (18% per annum) until paid.
- 2.8 NO CONTINGENT PAYMENTS. Payments due to Seller are not contingent upon payments by others nor shall Seller waive its lien rights prior to receiving payments due.
- 2.9 NO RETAINAGE. The Buyer agrees to pay the full purchase price stated in this Proposal. Retainage may not be withheld without the specific written consent of Veritas. There will be no withholding of monies from Veritas's payments. Deductive change orders or back charges may not be withheld from any payments due Veritas without written consent of Veritas. Any disputed deductive change orders or back charges shall be resolved as set forth in Article 12.
- 2.10 NO PERFORMANCE OR PAYMENT BOND. The quoted price does NOT include the cost of a performance or payment bond. To the extent a performance bond is required, Buyer shall pay for the cost of the bond. To the extent Veritas is required to provide payment or performance bonds, the ability of Buyer's or sub-subcontractors rights to make a claim against such bonds shall be subject to the following conditions precedent: Buyer has made payment to Veritas of all undisputed amounts owed; Buyer has promptly and properly paid all outstanding change order requests; and Buyer is not in fault or material breach under this Agreement.
- 2.11 ADEQUATE ASSURANCES. In the event a reasonable doubt exists as to the Buyer's financial responsibility ability to make timely payments, or satisfy its contractual obligations, Veritas shall have the right, in addition to all others it may possess, to stop operations, withhold shipment and recall in transit, and/or require a full or partial cash payment, until the Buyer shall have paid for all material previously delivered and provided adequate assurances to Veritas of Buyer's financial responsibility ability to pay the full Contract price, ability to make timely payments and ability to satisfy its contractual obligations. Seller shall have no obligation to begin or continue performance until adequate assurances are provided, including receipt of credit and funding information at any time on request of Seller. Seller may stop the manufacture or supply of any labor or materials when it, in its sole discretion, determines that Buyer is in breach of this Agreement or any other Contract with Seller or Seller has insecurity with respect to funding creditworthiness, or satisfaction of Buyer's contractual obligations until payment is made, adequate assurances have been provided, or any dispute or insecurity has been resolved.
- 2.12 LIEN WAIVERS: Nothing in the Contract Documents shall cause to be voided or diminished in any manner Seller's right to enforce its mechanic's lien rights or obtain payment under an applicable payment bond if Seller is not timely paid. Seller will only execute unconditional and/or final lien waivers for amounts actually received and any lien waivers shall only relate to the actual Work performed and not future Work or future payments. Any form or release wherein the Subcontractor purports to release the Contractor, Owner, or other party is hereby qualified by the following language, whether or not the Seller specifically adds the language: "This release shall apply only to work for which payment has been received in full by Seller, and it shall not apply to retainage, unbilled changes, or amounts not yet paid." Seller shall not be required to reserve claims on the face of any payment application. Any waiver of lien of bond rights shall only be to the extent paid and not based on the date of the lien or claim waiver.

Standard Terms & Conditions of Sale

Veritas Est. No.: 2518/7
72nd Avenue Underpass
Page 6 of 9

3 ARTICLE 3 – LIMITATIONS ON WARRANTIES AND LIABILITIES:

- 3.1 DUTY TO INSPECT PRIOR TO ERECTION. All claims against Veritas will be deemed waived unless made in writing within the earlier of, five (5) calendar days of delivery or two (2) days prior to erection (whichever is earlier). Claims against Veritas will be waived unless Veritas is given adequate opportunity to inspect, approve, and, if required, correct the cause of the claim. The provision includes, but is not limited to, errors, material defects, faulty workmanship, shortages, and assessments. A representative of Veritas must authorize all claims. No claim will be allowed for corrections of alleged errors in materials fabricated by Veritas unless Veritas is notified before the corrections are made and Veritas's responsibility is proven.
- 3.2 LIMITED WARRANTY: Veritas warrants that the work described in the Contract shall be free from defects in workmanship and material, which vary from the Contract Documents. Veritas shall replace or repair any such faulty workmanship or defective material, which varies from the Contract Documents, provided that it is reported in writing to Veritas (a) five (5) calendar days after delivery or two (2) days prior to erection (whichever is earlier) for defects which can be discovered upon a reasonable inspection, or (b) for latent defects, one (1) year from date of on which seller last delivers materials or services within the Scope of this Contract ("Warranty Period"). THE LIABILITY OF SELLER IS LIMITED TO THE REPAIR AND REPLACEMENT OF ANY DEFECTIVE MATERIALS OR PARTS THEREOF AT ITS SHOP, OR AT SUCH OTHER LOCATION AS SELLER, IN ITS SOLE OPTION SHALL DESIGNATE.
- 3.2.1 Veritas shall be allowed time to inspect and verify a claim and shall have access to all performance data. No credit will be allowed for any cost or expense Buyer may incur in replacing or correcting materials or workmanship hereunder or for charges for labor or materials furnished by Buyer unless Buyer has obtained Veritas's prior written approval.
- 3.3 NO OTHER WARRANTIES. THE WARRANTIES SET FORTH IN THIS ARTICLE ARE EXCLUSIVE & IN LIEU OF ALL OTHER WARRANTIES WHETHER STATUTORY, EXPRESS, OR IMPLIED (INCLUDING ALL WARRANTIES OF MERCHANTABILITY & FITNESS FOR PARTICULAR PURPOSE AND/OR WARRANTIES ARISING FROM COURSE OF DEALING OR USAGE OF TRADE). THE REMEDIES PROVIDED ABOVE ARE THE BUYER'S SOLE REMEDIES FOR ANY FAILURE OF VERITAS TO COMPLY WITH ITS OBLIGATIONS. VERITAS HEREBY DISCLAIMS AND EXCLUDES ALL OTHER WARRANTIES. Any other statement in Contract Documents shall not be deemed to constitute a warranty.
- 3.4 LIMITATION OF REMEDIES. Corrections of non-conformities in the manner and for the period of time provided above shall constitute fulfillment of all liabilities of Seller to Buyer, whether based on warranty, contract, strict liability, negligence, willfulness or any other legal theory. IN NO EVENT SHALL SELLER BE LIABLE TO BUYER OR OTHER THIRD PARTIES FOR ANY SPECIAL, INDIRECT, INCIDENTAL OR CONSEQUENTIAL DAMAGES OR LOST PROFIT ARISING OUT OF OR IN ANY WAY CONNECTED WITH SELLER'S WORK UNDER THIS AGREEMENT.
- 3.5 ACCEPTANCE AND ACKNOWLEDGMENT. Acceptance of the Products shall occur if no written notice is made in writing, as set forth in Article 3.1, within the earlier of, five (5) calendar days of delivery or two (2) days prior to erection. By acceptance of the fabricated Products described on this Proposal, Buyer acknowledges that the limitations, disclaimers and terms set forth herein are conditions of the sale and that they constitute the entire agreement between Seller and Buyer regarding warranty or any other liability or damages.
- 3.6 DEFECTS BY OTHERS. Seller shall NOT be liable for any damages attributable to the Buyer or workmanship by others. THERE IS NO WARRANTY and Veritas shall not be obligated to replace or repair all or any part of the work when such defects are not directly attributable to defects in Veritas' workmanship or material, such as, but not limited to, defects caused by operating abuse, neglect, erosion, corrosion, force majeure or other similar causes beyond Veritas' control.
- 3.7 PRODUCTS NOT FABRICATED BY VERITAS. Veritas's sole obligation with respect to products not manufactured or produced by Veritas or services directly rendered by Veritas shall be limited to assigning or transferring to Buyer any written warranty extended to Veritas by the manufacturer of such products or subcontractor of such services to the extent such warranty may be so assigned.
- 3.8 EFFECTIVE DATE OF WARRANTIES. The only warranties made by Veritas are those expressly stated in this Article 3, and while it begins to run on the date of delivery, it shall not be effective until full and final payment of the Contract amount, including all adjustments thereto, has been received by Veritas.
- 3.9 LIMITATION OF LIABILITY. The remedies of Buyer set forth in Article 3 are exclusive, and the total liability of Veritas with respect to the Contract or anything done in connection therewith, including timeliness or quality of performance or lack thereof, whether in Contract, in tort (including negligence and strict liability), in warranty or otherwise and shall not exceed the amount paid to Veritas on account of this Contract or 10% of the total value of this Contract, whichever is less.. Veritas shall not be responsible for any liquidated damages or penalties related to time of performance or delays.

4 ARTICLE 4 – INDEMNIFICATION:

- 4.1 Buyer hereby releases and agrees to indemnify, defend and hold harmless Seller, its shareholders, officers, agents, employees, affiliates, successors, assigns and third-party suppliers ("Seller's Indemnified Parties") from and against any and all direct and indirect claims, debts, actions, causes of action, liabilities, loss, suits, demands, fines, penalties, judgments, omissions, damages or expenses whatsoever, including, without limitation, attorneys' fees and costs ("Damages") incurred by or against Seller or any of Seller's Indemnified Parties due to or arising out of, in connection with, resulting from or relating to (i) misrepresentations, breach of the warranties, representations, covenants or agreement contained in this Contract or any law by Buyer or any of Buyer's shareholders, directors, officers, employees, affiliates, representatives, agents, successors or assigns ("Buyer's Parties"), or (ii) any damage to or destruction of property, or injury to or death of persons caused, or alleged to have been caused, in whole or in part, by any intentional, reckless, negligent or other act (or failure to act) of Buyer or any of Buyer's Parties, or (iii) losses, damages or injuries caused by Buyer's products, Buyer's specifications, designs, approvals or instructions provided to Seller, or due to improper application or use of the Products or otherwise. Prior to settling any claim, Buyer will give Seller an opportunity to participate in the defense and/or settlement of such claim. Buyer shall not settle any claim without Seller's written consent. In the event of any recall affecting the Products, Seller shall have the right to control the recall process and Buyer shall fully cooperate with Seller in connection with the recall.

5 ARTICLE 5 – TITLE & RISK OF LOSS:

- 5.1 TITLE TO WORK. The title and right of possession of the Work shall remain in Veritas whatever may be the mode of its attachment to realty or other property, until all payments are made in accordance with this Contract. Title shall pass to Buyer upon payment being fully made as set forth in this Contract.
- 5.2 RIGHT OF POSSESSION. Where Buyer has failed to make a payment within the allowed time, Veritas may declare all remaining payments due and payable and, in exercise of its right of possession, shall have right of entry to the premises where the work is located and the right to remove the work from the premises. If the sum of the resale of salvage value of the work so removed and all payments made by Buyer exceeds the total damages (including consequential damages) to Veritas, Veritas will pay the excess amount to Buyer.
- 5.3 SECURITY INTEREST. Notwithstanding the foregoing, and as a precaution in case a court or an arbitrator deems title to the work to pass to Buyer prior to the full payment of the Contract price, Buyer hereby grants to Veritas, in partial consideration for Veritas's sale of the Products and/or work, and Veritas hereby retains a security interest in all Products sold to Buyer and documents relating to such Products or work now or hereafter in the possession of or under the control of Buyer, title to which might at any time be determined to have passed to Buyer including, without limitation, insurance proceeds and proceeds from the Buyer's Contract with the owner listed therein, to secure Buyer's obligations to Veritas under this contract and all other obligations of Buyer to Veritas. Buyer (i) authorizes Seller to execute, on Buyer's behalf such financing statements, continuation statements and (ii) agrees to execute such other documents including, but not limited to pledge agreements, and to take such actions as may be required by Veritas to evidence or perfect the security interest granted herein and the interest of Veritas.
- 5.4 RISK OF LOSS. Unless otherwise provided in the Terms and Conditions, Buyer assumes all risk of loss after accepting care, custody, and control of any or all parts of the Work. Owner or Buyer shall carry and maintain All Risk or Builder's Risk insurance throughout the duration of the Project to cover all materials provided by Seller, and Seller shall be an additional named insured under such insurance policy. If Seller notifies Buyer in writing of the need for Buyer to make a claim on any applicable insurance policies or a claim to Owner in relation to Owner's insurance policies, Contractor shall make such claims.

6 ARTICLE 6 – CONTRACT TIME:

- 6.1 CONTRACT TIME. Seller shall only be bound to the project schedule to the extent it is specifically incorporated as a Contract Document on the face of this Proposal and as mutually agreed by Seller; otherwise, Seller shall perform the Work within a reasonable amount of time ("Contract Time"). If a schedule is expressly listed on the face of this Proposal, any modification to the agreed upon schedule shall allow Seller a reasonable time to complete its Work in an efficient manner considering the contract completion date and any interim times set forth in the project schedule. Seller's ability to meet the required schedule is based on Buyer's provision of contract drawings that comply with Section 3.1 of the AISC Code of Standard Practice at the time of bidding return of shop drawings within 14 days and return of RFIs in 48 hours. Drawings must be clear and provide all details required for the preparation of shop drawings and fabrication. In the event RFIs are issued by Seller, schedule impacts should be expected.
- 6.1.1 In the absence of an agreed delivery schedule, Seller will produce, deliver and invoice as its production schedule permits, and Buyer's failure to accept delivery or pay for stored materials on or before the Storage, Material & Delivery Escalation Date will make it subject to the Escalation Rate of two and a half (2.5%) per month for each month of delay on the unpaid portion of the Sale Price
- 6.2 FORCE MAJEURE. If the performance of the Contract by Veritas is interrupted by labor shortages, strikes of labor disputes, whether or not the demands of Veritas shall be reasonable and within the power of either party to concede, or other inability to obtain necessary labor, acts of God, including, but not limited to, epidemic, quarantine, flood, earthquake, wind, hurricane or other inclement weather, laws, proclamations, acts, regulations, ordinances, demands or requirements of any governmental authority, explosion, accident, sabotage, revolution or insurrection, acts of terrorism, civil commotion, blockade, embargo, lack of or failure of or other inability to obtain necessary transportation, fuel, power, material, machinery, equipment or facilities, delays caused by other contractors, subcontractors or their subcontractors of any tier, or any materialmen or suppliers, or by any other cause beyond the reasonable control of Veritas, whether similar or dissimilar, foreseen or unforeseen, foreseeable or unforeseeable, existing or future, Veritas shall be excused from the performance of this Contract while and to the extent it is prevented from so performing by any one or more of such causes. Any such delay shall extend the time for completion of the Contract by not less than the duration of the delay. Additional costs incurred to complete, repair and/or replace any portion of the work due to a force majeure event shall be compensable to Veritas, whether or not a change order for this work has been issued.
- 6.3 STORAGE COSTS AND MATERIALS. If the Buyer declines to accept delivery beyond the mutually agreed delivery date, a charge of \$10.00 per square foot of space per month for storing raw and fabricated materials will be assessed to cover Seller's storage, protection and finance costs; however, should Seller have to store materials offsite due to lack of available space, Buyer shall pay the actual storage costs incurred by Seller. Buyer shall also be responsible for paying for all temporary protection measures for such stored materials. Additionally, if the mutually agreed delivery date exceeds the Storage, Material & Delivery Escalation Date, the price shall be increased two and a half (2.5%) for each month of delay on the unpaid portion of the Sale Price beyond the Storage, Material & Delivery Escalation Date.
- Handling costs incurred by Veritas to move materials to and/or from the storage area or to handle material of other projects to accommodate storage of this project shall be charged at \$150.00 per hour. Moving/handling equipment time will be charged at \$485.00 per hour or stored at the project site.
- Buyer shall assume all risks for damage and weathering to any material stored at Buyer's request.

(Cont. Initial) (VS Initial)

Any terms, conditions, pricing, or other bid information provided by Veritas Steel LLC is confidential and proprietary trade secret information, the unauthorized disclosure of which is prohibited by law. As a condition of using Veritas Steel LLC's terms, conditions, pricing, or other bid information in any bids or other disclosures expressly authorized by Veritas Steel LLC, you must agree not to otherwise disclose this information to suppliers, customers, competitors, or other entities or individuals that have not been expressly pre-approved by Veritas Steel LLC.

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- 6.4 **EQUITABLE ADJUSTMENT.** This Proposal is based upon: Seller's timely receipt of Buyer's notice to proceed; Issued for Construction Drawings, which comply with Section 3.1 of the AISC Code of Standard Practice, current edition; return of approved shop drawings and RFIs as set forth in this Agreement Seller shall be entitled to an equitable adjustment in the Contract Time and Contract Sum, including but not limited to, any increased costs of labor (including, but not limited to, rescheduling work, paint touch-up or repainting, additional handling, increases in labor or subcontract rates, etc.), overtime, and materials resulting from any change of drawings, change of schedule, acceleration, out of sequence work or delay caused by others for whom Seller is not responsible.
- 6.5 **DELAYS OR SUSPENSIONS OVER 30 DAYS.** To the extent the Project is suspended or delayed for a total of thirty (30) days, which days do not need to be consecutive, for causes beyond Seller's control, Seller shall have the option to deem the Buyer in material breach, terminate the Contract, and stop work on the Project. If Veritas elects to stop work due to this material breach, Veritas shall be entitled to be paid for the value of work completed to date, including, but not limited to, stored materials, detailing, material and labor escalation, work in progress and any "wind down" expenses. In addition, Veritas shall be entitled to its anticipated profit and overhead expense on the entire Contract, its plant utilization costs and expenses and its appurtenant costs and expenses, including, but not limited to, consulting and actual attorney's fees.
- 7 **ARTICLE 7 – CHANGES:**
- 7.1 **LIMITATION ON UNIT PRICES.** Buyer recognizes that the prices in this Agreement are based upon Seller's determination of the material and labor required to construct the structural steel elements based upon the Contract Documents listed in the Proposal. Changes made after the date of the Proposal shall be priced based on elements of the work and shall not be subject to unit prices.
- 7.2 **DESIGN DRAWING CHANGES.** Upon Seller's receipt of the Released for Construction ("RFC") drawings or subsequent changes to the RFC drawings, Seller shall review for variations and changes ("Design Drawing Changes") from the bid documents included with this Contract. Seller shall be entitled to an equitable adjustment in the Contract Sum or Contract Time or both, in the event of increased quantities, complexity, labor, materials, or scope shown on the RFC drawings differ from the bid documents.
- 7.2.1 Examples of changes that will result in an increase in Seller's price include, but are not limited to, the following changes: fillet welds to full-penetration welds, steel grades, coating systems, straight girders to curved girders, structure design from Plate Girders to Box Girders, connection details, lengths of individual girders, quantity of splices, quantities of transitions in flange/web thickness and delivery impositions.
- 7.3 **CONDITIONS PRECEDENT TO CHANGE ORDER WORK.** Seller shall suspend performance of any change, whether directed by Buyer or suggested by Seller, unless the following conditions precedent are satisfied: (1) Seller is thereafter released in writing by Buyer to perform said change, (2) Buyer and Seller shall mutually agree in writing upon an equitable adjustment in the price and/or delivery date to reflect the effect of such change, (3) Buyer has timely paid all amounts owed under the original scope of Work in accordance with the Contract, (4) Buyer has reviewed and paid for all Changes within thirty (30) days of issuance of the change order request, and (5) Buyer shall continue to make payments in accordance with the Contract Documents ("Conditions Precedent to Performance of Change Order Work").
- 7.4 **DIFFERING CONDITIONS.** If conditions are encountered at the site which are concealed physical conditions which differ from those indicated in any plans, specifications, reports, surveys, or other information provided to Seller, then the Contract Sum shall be equitably adjusted for such concealed or unknown conditions by Change Order upon the claim of either party.
- 7.5 **ESCALATION.** Seller's material prices are based on current prices at the time of the Proposal. Any significant price increases (meaning a price increase exceeding 10% of the price at time of contracting) in materials or services necessary to perform the Work that occur during the period of time between the date of the Proposal and substantial completion of the Project, shall cause the Contract Sum to be equitably adjusted by an amount reasonably necessary to cover any such increase. Likewise, if the completion of the Work is extended more than six (6) months beyond the anticipated substantial completion for such Work, then the hourly manufacturing rate shall also be equitably adjusted.
- 8 **ARTICLE 8 – DELIVERY & FREIGHT:**
- 8.1 **PAINT WARNING.** Structural steel will be delivered with either prime paint or the finish coat shop applied. Your special attention is called to the use of extreme care and appropriate handling equipment required during unloading, rotation girders to web vertical position, erection, and subsequent field operations. Veritas Steel will not be responsible for any field touch-up required due to failure to properly protect the paint system after delivery F.O.B. jobsite.
- 8.2 **DELIVERY.** Delivery by truck will be F.O.B. destination with freight allowed to the nearest accessible point to the jobsite. Access is deemed to be an improved road that allows the truck to operate under its' own power without jeopardizing the safe operation of the vehicle and the safety of the driver. The driver has full rights to assess the access and the right to deny delivery to the unloading point if he/she feels that he is jeopardizing his/her safety and/or the safe operation of the truck
- 8.3 **FREIGHT ALLOWANCE.** The freight allowance does not include charges for unloading, switching, spotting, excess time, cartage, demurrage or other similar services, all of which will be additional charges to Buyer if performed by Seller, costs will be billed to Buyer at 120% of the costs billed to Seller.
- 8.3.1 The freight allowance for truck deliveries is based on full truckloads, should the Buyer request shipments requiring smaller loads than planned a corresponding change order will need to be issued and executed.
- 8.3.2 The freight allowance includes two (2) hours at the jobsite for unloading each truck delivery. Buyer agrees to promptly provide labor, cranes, or other equipment necessary to timely unload materials.
- 8.3.3 If Seller ships anchor bolts, bearings, embedded items, etc. in advance, Buyer will be responsible for unloading and providing a safe and secure storage of same.
- 8.3.4 Unless otherwise provided in the Proposal, truck deliveries will be weekdays, during Seller's normal working hours. Shipments requiring nighttime delivery will be charged an additional amount of \$500.00 per load for weeknights (Monday through Friday) as well as weekend nights (Saturday and Sunday). Shipments requiring weekend delivery will be charged an additional:
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|------|---|---------------------|
| i. | Friday 3:00pm to Saturday 7:00am | \$350.00 per load |
| ii. | Saturday 7:00am to 5:00pm | \$575.00 per load |
| iii. | Saturday 5:00pm to 12:00am (Midnight) | \$925.00 per load |
| iv. | Sunday 12:00am (Midnight) to 12:00pm (Noon) | \$875.00 per load |
| v. | Sunday 12:00pm (Noon) to 12:00am (Midnight) | \$1,225.00 per load |
| vi. | Monday 12:00am (Midnight) to Monday 7:00am | \$350.00 per load |
- 8.3.5 Should non-union equipment and personnel deliver material, the Buyer will be responsible for all union assessments incurred by Seller.
- 8.3.6 All shipping materials used for hauling, crating, blocking, tie-downs, etc. shall remain the property of Seller. When necessary, Buyer, at no cost to Seller, must load onto Seller's trucks all such shipping materials.
- 8.3.7 Delivery by rail will be F.O.B. point of manufacture with freight allowed to the nearest available rail siding to the jobsite.
- 8.3.8 Delivery by barge will be F.O.B. point of manufacture with freight allowed to the nearest available barge terminal to the jobsite.
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|-------|---|
| i. | Risk of Loss: Risk of loss shall transfer to Buyer upon release of barge from demurrage by Seller. |
| ii. | Inspection of Material Prior to Shipment: All material shall be inspected and approved by Buyer before loaded on to barge(s) for shipment. Any material will be deemed accepted when loaded on the barge by Seller. Seller shall be entitled to an equitable adjustment for costs and time arising from additional work, including material handling and storage, for additional work after material is loaded onto barge(s). |
| iii. | Inspection of Barge on Delivery: Buyer shall inspect barge(s) upon arrive at the Project site, prior to unloading. Buyer shall clean remove all dunnage and hold down devices. Buyer shall be responsible for and shall defend, indemnify, and hold harmless Seller for any damages claims made by the transportation carrier, except to the extent of Seller's sole negligence. |
| iv. | Damage During Loading: Seller shall be responsible to wash down materials upon loading on barge(s) to verify that the material was not damaged during loading and shall document the condition of the material prior to shipment. If damage occurred due to improper handling during loading of materials by Seller's personnel, Seller shall immediately indemnify Buyer. Seller shall make all repairs prior to shipment, unless otherwise directed by Buyer. If Buyer directs Seller to ship without making repairs, Seller shall not be responsible for any costs or delays associated with repairs made by Buyer upon delivery. |
| v. | Insurance: Buyer shall procure Marine Liability Insurance with a minimum limit of \$2,000,000 per occurrence, including personal injury and contractual liability. Buyer shall provided proof of insurance coverage for the materials while in transit equal to the replacement cost for material delivered to the Project site. |
| vi. | Payment: Seller shall invoice for material shipped by barge at the time the material is loaded. If Buyer is not current on all payments due to Seller, Seller will not load materials on the barge(s) and will not be responsible for any costs or delays associated with delay in delivery of fabricated materials, and Buyer shall be responsible for all costs, including but not limited to material handling and storage associated with delay in loading barge(s). |
| vii. | Delivery: Seller shall coordinate the loading sequence with Buyer, which shall include the expected loading, shipment, and delivery date. Seller shall properly secure all material, including inspection of the barge, loading, and lashing in accordance with Buyer's transportation plan. Buyer shall be responsible for any damage caused during transit ever if due to improper loading or improper lashing. Buyer shall be responsible for all barge on-hire and off-hire surveys, barge charters, and tug services. |
| viii. | Delays in Transit: If delivery by barge is interrupted by any cause beyond the reasonable control of Seller, whether similar or dissimilar, foreseeable or unforeseeable, existing or future, Seller shall be excused from the performance of this Purchase Order while and to the extent it is prevented from so performing by any one or more of such causes: (1) labor shortages, strikes, or labor disputes, whether the demands of Seller shall be reasonable and within the power of either party to concede, or other inability to obtain necessary labor; (2) acts of God, including but not limited to epidemic, quarantine, flood, earthquake, wind, hurricane, or other inclement weather; (3) changes in laws, proclamations, acts, regulations, ordinances, demands, or requirements of any governmental authorities; (4) explosions, accidents, sabotage, revolution or insurrection, acts of terrorism, civil commotion, (5) lack of or failure of or inability to obtain necessary transportation, fuel, power, materials, machinery, equipment, or facilities delays caused by other contractors, subcontractors, or their subcontractors of any tier, or any materialmen or suppliers. Any such delay shall extend the time for completion of the Purchase Order by not less than the duration of the delay, and Buyer shall pay Seller all actual, necessary, and reasonable Transportation Costs caused as a result of such delays beyond the control of Seller. |
| ix. | Barge Transportation Costs: Seller has included in the Proposal the cost of transportation (barge and tugs) delivery of materials to the Project site. Seller's price is based on _____ per US Gallon of diesel and \$_____ per US Gallon for the lube for the base price. Seller shall be entitled to an equitable adjustment for an escalation of fuel, oil, or other barge costs outside of Seller's control, including Buyer's failure to unload the barge on or before _____. |

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Any terms, conditions, pricing, or other bid information provided by Veritas Steel LLC is confidential and proprietary trade secret information, the unauthorized disclosure of which is prohibited by law. As a condition of using Veritas Steel LLC's terms, conditions, pricing, or other bid information in any bids or other disclosures expressly authorized by Veritas Steel LLC, you must agree not to otherwise disclose this information to suppliers, customers, competitors, or other entities or individuals that have not been expressly pre-approved by Veritas Steel LLC.

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- x. **Seller's Option for Shipment:** Seller may, at its option, transport certain materials by truck to their facility to the Project site. In the event trucking is used, the items shall be delivered in conjunction with the delivery of the barge(s) such that erection may proceed upon barge arrival. Should Seller elect to truck delivery, certain materials shall be at no additional costs to Buyer. Seller shall coordinate all materials transported by truck with Seller prior to shipment.
- xi. **Demurrage:** Buyer shall be responsible for all demurrage, including demurrage at Seller's port. Seller shall be entitled to an equitable adjustment for all demurrage costs incurred by Seller at the rate of \$ [REDACTED] per hour, plus fuel, lube, and other costs.

8.3.9 If Buyer cannot unload on the delivery day. Buyer shall be liable for (i) the expense of transporting the material back to the Seller's plant and unloading, reloading, reshipping the material at a later date, or (ii) daily rental of shipping equipment left parked at the jobsite or staging area, and round trip expenses for Seller to retrieve all shipping equipment that was left. Buyer will be billed 120% of the costs billed to Seller by its vender(s) for any other equipment rented or leased to deliver the material.

8.3.10 In the event Buyer is unable to unload the material from Seller's equipment, Seller shall at its sole discretion determine whether equipment will be left at the jobsite or the material returned to Seller's facility. Charges arising under this Section shall be invoiced weekly and payment on such invoices shall be due in seven (7) days.

9 ARTICLE 9 – APPROVAL OF DRAWINGS:

9.1 **APPROVAL OF SHOP DRAWINGS.** Shop drawings will be prepared by Veritas or its agents with all field measurements to be furnished by the Buyer. Written approval of shop drawings by the Buyer is required before fabrication. Shop drawings not approved within 14 calendar days will be cause for a time extension to the delivery schedule of fabricated material by Veritas.

9.2 **MEANING OF APPROVAL.** When shop drawings prepared by Veritas or its agents have been approved by the Buyer, such drawings shall be deemed a correct interpretation of the work to be performed and shall relieve Veritas of any responsibility for defects or deficiencies arising out of work performed by Veritas in accordance with such drawings.

9.3 **INDEMNIFICATION.** Buyer agrees to indemnify, defend, and save Veritas harmless against all claims for actual or alleged infringement of any United States or foreign patent and to defend any suits or actions which may be brought against Veritas for any such infringement.

9.4 **NO DESIGN RESPONSIBILITY.** Veritas excludes any design responsibility required by a registered engineer. Veritas will prepare shop drawings in accordance with the AISC Code of Standard Practice, current edition. Veritas excludes stamping shop drawings and connection calculations by a registered engineer.

10 ARTICLE 10 – INSPECTION & TESTING/TOLERANCES:

10.1 **INSPECTIONS PRIOR TO SHIPMENT.** All materials including paint must be inspected and accepted in Seller's shop prior to shipment. When the work or any part thereof is inspected by Buyer or its duly authorized representative, approval of the materials and workmanship shall be final, except for defects which a reasonable inspection could not have revealed. Veritas shall not be responsible for any condition which is not revealed by the testing method specified in the Contract. No fees or expenses for inspection or tests by any mills, testing laboratories or individuals are included in the Contract unless otherwise stated in the Proposal. If the Contract is complete except for required testing and such test is not performed within five (5) days after the date established by Veritas that the work is ready for testing, the Contract shall be considered complete.

10.2 **DELIVERED MATERIALS.** Buyer shall inspect materials upon receipt for condition and completeness against the weight and shipping list, and if there is damage, a shortage, or nonconformance, Buyer may not return materials but note the damage, shortage, or nonconformance on the weight and shipping list and file a written claim with the carrier and Seller within five (5) days or two (2) days prior to erection, whichever is earlier; otherwise, conformance, quality, and completeness shall be conclusively presumed and the Buyer will be deemed to have waived all claims. Seller will remedy damage or nonconformance by delivery of undamaged or conforming goods or by arranging for field repair, at its option, in which event Seller's delivery obligations will be extended for a reasonable period of time.

10.3 **TOLERANCES.** All materials furnished or manufactured by Veritas are subject to standard tolerances for variations, unless modified by the Contract Documents.

10.4 **NO LIABILITY.** Seller shall not be responsible for the correction of structural details prepared by others. Minor shop inaccuracies which are customarily corrected in the field shall not be subject to back charges. Seller shall not be responsible for damage to paint due to handling or exposure or other causes beyond the Seller's control.

10.5 **INSPECTION COSTS.** Seller shall not be liable for charges by others for inspection and testing of material covered herein unless provided otherwise.

11 ARTICLE 11 – CLAIMS AND DISPUTE RESOLUTION:

11.1 **NOTICE.** Email communication sent from Seller to Buyer shall be considered official notification for items such as, but not limited to, changes, delays, suspension, and claims.

11.2 **MEDIATION.** Any claims arising out of or related to this contract shall be subject to mediation. Mediation shall be a condition precedent to arbitration. The request may be made concurrently with the filing of a demand for arbitration but, in such event, mediation shall proceed in advance of arbitration, which shall be stayed pending mediation for a period of 60 days from the date of filing, unless stayed for a longer period by agreement of the parties or court order. The parties shall share the mediator's fee and any filing fees equally. The mediation shall be held in Eau Claire, Wisconsin, or at such other location as Veritas may designate. Mediation shall be completed within 60 days of a demand for mediation. Buyer shall respond to Seller's demand for mediation with ten (10) days. If Buyer does not respond, Seller may schedule mediation with a mediator of Seller's choosing or may make a demand for mediation with the American Arbitration Association.

11.3 **ARBITRATION.** All claims not resolved in mediation shall be subject to binding arbitration. Arbitration shall be governed by the Construction Industry Arbitration Rules of the American Arbitration Association. The parties shall mutually agree upon an arbitrator who is a construction lawyer with at least ten (10) years of construction law experience. The arbitrator shall require exchange by the parties of documents relevant to the issues raised by any claim, defense, or counterclaim on which the producing party may rely in support of or in opposition to any claim, defense, or counterclaim, with due regard for eliminating undue burden and expense and the expedited and lower cost nature of arbitration. At the request of a party, the arbitrator may at his or her discretion order the deposition of witnesses; however, depositions shall be limited to a maximum of three (3) depositions per party, each a maximum of six (6) hours duration, unless otherwise mutually agreed to by the parties. Any arbitration arising out of or relating to the Proposal may include, by consolidation or joinder, such additional persons or entities engaged or retained by contract in connection with this project who are signatories to arbitration provisions in agreements with one or more parties to the Proposal, provided however, that Seller shall not be unduly burdened by allocation of cost for such proceeding that is disproportionate to its relative matter in dispute, and further provided that the participation does not expand the obligations of participation beyond those expressly set out herein. By way of illustration only, and not limitation, Seller shall not be required to participate in expansive discovery of documents, deposition testimony or other costly and timely procedures merely because of its participation in such joint proceeding. The arbitration shall be held in Eau Claire, Wisconsin, or at such other location as Veritas may designate or as otherwise required by law. For disputes under \$1,000,000.00, the parties agree that the arbitration shall be concluded within 90 days of the arbitration demand, unless otherwise agreed by the parties. For disputes over \$1,000,000.00, the parties agree that the arbitration shall be concluded within one (1) year of the arbitration demand, unless otherwise agreed by the parties.

11.4 **CHOICE OF LAW.** The Contract shall be interpreted in accordance with the internal laws of the State of Wisconsin (exclusive of its provisions regarding conflicts of laws), unless otherwise required by law.

12 ARTICLE 12 – MISCELLANEOUS PROVISIONS:

12.1 **TERMINATION.** If this Contract is terminated for any reason, Seller shall be entitled to be paid for the value of work completed to date, including, but not limited to, stored materials, detailing, material and labor escalation, and work in progress based on percentage complete. In addition, Seller shall be entitled to its anticipated profit and overhead expense on the entire Contract, its plant utilization costs and expenses, and its appurtenant costs and expenses, including, but not limited to, consulting and actual attorney's fees.

12.2 **HEADINGS.** The headings of these articles are solely for the convenience of the parties hereto, and, if there is any conflict between such headings and the rest of the Contract, the Contract shall control.

12.3 **ASSIGNMENT.** Buyer shall not assign, sell or, in any way, transfer its interest in this Contract without first obtaining prior written consent of Veritas.

12.4 **SUBCONTRACTS.** Veritas reserves the right, without notice to or written permission of Buyer, to subcontract any portion of the Contract, or assign any rights under this Contract, when it considers such action advisable.

12.5 **TAXES.** Except as otherwise stated in the Proposal, any tax under any present or future law, either state, federal or local including any import duties, taxes, charges or surcharges which may be imposed in the manufacture, shipment, sale, lease, possession, ownership or use of the work or any other similar tax imposed, shall be paid by Buyer, whether the same be determined or determinable at the time of completion and acceptance of the Contract or subsequent thereto. Buyer shall promptly reimburse Veritas for such taxes (and related costs) arising out of the work for which the applicable law imposes responsibility for payment on Veritas.

12.6 **CONFIDENTIAL INFORMATION.** Buyer acknowledges that all trade secrets, designs, shop drawings, engineering data, specifications and other Confidential Information (as defined below) which may be disclosed to it by Seller shall at all times, both during and after expiration or termination of this Contract for any reason, remain the exclusive property of Seller and that Buyer shall not acquire any proprietary interest whatsoever therein. "Confidential Information" means all knowledge and information disclosed by Seller to Buyer orally or in writing, or acquired by Buyer through observation, regarding Seller's Products, technology, inventions, formulas, know-how, services, forecasts, sales methods, customer lists, customer usages and requirements, financial information, business plans, strategies and future business relationships, disclosed with the exception of such information which: (i) was already part of the public domain at the time of the disclosure by Seller; (ii) becomes part of the public domain through no fault of Buyer (but only after and only to the extent that it is published or otherwise becomes part of the public domain); (iii) was in Buyer's possession prior to the disclosure by Seller and was not acquired, directly or indirectly, from Seller or from a third party who was under a continuing obligation of confidence to Seller; or (iv) is received (after the disclosure by Seller) by Buyer from a third party who did not require Buyer to hold it in confidence and did not acquire it directly or indirectly from Seller under a continuing obligation of confidence. Except as necessary to perform its duties under this Contract, Buyer shall not use or disclose any of such Confidential Information but shall use the greater of the degree of care required by this Contract or the same degree of care given its own trade secrets and confidential information. Upon expiration or termination of this Contract for any reason, Buyer shall, within 15 days, surrender to Seller all plans, drawings, specifications, sketches, pictures, films, tapes, computer disks, literature, samples, documents, other tangible objects and all copies thereof relating to trade secrets and other Confidential Information and all of Seller's property. Buyer shall be permitted to destroy rather than return all analyses, extracts, and summaries prepared by Buyer, which contain Confidential Information, and such destruction shall be certified in writing to Seller by an authorized officer of Buyer who has supervised such destruction. Nothing in this Contract shall be construed to limit or negate the common or statutory law of torts or trade secrets where it provides Seller with broader protection than that provided herein.

12.7 **SURVIVAL.** The provisions found in these Terms and Conditions of Sale and any other provision the performance of or effectiveness of which naturally survives, shall survive expiration or termination of the parties' agreement for any reason.

12.8 **INVALIDITY/WAIVERS/REMEDIES:** The invalidity in whole or in part of any condition of this instrument shall not affect the validity of the other conditions. The remedies herein reserved shall be cumulative and additional to any other remedies in law or in equity. No waiver of a breach of any provision hereof shall constitute a waiver of any other breach or of any other provision.

12.9 **COPYRIGHT.** Any copyright or other property or proprietary rights owned by Seller shall remain the exclusive property of Seller.

12.10 **DRAFTING PARTY.** Should any provision of this Contract require interpretation or construction, each Party acknowledges participation in the negotiation of this Contract and agrees that no provision of this Contract shall be construed against or interpreted to the disadvantage of any party hereto by any court or other governmental or judicial authority by reason of such party having or being deemed to have structured, dictated, or drafted such provision.

(Cont. Initial) (VS Initial)

Any terms, conditions, pricing, or other bid information provided by Veritas Steel LLC is confidential and proprietary trade secret information, the unauthorized disclosure of which is prohibited by law. As a condition of using Veritas Steel LLC's terms, conditions, pricing, or other bid information in any bids or other disclosures expressly authorized by Veritas Steel LLC, you must agree not to otherwise disclose this information to suppliers, customers, competitors, or other entities or individuals that have not been expressly pre-approved by Veritas Steel LLC.

Last Updated April 22, 2025

Standard Terms
&
Conditions of Sale

Veritas Est. No.: 2518/7
72nd Avenue Underpass
Page 9 of 9

12.11 ENTIRE AGREEMENT. This instrument sets forth the entire agreement between the parties and supersedes all prior representations, understandings, or agreements of the parties, whether written or oral. The Agreement can be modified only in writing signed by both parties.

Agreed To:

By: _____

Veritas Steel LLC _____

(Signature)

(Signature)

(Name & Title)

(Name & Title)

(Date)

(Date)

(Attest)

(Attest)



DATE: September 12, 2025
JOB: UPRR over 72nd Ave.
Arvada, CO

City & Community of Arvada
UPRR Underpass at 72nd Ave.
Jefferson County, Colorado

Under satisfactory terms of agreement, W&W|AFCO Steel proposes to sell:

Partial (Furnish Only) Bid Item: Structural Steel for Bridge Superstructure (Grade 50W)

PROPOSAL INCLUDES:

1. Plate girders
2. Stiffener plates
3. Flange connection plates
4. Connector plates for handrail posts
5. Diaphragms
6. Ballast retainer support brackets
7. Deck plates
8. Cover plates
9. Ballast retainers
10. Temporary ballast retainers
11. Lifting lugs
12. Field bolts, nuts, and washers (A325, Type 3)
13. No paint
14. Delivery to job site via common carrier truck

<u>TOTAL STRUCTURAL STEEL</u> (Approx. Weight 1,803,503 lbs.)	\$ 5,995,103.00
Sales and use taxes not included.	Lump Sum

ADD: Use Third-Party Agency for NDT weld testing. (Price assumes one technician, additional technicians will increase cost)	\$ 340,000.00 Lump Sum
---	----------------------------------

ADD: Night/Weekend Delivery: (additive charge)	
1. For trucks released after normal business hours and contingent upon applicable curfews.	<u>\$ 1,200.00 /load</u>
2. Weekend deliveries (per day) (plus night charges if applicable)	<u>\$ 1,200.00 /load</u>

NOTE: This proposal is based upon the following list of drawings:
See attached drawing log.

W&W|AFCO Steel has also received and included in this proposal the following revisions:
None received



QUALIFICATIONS:

1. Price is firm if WWAS is released to order all materials and detailing by October 12th, 2025.
2. Customer is responsible for timely communication of acceptance of adds and deducts for extra bid items. Delays in receipt of Customer intent may result in delays in shop drawings submittals and material orders, which will impact pricing and delivery schedule.
3. Plate girders to ship in assembled units as detailed on Plan Sheet 41 of 55.
4. WWAS reserves the right to perform full shop assembly for fit up between shipping assemblies either full width or progressive width at our discretion.
5. Deck Plate "1" to be incorporated with the adjacent deck plate as a single plate for Assembly Units 1.1 & 1.7. This deck plate shall also be extended wider beyond the toe of the ballast retainer beam to allow for horizontal position welding from the top of the final assembly.
6. Deck plates at shipping assemblies to shop welded. Loose deck plates for field installation to be shop drilled and field bolted.
7. Pricing is contingent on acceptance of FCAW-G weld processes for shop welds connecting deck plates to plate girders at diaphragm locations.
8. Pricing is contingent upon acceptance of WWAS certified personnel to perform all NDT weld testing except radiographic testing. Rejection of this contingency will result in the added charges for third party NDT quoted on Page 1 of this proposal.
9. Customer to coordinate between WWAS and bearing manufacturer to supply drill templates (min. 7/8" thick). Drill templates must arrive at the fabrication facility prior to assembly operations attaching deck plates to plate girders. Delays in receipt of drill templates may result in pricing and schedule impacts.
10. **PAYMENT TERMS** – Net 30 days. No retention will be allowed. Seller will submit progress invoices to Buyer when (a) shop drawings are produced, (b) mill materials are received, (c) materials are fabricated and stored, and (d) materials are shipped to the jobsite. In the event of a default by Buyer, Seller may exercise all available remedies, including withholding of Goods. Customer will make progress payments to W&W|AFCO Steel whether or not payments are made by Owner or Prime Contractor.



EXCLUSIONS:

1. Steel price adjustment agreements
2. Performance or payment bonds
3. Liquidated or consequential damages, disincentive assessments
4. Deck drains, pipes, pans, covers, etc.
5. Handrails, posts, post plates, and hardware
6. Bearings or bearing components (sole plates, masonry plates, pads, guides, etc.)
7. Anchor bolts
8. Direct tension indicators (DTI's)
9. Expansion joint materials or seals
10. Safety cables, guardrails, or fences
11. Utility supports
12. Metal decking
13. Ladders, walkways, or platforms
14. Lighting supports or structures
15. Signs and sign supports or structures
16. Steel piling, pile bracing, falsework, or temporary bracing
17. Embedded items
18. Connection holes or consideration for other trades
19. Steel items for concrete spans
20. Work to existing steel or structures
21. Dropping of trailers at job site, jockey drivers, marshaling of loads
22. Transportation drawings
23. Erection or other field work
24. Field welding
25. Field painting or touch-up painting
26. Shop paint or painting
27. Metalizing or galvanizing
28. Field measurements or field surveys
29. Engineering calculations or P.E. stamps
30. Costs for third party inspection
31. Third party coordination
32. Certified payrolls



TERMS AND CONDITIONS OF SALE

The practices set forth in the "Code of Standard Practice" of the American Institute of Steel Construction, Inc. (AISC), as revised to date shall govern particulars not specifically covered herein.

CONTRACT DOCUMENTS – This proposal is subject to withdrawal at any time with or without notice. The terms and conditions of sale stated herein shall take precedence over any other conditions set forth in the Buyer's purchase order, shipping release or elsewhere, and no change order or other written or oral agreement that purports to vary such terms and conditions shall be binding upon the Seller unless set forth in a subsequent writing signed by the Seller's authorized representative.

PAYMENT TERMS – Net 30 days. No retention will be allowed. Seller will submit progress invoices to Buyer when (a) shop drawings are produced, (b) mill materials are received, (c) materials are fabricated and stored, and (d) materials are shipped to the jobsite. In the event of a default by Buyer, Seller may exercise all available remedies, including withholding of Goods. Customer will make progress payments to W&W|AFco Steel whether or not payments are made by Owner or Prime Contractor.

INTEREST/COLLECTION FEES – Any invoice not paid when due in accordance with its terms will accrue finance fees in the amount of 1% per month. The Buyer will be responsible for all costs of collection incurred by the Seller and reasonable attorney's fees.

TITLE – Title to all materials shall pass to the Buyer upon Buyer's payment of invoice for such material.

PAY WEIGHT – If structural steel is sold at a price per pound, then the pay weight shall be calculated in accordance with AISC Code of Standard Practice.

SCHEDULE – All delivery dates are contingent upon: (a) A prompt award and full-release to begin work on this project including detailing, purchasing, and fabricating materials. (b) Within two days from the acceptance of this proposal the Buyer shall furnish the Seller plans and specifications marked "Release for Construction" and containing all information necessary to order the materials and to prepare shop drawings. (c) All drawings submitted by the Seller to the Buyer for approval shall be returned by the Buyer, marked "Approved" or "Approved as Corrected" - to Seller within fourteen (14) days after receipt by the Buyer. (d) Timely responses to Seller's RFIs. W&W|AFco Steel will not be responsible for State DOT's being overbooked for permits and consequential delays.

SHOP DRAWINGS – W&W|AFco Steel will begin production of shop drawings when released by the Customer. The Customer is responsible for verifying that field conditions are consistent with the contract documents. Any changes to the shop drawings resulting from discrepancies between the Customer's field survey and contract documents will impact pricing and delivery.

TRUCK DELIVERY – W&W|AFco Steel does not offer "Just in Time" under the hook delivery. This proposal assumes travel and delivery of full truck loads during normal Monday – Friday business hours. Unloading allowance of two hours per truck. No demurrage charges allowed. Customer is responsible to provide crane and assistance to stack trailers if necessary. Customer is responsible for any cancellation charges of planned loads if sufficient notice is not given. Typical notice requires a minimum of two business days in advance of shipment. Excessively over-dimensioned or excessively curved loads are subject to limited availability of specialized hauling equipment and use of road restrictions. Freight coordination will be handled in "partnership" with the customer. W&W|AFco Steel will not accept any back charges as a result of routing of equipment, permits, or road use curfews/restrictions. Load must be considered safe by the hauler. Price includes "low bid" hauler. Customer may choose to use additional haulers at additional charge. It is the customer's responsibility to provide safe access for all loads to the job site or provide an alternate safe location for deliveries. Any deliveries made more than 1 year after proposal date may be subject to freight escalation.

STORAGE FEES – W&W|AFco Steel will assess a storage and handling charge for any materials undelivered in excess of 90 calendar days beyond the agreed upon delivery date after fabrication is scheduled.

DELAY – The Seller shall not be held responsible for delay in performance resulting in whole or in part from any cause beyond the reasonable control of the Seller including but not limited to acts of God, fire, accidents, windstorm, strikes or other differences with employees; war, riot, or embargoes; delays, losses, or damages in transportation, shortage of cars, labor or materials; delays in shipment or receipt of materials from suppliers; or acts of civil or military authorities. Should any such cause for delay occur, the time for completion shall be extended accordingly.

PLACE OF FABRICATION – The place of purchase, fabrication, routing, method of shipment and of all or any part of the materials to be included hereunder shall be at the sole discretion of the Seller. Seller may subcontract any of the work at its discretion.

DESIGN AND WORKMANSHIP – Materials shall be fabricated in accordance with the steel design and specifications furnished by the Buyer and detail drawings approved by the Buyer or his representative. Details and workmanship entering into fabrication shall be in accordance with the applicable AISC, AWS, and AASHTO standards unless otherwise noted in contract drawings or specifications. The Seller shall not be responsible for information supplied by others, nor for the suitability, adequacy or legality of use of any designs, plans and specifications. The Buyer shall indemnify the Seller for any loss, damages and expenses incurred by or charged against the Seller by reason of any alleged patent infringement, personal injury or property damage allegedly arising out of the use of designs, plans, and specifications furnished by Buyer for any part or all of the materials sold hereunder.

SUBSTITUTIONS – W&W|AFco Steel reserves the right to use alternate splice locations or material substitutions for fabrication efficiency. All substitutions will be approved by the appropriate engineer. Shop drawings will accurately depict the "as built" shipping pieces.



WARRANTIES – THERE ARE NO IMPLIED WARRANTIES BY THE SELLER OF MERCHANTABILITY OF THE GOODS OR FITNESS FOR PURPOSE INTENDED, NOR ARE THERE ANY OTHER WARRANTIES WHICH EXTEND BEYOND THE DESCRIPTION ON THE FACE HEREOF EXCEPT THE FOLLOWING: Seller agrees to replace or repair F.O.B. his plant, but not to install any item of its manufacture proved to be defective in material or workmanship within one (1) year from date of shipment provided the Buyer gives written notice of such alleged defect within one (1) year after delivery to Buyer. Component items not of Seller's manufacture are not included in the foregoing warranty but are subject only to any warranty of their respective manufacturers. Buyer's sole remedy for defective goods or for goods not in conformity with the agreement or the Buyer's specifications or any express or implied warranty shall be the repair or replacement of the goods as provided above or refund of the amount of the purchase price paid, as the Seller may elect. Except as provided in the foregoing sentence, the Buyer shall not be entitled to any direct, indirect, special, incidental, consequential or liquidating damages.

FIELD CORRECTIONS – Should Buyer claim that errors in fabrication require corrections in the field, or material supplied by Seller is missing or damaged, the Seller shall be notified within two working days of receipt, and corrections or replacements for the Seller's account shall not be made without Seller's consent.

GOVERNING LAWS – This contract shall be governed by the laws of the State of the project. Waiver by either party hereto of any breach of this contract shall not be construed as a waiver of any other breach. Determination that any provision of this agreement is illegal or invalid shall not affect the validity or enforceability of the other provisions or remaining part of this agreement.

CANCELLATION – This agreement may not be canceled, nor fabrication ordered suspended unless cancellation charges approved by Seller are paid by the owner. Cancellation charges shall consist of all expenses incurred to the date of cancellation, plus a cancellation charge not to exceed 10% of the total contract price.

SHEAR STUDS – Buyer agrees that all employees or visitors to the job site will be prevented from walking on beam or girder surfaces except as follows: fully trained, supervised, and authorized workers will be allowed to walk on beam or girder surfaces on with 100% conventional fall protection meeting OSHA standards for steel erection. Buyer agrees to hold harmless and indemnify W&W|AFCO Steel in the event claims or lawsuits are filed against W&W|AFCO Steel as a result of shear connectors. **W&W|AFCO Steel will only consider shop installation of Shear Connectors contingent upon customer executing W&W|AFCO Steel's attached Indemnification Agreement.**

SHOP APPLIED PAINT – Customer is responsible for any field touch-up or paint damaged during handling and transit. W&W|AFCO Steel is responsible for the condition of primer paint for a maximum of one year in W&W|AFCO Steel's storage yards or the paint manufacturer's recommended limits if less than one year. W&W|AFCO Steel's responsibility ceases upon delivery and acceptance at the job site. Multi-coat or slow dry paint systems may delay delivery while the paint cures. Materials stored for over 30 days may develop weather stains. The customer is responsible for any power washing to remove stains created by extended storage or transit conditions.

LATERAL BRACING – The Contractor may choose to field drill one end of lateral bracing to assure fit. If contractor chooses for W&W|AFCO Steel to shop drill BOTH ends, the contractor should inspect the pieces and verify dimensions in W&W|AFCO Steel's shops before shipment to the field. W&W|AFCO Steel will not accept back-charges related to field fit of lateral bracing if the Customer chooses shop drilling for both ends of lateral bracing.

PHASED CONSTRUCTION – The erector's engineer should develop a plan to accommodate cross frame alignment between construction phases. Contractor may elect to drill holes in stiffeners (one side) in the field. Customer must advise W&W|AFCO Steel before shop drawings can be completed.

CONSEQUENTIAL DAMAGES – In no event will W&W|AFCO Steel be liable to Contractor for incidental, consequential, indirect, special, or punitive damages, whether arising in contract, warranty, tort (including negligence), strict liability or otherwise, including but not limited to loss of use, loss of revenue or income, loss of profits, loss of business, loss of financing, loss of reputation, loss of management or employee productivity (or of the services of such persons), or business interruption ("Consequential Damages").

ACCEPTED (Company name) _____

BY: _____
(Signature)

BY: _____
(Print)

BY: _____
(Title)

DATE: _____

W&W | AFCO Steel LLC

BY: _____
(Signature)

BY: _____
(Print)

BY: _____
(Title)

DATE: _____

Evan Buck – Regional Sales Manager
Cell # 870-656-9695

TAMPA STEEL ERECTING COMPANY

RIGGING • WRECKING • ERECTING

5127 BLOOMINGDALE AVE. TELEPHONE 813/677-7184

TAMPA, FLORIDA 33619

September 03, 2025

SEMA

Rocky Mountain District

Attention: Jeff Markle

Email: jmarkle@sema.inc

Subject: 72 Avenue Underpass
Arvada, Colorado
Railroad Bridge - Fabrication

Gentlemen:

We are pleased to quote on fabrication of the above-mentioned project. Our prices, excluding sales taxes, are FOB our shop with truck freight, prepaid to the nearest accessible point to the jobsite during normal daylight working hours. We would furnish girders, diaphragms, brackets, ballast retainer beams, deck plates, lifting lugs, cover plate at joints, and field bolts. All material is Gr50W unpainted with SSPC 6 surface preparation prior to shipping. All bolts are 7/8 inch ASTM F3125 Gr F1852.

Our lump sum price, excluding sales taxes, \$ 6,799,658.00 includes as follows:

1. Units 1.2 thru 1.6 10 units – 60.0 tons each
Shop assembled with diaphragms and deck plates
2. Units 1.1 and 1.7 4 units – 70.0 tons each
Shop assembled with diaphragms, overhang brackets, ballast beam, deck plates
3. Loose floors plate – 12pc – 3/4 x 42" x 82'-6" long
4. Ballast retainer beams – W36x135 – 2pc @76'-0"

Delivery: Base on NTP of 10/20/2025, we could deliver phase I in 10/2026 and phase II in 08/2027

We would require a 14 day approval of shop drawings and RFQ's.

We would perform the work on a purchase order with payment for plain materials upon their receipt into our shop with progress payments on shop detail drawings and fabrication.

We exclude the following:

1. Masonary plates and anchor bolts
2. Bearings
3. Drainage items
4. Waterproofing
5. Handrail
6. Lifting lug design

7. P.E. stamp
8. 3-D modeling
9. Expansion joints
10. Sales taxes
11. Bond

The opportunity to quote on this work is greatly appreciated.

Very truly yours,

TAMPA STEEL ERECTING COMPANY

A handwritten signature in cursive script that reads "Robert J. Clark, Jr." The signature is written in dark ink and is positioned above the printed name and title.

Robert J. Clark, Jr.
President

Exhibit C

**THIRD AMENDMENT
TO THE AGREEMENT BETWEEN THE CITY OF
ARVADA AND SEMA CONSTRUCTION, INC. TO
APPROVE THE LONG-LEAD-TIME PROCUREMENT OF
STEEL RELATED TO WORK ANTICIPATED UNDER CP3
IN AN AMOUNT NOT TO EXCEED \$5,314,880.87**



Date: 09/05/2025

Proposal Number: S07251834

To: SEMA Construction

Project Name: UPRR W 72nd Ave. Bridge
Location: Arvada, CO

We are bidding the following items, per this scope, on the above referenced project. Only to the extent shown on the drawings giving the size, section, material grade and location of all members of the steel.

Scope of Work: Furnished Only, F.O.B. Job Site:

- 1.) Units 1.1 thru 1.7, shop assembled where shown on drawings
 - a. (14) – Lines of plate girders, (28) plate girders total
 - b. Diaphragm connectors Mk. SDC-1 & Diaphragms Mk. SD-1
 - c. Diaphragm connectors Mk. SDC-2 & Diaphragms Mk. SD-2
 - d. Bearing stiffeners
 - e. Jacking stiffeners
 - f. Bracket, Mk. SB-1
 - g. Lifting lugs, Mk. SLL-3
 - h. Type 1 thru Type 3 deck plates
 - i. W36x135 ballast retainers and connections
 - i. TCs for filler holes included
 - j. Connector plates for guardrail – see exclusion
 - k. Bolts: ASTM A325 Type 3
- 2.) Cover plate, Mk. SCP-1
- 3.) Cover plate, Mk. SCP-2
- 4.) Delegated design for design of lifting lugs – see exclusion
- 5.) All independent NDT testing is required by specifications

Lump Sum Bid Amount – Base Bid: \$4,347,025.00 (No Tax Included)

TrueNorth Steel is certified under the AISC Quality Certification Program, Category Cbr, Major Steel Bridges, with Fracture Critical and Sophisticated Paint Endorsements.

- Price is valid for 30 calendar days

Alternate #1: Furnish Bridge Guardrail, 243.5 LF, F.O.B. Job Site – ADD \$55,685.00

- 1.) 243'-6" of guardrail per sheets B38 and B44, includes cable, cable accessories, and field tools for cable installation
- 2.) All steel with exception of cable assumed as weathering steel, any additional coatings by others

Alternate #2: Furnish Bearing Package, F.O.B. Job Site – ADD \$359,960.00

- 1.) Disc bearings, beveled sole plates, masonry plates, 60 durometer neoprene masonry pads, Gr. 105 anchor bolts, and A325 tap bolts
 - a. (24) – Fixed Bearings
 - b. (32) – Guided Expansion Bearings
 - c. DiskTron multi-rotational disc bearings
- 2.) Delegated design for design of bearings including engineered shop drawings and PE stamping of drawings and calculations
- 3.) Two freight loads included in price, one for each Phase
- 4.) See Alternate #2 exclusions below
- 5.) See Alternate #2 qualifications below

Exclusions:

- 1.) Taxes
- 2.) Unloading, Installation, & Erection
- 3.) Field planning, field measuring, field surveys, or as-built surveys
- 4.) Any Allowances
- 5.) **Bridge cable and HSS guardrails and bolts for guardrails**
- 6.) **All other material not specifically listed above**
- 7.) Anchorage for other trades
- 8.) Costs of owner inspection or quality assurance
- 9.) Cutting or drilling of our work to accommodate other trades
- 10.) Field planning or field measuring
- 11.) Galvanizing repair
- 12.) Participating in penalties or liquidated damages applied to purchaser
- 13.) Reinforcing bar or accessories
- 14.) Touchup paint or field painting
- 15.) Adhesives
- 16.) **DTIs, turn-of-the-nut method assumed**
- 17.) **Bearings, anchors, and steel associated with bearings**
- 18.) **Lifting lug rigging analysis, assumed by others/erector**
- 19.) **Drainage material steel per Sheet B13**
- 20.) **Temporary shoring material steel per Sheet B13**
- 21.) **Panel clip per Sheet B32**
- 22.) **Alternate #2 bearing package exclusions:**
 - a. **Shims (if required)**
 - b. **Installation of bearings**
 - c. **Field service (if required)**
 - d. **Anchor templates (if required)**
 - e. **Fracture critical material (if required)**
 - f. **Long-term deterioration testing (if required)**
 - g. **Uplift testing (if required)**
 - h. **Rotational, fatigue, or cyclic capabilities while in uplift**
 - i. **Anchor rod embedment design, anchors quoted per embedment shown on Sheet B48**
 - j. **Any coating of exposed steel surfaces (if required)**
 - k. **Any epoxy paint**

Qualifications:

- 1.) Freight is F.O.B. job site truck bed, to be offloaded and/or stored by others. We allow a 2 hour standby for trucks and assume offloading to be during daylight hours unless discussed prior to the bid.
- 2.) All schedules must be mutually agreed upon by the customer and TrueNorth Steel – Delivery schedule to be determined.
- 3.) No back charges will be accepted without TrueNorth Steels written acceptance of the back charge prior to commencement of the work.
- 4.) TrueNorth Steel fabricates girders in the horizontal position utilizing a 2-girder blocking method to ensure proper camber, vertical and horizontal dimensions.
- 5.) TrueNorth Steel reserves the right to review and negotiate all contract terms and conditions upon award.
- 6.) All work to be performed in a standard 40 hour work week.
- 7.) Price based on no retainage, penalties, liquidated damages, and forfeiture of incentives.
- 8.) TrueNorth Steel, at our convenience, reserves the right to divide up work between plants to facilitate the owners schedule; however, additional charges for inspection by the owner's representative will be the sole responsibility of the owner if additional forces are required for multiple plant fabrication. TrueNorth Steel also reserves the right to subcontract work for our convenience.
- 9.) Fabrication and contractual obligations by both parties will be in strict accordance with the AISC Code of Standard Practice, current edition, without exception.
- 10.) All NOC's/Change Order's to be executed in 45 calendar days.
- 11.) All submittals and drawings will be provided in an electronic pdf format. No paper copies will be distributed.
- 12.) TrueNorth Steel reserves the right to review material pricing and adjust per market conditions.
- 13.) No "pay if paid" or "pay when paid" terms to be accepted.
- 14.) Cash or net 30 days for customers with Pre-Approved Credit. Interest will be charged on past due accounts.
- 15.) Payment for fabricated and un-fabricated materials that are suitably stored and assured in our yard is required.

- 16.) In the event of any termination by the Customer/Contractor after direction to proceed, which is not justified by a material default of TrueNorth Steel (TNS), TrueNorth Steel shall reserve all rights to be entitled to timely payment from the Customer/Contractor for all costs incurred related to materials, labor and services for which TNS has not received payment, including, but not limited to, reasonable overhead and profit, expenses and damages, including attorney's fees and interest, and profit on unperformed work.
- 17.) **Material grades assumed per Structural Notes on Sheet B03.**
- 18.) **All bolts assumed as 7/8" diameter.**
- 19.) **Tentative ship date of October 2026 for Phase 1 and late July 2027 for Phase 2.**
 - a. **Storage of material for Phase 2 included in price.**
- 20.) **Per Sheet B36, Type 2 deck plate assumed as shop installed in lieu of Type 3 as shown on Sheet B41.**
- 21.) **Per Sheet B42, bolts assumed on one side of the temp ballast retainer flange as shown, 1 row of bolts/TCs total.**
- 22.) **Single unit per one freight load assumed for all units – i.e. one freight load would be Unit 1.1, Span 1**
- 23.) **Shop assembled sections to verify field fit-up prior to disassembling and shipping to site as follows:**
 - a. **Assembly #1: Phase 1, Units 1.1 thru 1.3, Span 1**
 - b. **Assembly #2: Phase 1, Units 1.1 thru 1.3, Span 2**
 - c. **Assembly #3: Phase 2, Units 1.4 thru 1.7, Span 1**
 - d. **Assembly #4: Phase 2, Units 1.4 thru 1.7, Span 2**
- 24.) **Tonnages per unit (in a single span):**
 - a. **Units 1.1 & 1.7 are roughly 62.5 tons each**
 - b. **Unit 1.2 is roughly 58.5 tons**
 - c. **Unit 1.3 is roughly 64 tons**
 - d. **Units 1.4 thru 1.6 are roughly 57.5 tons each**
- 25.) **Bid per drawings dated 11-08-2024.**
- 26.) **All material to meet AREMA and UPRR specifications.**
- 27.) **Alternate #2 bearing package qualifications:**
 - a. **Bearings designed per AREMA 2021 per Note 1 on Sheet B48**
 - b. **Uplift design loads assumed to be 10% of vertical service loads (no uplift design loads provided)**
 - c. **Dead loads assumed to be 50% of vertical service loads**
 - d. **Masonry plate length and width to match those shown in contract plans**
 - e. **Beveled sole plate and masonry plate hole patterns to match those shown in contract plans**
 - f. **Anchor and top connection bolt diameters to be designed by bearing supplier (diameters shown on plan are not adequate to resist horizontal loads at abutment)**
 - g. **ASTM A709 Gr 50 steel or equal**
 - h. **Top connection bolts assumed as Type 3**
 - i. **Alternate low friction guide sliding material in lieu of PTFE**
 - j. **5000 psi concrete compressive strength at Abutments**
 - k. **4000 psi concrete compressive strength at Pier 2**
 - l. **Per Sheets B47 & B48 of the contract plans, bearing heights may vary from those shown in the plans and will be the contractor's responsibility to make up the difference by adjusting the bearing seat elevation or girder seat elevation, contractor to verify bearing heights with TrueNorth Steel prior to any pour**

TrueNorth Steel –Bridge Division

By:  Digitally signed by Brett Tamminga
Date: 2025.09.05 08:07:28-05'00'
Brett Tamminga
Structural Estimator
Direct Line: 701-281-2297
E-Mail: Brett.Tamminga@TrueNorthSteel.com





REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.2.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-104, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and Jefferson County School District Regarding MS4 Permit Coverage

Report in Brief

PRESENTER: Jacob Moyer, Stormwater Administrator

The City of Arvada holds a Municipal Separate Storm Sewer System (MS4) Permit with the Colorado Department of Health and Environment (CDPHE), which regulates pollution within the storm sewer system in accordance with the Clean Water Act. The Jefferson County Public School District (JCPS) owns and operates school properties within the City, which have a storm sewer system designed for a maximum daily user population of at least 1,000 people and constitutes "Non-Standard Municipal Separate Storm Sewer System" permit coverage with CDPHE. Through the requirements set forth in the Non-Standard permit, JCPS shall either develop their own program to meet these permit requirements or opt-in to the city's MS4 Permit for compliant permit coverage. JCPS has requested to opt-in to the City's MS4 program and comply with all requirements set forth in the MS4 Permit. Due to recent CDPHE requirements for the JCPS Non-Standard MS4 Permit, a formal agreement is required. Implementing this intergovernmental agreement would ensure that JCPS is covered under CDPHE water quality permitting under Arvada's program as we continue our cooperative partnership.

The Arvada team recommends that the City Council approve R25-104, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and Jefferson County Public School District Relating to the Stormwater Discharges Associated with Municipal Separate Storm Sewer Systems General Permit.

Financial Impact

There are no foreseen financial impacts related to the proposed intergovernmental agreement.

Background

The Jefferson County Public School District (JCPS) owns and operates school properties within the City, which have a storm sewer system designed for a maximum daily user population of at least 1,000 people and constitutes Non-Standard Municipal Separate Storm Sewer System permit coverage with CDPHE. The district is allowed through this non-standard permit to opt-in to the surrounding MS4 permit jurisdiction and authority. The City of Arvada holds a Standard General MS4 Permit with CDPHE, outlining requirements set forth through State and Federal regulation, which has been held since 2016 and has been administratively extended until late 2026.

JCPS has approximately 30 properties within the city that would fall under this permit coverage, only a small percentage of which have stormwater infrastructure. Historically, Arvada has included JCPS properties within the City's MS4 Permit boundary by providing any necessary spill response and necessary stormwater services. To date, there has not been a formal agreement between the city and district that outlines responsibilities to ensure proper Colorado Department of Health and Environment (CDPHE) permit coverage for qualifying properties within the city. This agreement ensures that JDPS holds proper permit coverage with CDPHE and federal environmental regulations at little to no cost to the City.

Discussion

- The proposed agreement includes references to current permit coverage and related City regulations (i.e. reference to the City's Engineering Code of Standards and Specifications).
- The benefits associated with the City Council's approval include a continued cooperative partnership with the Jefferson County Public Schools District as well as full regulatory compliance with the City's MS4 Permit, and State and Federal regulations.
- The alternative action would include not entering into this agreement with Jefferson County Public Schools District. This action would require the district to apply for their own, separate permit coverage. This would require additional resources from the district to ensure permit coverage and maintain compliance under a separate, Non-Standard Municipal Separate Stormwater Sewer System (MS4) Permit, which would be onerous for the district.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

The Arvada team recommends that the City Council approve R25-104, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and Jefferson County Public Schools District Relating to the Stormwater Discharges Associated with Municipal Separate Storm Sewer Systems General Permit.

Strategic Alignment

This proposed agreement aligns with strategic goal SR10, by maintaining a comprehensive environmental regulatory compliance program.

Alternative Courses of Action

Alternative recommendation #1: The Arvada team recommends that the City Council approve R25-104, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and Jefferson County Public Schools District Relating to the Stormwater Discharges Associated with Municipal Separate Storm Sewer Systems General Permit.

Alternative recommendation #2: City Council could move not to approve the proposed Intergovernmental agreement which would require the Jefferson County Public Schools District to acquire a separate permit from CDPHE and develop their own stormwater management program.

Recommendation for Action

The Arvada team recommends that the City Council approve Alternative No. 1.

Suggested Motion:

I move that R25-104, A Resolution Authorizing an Intergovernmental Agreement Between the City of Arvada and Jefferson County Public Schools District Relating to the Stormwater Discharges Associated with Municipal Separate Storm Sewer Systems General Permit, be (approved) (rejected).

Prepared by:
Jacob Moyer, Stormwater Administrator

Reviewed by:

Approved by:

Laura Hemler, Assistant City Attorney	10/28/2025
Claudia Vaughan, City Engineer	10/28/2025
Jacqueline Rhoades, Director of Infrastructure	10/30/2025
Bryan Archer, Chief Financial Officer	11/04/2025
Tammy Hedlund, Legal Specialist	11/04/2025
Laura Hemler, Assistant City Attorney	11/05/2025
Rachel Morris, City Attorney	11/06/2025
Allison Scheck, Deputy City Manager	11/06/2025
Don Wick, City Manager	11/06/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-104

A RESOLUTION AUTHORIZING AN INTERGOVERNMENTAL AGREEMENT
BETWEEN THE CITY OF ARVADA AND JEFFERSON COUNTY SCHOOL DISTRICT
REGARDING MS4 PERMIT COVERAGE

WHEREAS, the City of Arvada (“Arvada”) as a political subdivision of the State of Colorado, has a responsibility to construct and maintain municipal separate storm sewer systems (“MS4s”) to accommodate stormwater discharges pursuant to the rules and regulations promulgated by the Colorado Department of Public Health and Environment (“CDPHE”) in 5 CCR 1002-61 (the “Regulations”); and

WHEREAS, pursuant to the Regulations, Arvada must operate under a Stormwater Discharges Associated with Municipal Separate Storm Sewer Systems General Permit (the “Standard Permit”); and

WHEREAS, the Jefferson County School District (the “District”) owns and operates several District facilities with MS4s that are located within the overlapping boundaries of Arvada and the District; and

WHEREAS, the District has a storm sewer system that it operates under a Non-Standard Stormwater General Permit (the “Non-Standard Permit”); and

WHEREAS, pursuant to the Regulations, a Non-Standard permittee can defer their permit, or portions thereof, to another MS4 permittee; and

WHEREAS, the District, through this Intergovernmental Agreement, agrees to defer the portions of its Non-Standard Permit applicable to its facilities located in Arvada, and Arvada agrees to include such District facilities in its Standard Permit.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Intergovernmental Agreement, which is in substantially the same form as that attached hereto, between the City of Arvada and the Jefferson County School District Regarding MS4 Permit Coverage.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By:

INTERGOVERNMENTAL AGREEMENT BETWEEN
THE CITY OF ARVADA AND JEFFERSON COUNTY SCHOOL DISTRICT REGARDING MS4
PERMIT COVERAGE

THIS INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF ARVADA AND JEFFERSON COUNTY SCHOOL DISTRICT REGARDING MS4 PERMIT COVERAGE ("Agreement") is made and entered Into this ____ day of ____, 2025, by and between the City of Arvada, a Colorado home rule municipality (the "City"), and Jefferson County School District (the "District"), a Colorado public school district, hereinafter referred to individually as "Party" and collectively as the "Parties."

RECITALS

WHEREAS, pursuant to Colo. Const. Art. XIV Sec. 18 and C.R.S. 29-1-203, the City and the District are authorized to cooperate and contract with one another to provide any function, services, or facility lawfully authorized to each; and

WHEREAS, the City holds a Municipal Separate Storm Sewer System (MS4) Permit issued by the Colorado Department of Public Health and Environment (CDPHE) (the "Standard Permit") pursuant to the CDPHE's rules and regulations in 5 C.C.R. 1002-61; and

WHEREAS, the District holds an MS4 Permit issued by CDPHE (the "Non-standard Permit"), which covers areas located within the City; and

WHEREAS, the City must implement and enforce the Standard Permit requirements within the jurisdictional boundary associated with its Standard Permit, and the District must implement and enforce the Non-standard Permit requirements within the jurisdictional boundary associated with its Non-Standard Permit; and

WHEREAS, each Party is required to develop program description documents and supporting documents to describe how the Party will comply with its respective MS4 Permit requirements; and

WHEREAS, Article II - Drainage and Storm Water, of Chapter 50 - Drainage and Stormwater Quality, of the Arvada City Code establishes standards and procedures for regulating its MS4 (the "Construction and Post-Construction Program Requirements"), as may be further amended from time to time in accordance with the Standard Permit; and

WHEREAS, as required by the District's Non-standard Permit and for the limited purpose of aligning with the City's Construction and Post-Construction Program Requirements, the District desires to: (i) exclude the District property located within the jurisdictional boundary of the City's Standard Permit from its Non-standard Permit as set forth in Appendix A, attached hereto and incorporated herein (the "Excluded Property") and (ii) allow the City to implement and enforce the Construction and Post-Construction Program Requirements as to the Excluded Property in accordance with its Standard Permit requirements and their program description documents; and

WHEREAS, the City desires to implement and enforce the Construction and Post-Construction Program Requirements as to the Excluded Property under its Standard Permit subject to the terms and conditions of this Agreement; and

WHEREAS, the District wishes to comply with Chapter 50 of the Arvada City Code.

AGREEMENT

NOW, THEREFORE, for and in consideration of the foregoing recitals, incorporated by reference herein, and the mutual promises and covenants contained herein, the sufficiency of which are mutually acknowledged, the Parties hereto agree as follows:

Services.

- a. The District hereby delegates to the City the authority to monitor the Excluded Property for and enforce compliance with the Illicit Discharge Detection and Elimination (IDDE) established by the City, and the Construction and Post-Construction Program Requirements. The District agrees to comply with all applicable requirements set forth in the City's Standard Permit.
- b. The City agrees to allow the District to rely on the IDDE, and the Construction and Post-Construction Program Requirements for the Excluded Property.
- c. Subject to the District's payment of applicable development fees, the City shall provide plan review and approval, permitting, inspection, and acceptance for the Excluded Property in accordance with the Construction and Post-Construction Program Requirements and the Standard Permit. All fees payable by the District shall be in accordance with any fee schedules established by the City as amended from time to time. The District shall also comply with the City's Engineering Code of Standards and Specifications, as may be amended.
- d. Upon District request the City will forward applicable records and documentation of compliance with the Standard Permit for purposes of the District to comply with the recordkeeping requirements of the Non-standard Permit and to prepare its annual report to CDPHE. Likewise, upon the City's request, the District will forward the applicable records and documentation to the City necessary for the City to manage its Standard Permit or fulfill any of its duties under its Standard Permit.
- e. The District hereby grants, bargains, and conveys to the City and its agents, employees, and contractors a non-exclusive license to access the Excluded Property from public rights-of-way for the purpose of inspecting, operating, installing, constructing, reconstructing, maintaining, repairing or replacing post-construction stormwater facilities as may be necessary in accordance with the IDDE, and the Construction and Post-Construction Program Requirements. The District is responsible for the maintenance of all stormwater facilities on its property. If the District fails to maintain a stormwater facility, the City has the right to complete maintenance and charge the District for the cost of such maintenance. The District is responsible for mapping the District's MS4, including interconnections with the City's MS4. The District is responsible for the prevention and removal of illicit discharges on Excluded Property.
- f. The City will not provide support for any of the District's Non-standard Permit requirements related to Pollution Prevention/Good Housekeeping for Permittee's Operations, or other sections of the District's Non-standard Permit not specified above.
- g. The District shall inform the City and provide a duplicate copy of any permit-related correspondence with any regulatory agencies which may affect the City's performance of its obligations under its Standard Permit. Additionally, the District agrees to take no intentional action or perform any activity that can reasonably be foreseen to jeopardize the compliance status of the Standard Permit.
- h. The District shall inspect its applicable facilities annually to determine compliance with its plan. Inspections and resulting corrective actions shall be documented. Records shall be kept on the inspection date, name of the inspector, applicable facility identification, inspection findings, and information and documentation that the control measures are adequate or a list of follow-up actions.
- i. The District shall conduct parking lot sweeping at least once per year for all its facilities with parking lots and in accordance with a schedule established by the District. The dates on which the sweeping is conducted shall be documented.
- j. Each year, by March 10th, the District shall complete the Annual Report required by the

District's Non-standard Permit. The District shall provide the City with a copy of the Annual Report by March 10th of the following year for each year this Agreement is in effect.

k. If construction that requires a Colorado Stormwater Associated with Construction Activities Permit takes place within the Excluded Property while this Agreement is in effect, the Parties shall  address Construction Sites Minimum Control Measure requirements in the Standard Permit.

2. **Standard Of Performance.** The City agrees to use reasonable efforts to comply with the Standard Permit but cannot guarantee that all activities will comply with the Non-standard Permit. The City assumes no responsibility for compliance with the Non-standard Permit. The District acknowledges that the Construction and Post-Construction Program Requirements may be more stringent than the requirements for the Non-standard Permit, and if so, the District will be subject to the more stringent requirements.

3. **Enforcement.** The District agrees to comply with the IDDE, and the Construction and Post-Construction Program Requirements, and to allow for the City to fully enforce the IDDE and the Construction, and Post-Construction Program Requirements for all applicable construction activities on the Excluded Property for which the District owns, operates, or has implementation authority over.

4. **Geographic Area Applicability.** This Agreement will only apply to the Excluded Property, or as otherwise amended and agreed upon by both parties, in accordance with MS4 Permit requirements.

5. **Responsibility/Liability.** Each Party to this Agreement shall be responsible for that Party's own performance under this Agreement and each Party shall be responsible for its own defense in connection with any claims made against such Party by reason of that Party's performance of the matters covered by this Agreement.

6. **Notice.** Any notice required or permitted by this Agreement shall be in writing and shall be deemed to have been sufficiently given for all purposes if sent by certified mail or registered mail, postage and fees prepaid, addressed to the Party to whom such notice is to be given, at the address set forth below, or at such other address as has been previously furnished in writing, to the other Party. Such notice shall be deemed to have been given when deposited in the United States mail.

District: Jefferson County School
District (address)
Attention: (title)

With a copy to Jefferson County School District
(address)
Attention: Legal Counsel

City: City of Arvada
8101 Ralston Road
Arvada, CO 8002
Attention: Stormwater Program Manager

With a copy to: City of Arvada
8101 Ralston Road
Arvada, CO 80002
Attention: City Attorney's Office

7. **Additional Documents.** The Parties agree to execute any additional documents or take any 

additional action that is necessary to carry out the intent of this Agreement.

8. **Colorado Law.** The laws of the State of Colorado shall govern this Agreement. Venue for any action hereunder shall be in the District Court, County of Jefferson, State of Colorado, and the Parties waive any right to remove any action to any other court, whether state or federal.
9. **Separate Entities.** The Parties enter into this Agreement as separate, independent governmental entities and shall maintain such status throughout. This Agreement does not create a partnership, joint venture, or agency relationship between the Parties. Neither Party shall have any authority to bind the other to the Agreement, or any other instrument or understanding.
10. **No Third-Party Beneficiaries.** The enforcement of the terms and conditions of this Agreement and all rights of action relating to such enforcement, shall be strictly reserved to the Parties, and nothing contained in this Agreement shall give or allow any such claim or right of action by any other or third person under such Agreement. Any beneficiary of the terms and conditions of this Agreement are not intended beneficiaries but are incidental beneficiaries only.
11. **No Waiver of Governmental Immunity Act.** The Parties hereto understand and agree that this Agreement is relying on, and In no way is Intended to waive by any provision of this Agreement, the monetary limitations or any other rights, immunities and protections provided by the Colorado Governmental Immunity Act, sections 24-10-101 to 120, C.R.S., or otherwise available to the Parties.
12. **Amendment.** This Agreement may only be amended in writing signed by the parties hereto.
13. **Effect of invalidity.** Invalidation of any of the provisions of this Agreement or any paragraph, sentence, clause, phrase, or word herein, or the application thereof in any given circumstance, shall not result in the termination of this Agreement.
14. **Term.** This Agreement shall remain in full force and effect until terminated by either Party. Either Party may terminate this Agreement upon providing one hundred eighty (180) days written notice to the other Party.
15. **Effect of termination or expiration.** Upon termination or expiration of this Agreement, the Parties agree to promptly provide each other with any information or documents necessary to continue to fulfill their respective obligations under the Standard Permit and the Non-standard Permit or maintain sufficient record of activities performed under this Agreement.
16. **Previous Agreements.** This Agreement supersedes any previous agreement between the Parties regarding shared MS4 responsibilities making those previous agreements, or portions thereof that dealt with MS4 responsibilities, null and void.
17. **Non-Waiver.** The failure of either party to this Agreement to insist on the performance of any of the terms and conditions of this Agreement or the waiver of any breach of any of the terms and conditions of this Agreement shall not be construed as thereafter waiving any such terms and conditions, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.
18. **Annual appropriation.** Any financial obligation of the parties set forth in this Agreement are subject to annual appropriations and shall not constitute a multiple-fiscal year direct or indirect debt or other financial obligation of the Parties within the meaning of Article X, Section 20 of the Colorado Constitution (TABOR).
19. **Insurance.**
 - a. Each Party to this Agreement will be required to, at its own expense, keep in full force and effect during the term of this Agreement, and during the term of any extension or amendment of the same, insurance or self-insurance reasonably sufficient to insure against the liability assumed by that Party pursuant to the provisions of this Agreement.

b. The Parties shall at their own respective expense keep in full force and effect during the term of this Agreement statutory workers' compensation insurance suitable to cover each Party's respective employees. At no time shall any Party bear responsibility for accidental injury to the employee of another Party performing services pursuant to this Agreement.

20. **Force majeure.** No Party will be liable for any failure or delay in performing an obligation under this Agreement that is due to any of the following causes, to the extent beyond its reasonable control (which events and/or circumstances are hereinafter referred to as "Force Majeure"): acts of God, accident, riots, war, terrorist act, epidemic, pandemic (except for the COVID-19 pandemic), quarantine, civil commotion, breakdown of communication facilities, breakdown of web host, breakdown of internet service provider, natural catastrophes, governmental acts or omissions, changes in laws or regulations, national strikes, fire, explosion, and generalized lack of availability of raw materials or energy.

21. **Time is of the essence.** Time is of the essence. If any condition, obligation, or duty is not timely made, tendered or performed by either party, then this Agreement, at the option of the party who is not in default, may be terminated by the non-defaulting party, in which case, the non-defaulting party may recover such damages as may be proper. If the non-defaulting party elects to treat this Agreement as being in full force and effect, the non-defaulting party shall have the right to an action for specific performance or damage or both.

22. **Authority.** The undersigned to this Agreement warrant that each has the authority to execute and enter into this Agreement, that their signatures are authorized and binding, and that all actions and approvals necessary for the execution and delivery of the Agreement have been properly taken by their respective governing bodies.

IN WITNESS WHEREOF, this Agreement is executed by the Parties hereto as of the date first written above.

CITY OF ARVADA

JEFFERSON  COUNTY SCHOOL DISTRICT

Name:

Title:

Name:

Title:

ATTEST:

City Clerk

APPROVED AS TO FORM:

Rachel A. Morris, City Attorney

By: _____

Laura A. Hemler, Sr. Asst. City Attorney

APPENDIX A

EXCLUDED PROPERTY (DISTRICT-OWNER PROPERTY THAT IS WITHIN THE CITY'S JURISDICTIONAL BOUNDARY FOR THE STANDARD PERMIT)

Arvada High School
Arvada West High School
Fitzmorris Elementary School ---closed but in use
Foster Dual Language PK-8
Fremont Elementary School
Hackberry Hill Elementary School
Lawrence Elementary School
Little Elementary School
Meiklejohn Elementary School
North Area Athletic Complex
North Area Transportation Center - Indiana
North Area Transportation Center - Joyce
North Arvada Middle School
Oberon Middle School
Pomona Jr-Sr High School
Ralston Valley High School
Secrest Cottage B
Secrest Elementary School
Sierra Elementary School
Stott Elementary School
Swanson Elementary School
Thomson ES ---closed
Three Creeks K-8
Van Arsdale Elementary School
Vanderhoof Elementary School
Warder Elementary School
Warren Tech North
Weber Elementary School
West Woods Elementary School



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.3.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center

Report in Brief

PRESENTER: Melanie Walter, Floodplain Manager

Council action is requested on the attached Resolution authorizing the First Amendment to the Intergovernmental Agreement (IGA) between the Urban Drainage and Flood Control District d/b/a Mile High Flood District (MHFD), and the City of Arvada regarding funding of the Design and Construction of Drainage and Flood Control Improvements for Hidden Lake Drainageway at Arvada Center. This project will expand an existing pond to provide stormwater detention and water quality for approximately 115 acres of mostly residential developments where none currently exists.

The Arvada team recommends that the City Council approve R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center.

Financial Impact

Financial Impact: \$100,000

Project: Workday project #PRJ24099504 - Arvada Center Reg Detention

Type: CIP

Fund: 10187PG Stormwater

Future associated costs requiring Council action. Construction costs will be estimated with the engineering design and may require a future IGA amendment.

Background

The 2008 Major Drainageway Planning (MDP) study for the Hidden Lake-Bates Lake drainage basins, developed in partnership with Mile High Flood District (MHFD), recommends a regional detention facility to be located south of the Arvada Center. This is to provide stormwater quality and detention for a 115-acre residential neighborhood where none currently exists.

In 2021, the City of Arvada completed a city-wide Stormwater Master Plan (SMP) that identified undersized (or needed) storm infrastructure. Currently, there is a small detention facility on the Arvada Center property which serves the southern portion of the Arvada Center parking lot, as well as the adjacent bisecting north/south street (Yarrow Street, a.k.a. Fire Lane). The existing storm sewer from the outfall of the detention pond in 68th Avenue, all the way to the ultimate outfall point near Sheridan and 69th Avenue (about 1.6 miles), is shown in the SMP to be undersized in the 5-year and 100-year storm events. The City of Arvada Engineering Code of Standards and Specifications requires all storm sewers to contain the 5-year storm event as a minimum.

Discussion

SUBJECT: R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center

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ITEM: 8.A.3.

The Arvada Center regional detention facility will expand the existing one near 68th Avenue and Yarrow St. The project will provide upstream neighborhoods with much-needed detention and stormwater quality. This will also reduce the peak runoff rate to the current storm infrastructure along 68th Avenue, thereby significantly reducing, or eliminating, the need to enlarge the pipe network downstream.

Both Jefferson County and the Arvada Center staff are in support of this alteration. The plan is to use the passive portion of the detention area (infrequent inundation) for more artistic space or other open-space type programming. The Arvada Center staff will work closely with our design team in the decision-making process of the areas reserved for artistic elements and overflow parking.

The proposed detention basin will be designed to completely drain all storm events within 72 hours, as Colorado State law dictates. The active portion of the facility, where frequent inundation will occur, is proposed along the south side of the open area near 68th Avenue. Larger storm events will spread into the passive portion.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

This action supports the City Council Strategic Plan Infrastructure Service INF1 Provides the community with a safe, resilient, high-quality water supply, drainage system, wastewater disposal, and solid waste management services for full city build-out, as defined by the Comprehensive Plan. This includes maintaining utility rates at lowest practical levels with accurate billing that supports robust and reliable infrastructure.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center.

Suggested Motion:

I move that R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center, be (approved) (rejected).

Prepared by:
Melanie Walter, Engineering Manager

Reviewed by:

SUBJECT: R25-105, A Resolution Authorizing a First Amendment to the Intergovernmental Agreement by and between the Urban Drainage and Flood Control District d/b/a Mile High Flood District and the City of Arvada Regarding Design and Construction of Drainage and Flood Control Improvements for the Hidden Lake Drainageway at Arvada Center

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Approved by:

Claudia Vaughan, City Engineer	10/28/2025
Jacqueline Rhoades, Director of Infrastructure	10/30/2025
Bryan Archer, Chief Financial Officer	11/04/2025
Tammy Hedlund, Legal Specialist	11/04/2025
Megan McCall, Assistant City Attorney II	11/05/2025
Rachel Morris, City Attorney	11/06/2025
Allison Scheck, Deputy City Manager	11/06/2025
Don Wick, City Manager	11/06/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-105

A RESOLUTION AUTHORIZING A FIRST AMENDMENT TO THE
INTERGOVERNMENTAL AGREEMENT BY AND BETWEEN THE URBAN DRAINAGE
AND FLOOD CONTROL DISTRICT D/B/A MILE HIGH FLOOD DISTRICT AND THE
CITY OF ARVADA REGARDING DESIGN AND CONSTRUCTION OF DRAINAGE AND
FLOOD CONTROL IMPROVEMENTS FOR THE HIDDEN LAKE DRAINAGEWAY AT
ARVADA CENTER

WHEREAS, the City of Arvada (“City”) and governmental entities in the Denver metropolitan area may enter intergovernmental agreements pursuant to C.R.S. §§ 29-1-201 *et. seq.*; and

WHEREAS, on or about June 19, 2024, the Urban Drainage and Flood Control District, d/b/a Mile High Flood District (the “District”) and the City entered into an intergovernmental agreement (“IGA”) setting forth obligations of the District and the City regarding design and construction of drainage and flood control improvements for the Hidden Lake Drainageway at Arvada Center (the “Project”); and

WHEREAS, funding for the design aspect of the Project set forth in the IGA was in the total amount of \$300,000, which the City and the District contributed equal amounts for, each providing \$150,000; and

WHEREAS, the District and the City desire to continue with design of the Project and to increase the level of funding by \$200,000, which the City and the District will again contribute in equal amounts; and

WHEREAS, accordingly, the District and the City will each contribute \$100,000 to the increased funding amount needed for the Project at this time.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Amendment to an Intergovernmental Agreement, which is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

AMENDMENT TO
AGREEMENT REGARDING
DESIGN AND CONSTRUCTION
OF DRAINAGE AND FLOOD CONTROL IMPROVEMENTS FOR
HIDDEN LAKE DRAINAGEWAY AT ARVADA CENTER

Agreement No. 24-04.57
Project No. 110142

THIS FIRST AMENDMENT TO AGREEMENT (hereinafter called "FIRST AMENDMENT"), by and between URBAN DRAINAGE AND FLOOD CONTROL DISTRICT D/B/A MILE HIGH FLOOD DISTRICT (hereinafter called "DISTRICT") and CITY OF ARVADA (hereinafter called "CITY") (hereinafter called "PROJECT SPONSOR") and collectively known as "PARTIES";

WITNESSETH:

WHEREAS, PARTIES have entered into "Agreement Regarding Design and Construction of Drainage and Flood Control Improvements for Hidden Lake Drainageway at Arvada Center" (Agreement No. 24-04.57) dated June 19, 2024, (hereinafter called "AGREEMENT"); and

WHEREAS, PARTIES now desire to continue with the design and construction of drainage and flood control improvements for Hidden Lake Drainageway at Arvada Center (hereinafter called "PROJECT"); and

WHEREAS, PARTIES desire to increase the level of funding by \$200,000.00; and

WHEREAS, DISTRICT's Board of Directors has authorized additional DISTRICT financial participation for PROJECT (Resolution No. 81, Series of 2025); and

WHEREAS, the governing board (officials) of PROJECT SPONSOR has budgeted, by appropriation or resolution, all of its share of PROJECT costs; and

NOW, THEREFORE, in consideration of the mutual promises contained herein, PARTIES hereto agree as follows:

1. Paragraph 1.04. PROJECT COSTS AND ALLOCATION OF COSTS is deleted and replaced as follows:

1.04. PROJECT COSTS AND ALLOCATION OF COSTS

- A. PARTIES agree that for the purposes of this AGREEMENT, PROJECT costs shall consist of and be limited to the following:
 1. Final design services;
 2. Construction of improvements;
 3. Contingencies mutually agreeable to PARTIES.
- B. It is understood that PROJECT costs as defined above are not to exceed \$500,000.00 without amendment to this AGREEMENT.

PROJECT costs for the various elements of the effort are estimated as follows:

	<u>ITEM</u>	<u>AS AMENDED</u>	<u>ORIGINAL</u>
1.	Final Design	\$ 500,000.00	\$ 300,000.00
2.	Right-of-way	\$ -0-	\$ -0-

3.	Construction*	\$	-0-	\$	-0-
	Grand Total	\$	500,000.00	\$	300,000.00

* It is anticipated that funds for construction shall be added to this Agreement at a future date.

This breakdown of costs is for estimating purposes only. Costs may vary between the various elements of the effort without amendment to this AGREEMENT provided the total expenditures do not exceed the maximum contribution by all PARTIES plus accrued interest.

- C. Based on total PROJECT costs, the maximum percent and dollar contribution by each party shall be:

	<u>Percentage Share</u>	<u>Previously Contributed</u>	<u>Additional Contribution</u>	<u>Maximum Contribution</u>
DISTRICT	50%	\$150,000.00	\$100,000.00	\$250,000.00
PROJECT SPONSOR	50%	\$150,000.00	\$100,000.00	\$250,000.00
TOTAL	100%	\$300,000.00	\$200,000.00	\$500,000.00

2. Paragraph 1.05. MANAGEMENT OF FINANCES is deleted and replaced as follows:

1.05. MANAGEMENT OF FINANCES

As set forth in DISTRICT policy (Resolution No. 11, Series of 1973, Resolution No. 49, Series of 1977, and Resolution No. 37, Series of 2009), the funding of a local body's full share may come from its own revenue sources or from funds received from state, federal or other sources of funding without limitation and without prior DISTRICT approval.

Payment of each PARTY's full share (PROJECT SPONSOR - \$250,000.00; DISTRICT - \$250,000.00) shall be made to DISTRICT subsequent to execution of this AGREEMENT and within 30 days of request for payment by DISTRICT. The payments by PARTIES shall be held by DISTRICT in a special fund to pay for increments of PROJECT as authorized by PARTIES, and as defined herein. DISTRICT shall provide a periodic accounting of PROJECT funds as well as a periodic notification to PROJECT SPONSOR of any unpaid obligations. Any interest earned by the monies contributed by PARTIES shall be accrued to the special fund established by DISTRICT for PROJECT and such interest shall be used only for PROJECT upon approval by the contracting officers (Section 2.06).

Within one year of completion of PROJECT if there are monies including interest earned remaining which are not committed, obligated, or disbursed, each party shall receive a share of such monies, which shares shall be computed as were the original shares; or, at PROJECT SPONSOR request, PROJECT SPONSOR share of remaining monies shall be transferred to another special fund held by DISTRICT.

3. All other terms and conditions of this AGREEMENT shall remain in full force and effect.

WHEREFORE, PARTIES hereto have caused this FIRSTAMENDMENT to be executed by properly authorized signatories as of the date and year written below.

URBAN DRAINAGE AND
FLOOD CONTROL DISTRICT D/B/A
MILE HIGH FLOOD DISTRICT

Checked By

Checked By

By_____

Name Laura A. Kroeger

Title Executive Director

Date_____

PROJECT SPONSOR

By_____

Name_____

Title_____

Date_____

Arvada City Clerk_____

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By_____



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.4.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-106, A Resolution Authorizing Change Order #2 to an Agreement By and Between the City of Arvada and NexCivil Engineering and Construction LLC for 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24

Report in Brief

Council action is requested on the attached Resolution authorizing Change Order #2 to the Agreement by and between the City of Arvada and NexCivil Engineering and Construction, LLC Regarding the Construction of Drainage Improvements for City Project 24-DR-20 – 2024 Drainage Improvements. This project remediates and improves storm drainage issues at nine (9) locations within the City.

The Arvada team recommends that the City Council approve R25-106, A Resolution Authorizing Change Order #2 To An Agreement By And Between The City Of Arvada And NexCivil Engineering And Construction LLC For 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24.

Financial Impact

Financial Impact: \$167,475.85

Funding Source: 2024 Drainage Improvement Projects (Workday PRJ24099506)

Type: CIP

Fund: 10187PG Stormwater

Future associated costs requiring Council action. *None anticipated.*

Background

NexCivil was hired to install storm sewer infrastructure as part of the 2024 Drainage Improvements Projects. The original contract amount was \$598,924.68 and one change order has been processed for an additional \$98,263.71. Multiple additional change orders have been identified with the project, resulting in a second contract increase of \$167,475.85. This amount exceeds 20% of the original contract amount and will result in a total construction cost of **\$864,664.24.**

Reasons for the additional change orders are listed below:

1. Additional work requested by the City
2. Additional, unanticipated traffic control and third-party inspections required by CDOT
3. Various field adjustments due to unmarked electric and fiber utilities
4. Various field adjustments due to incorrect design elevations
5. Concrete overruns due to incorrect bid quantity
6. Additional asphalt removal and replacement outside of the original scope, due to existing adjacent asphalt being in poor condition

Even with the additional change orders, NexCivil still provided the services at the lowest cost of all other 5 bids received.

SUBJECT: R25-106, A Resolution Authorizing Change Order #2 to an Agreement By and Between the City of Arvada and NexCivil Engineering and Construction LLC for 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24

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ITEM: 8.A.4.

Discussion

NexCivil has performed quality construction work for the project and all change orders have been due to unforeseen or unexpected issues.

Public Contact

Posting of the City Council agenda

Commission Recommendation

N/A

Strategic Alignment

This action supports the City Council Strategic Plan Infrastructure Service INF1 Provides the community with a safe, resilient, high-quality water supply, drainage system, wastewater disposal, and solid waste management services for full city build-out, as defined by the Comprehensive Plan. This includes maintaining utility rates at lowest practical levels with accurate billing that supports robust and reliable infrastructure.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-106, A Resolution Authorizing Change Order #2 to an Agreement By And Between The City Of Arvada And NexCivil Engineering And Construction LLC For 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24.

Suggested Motion:

I move that R25-106, A Resolution Authorizing Change Order #2 To An Agreement By And Between The City Of Arvada And Nexcivil Engineering And Construction LLC For 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24, be (approved) (rejected).

Prepared by:
Melanie Walter, Engineering Manager

Reviewed by:

Approved by:

Claudia Vaughan, City Engineer	10/28/2025
Jacqueline Rhoades, Director of Infrastructure	10/30/2025
Bryan Archer, Chief Financial Officer	11/04/2025

SUBJECT: R25-106, A Resolution Authorizing Change Order #2 to an Agreement By and Between the City of Arvada and NexCivil Engineering and Construction LLC for 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount not to Exceed \$167,475.85, Thereby Increasing the Total Contract Amount to an Amount not to Exceed \$864,664.24

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Tammy Hedlund, Legal Specialist	11/04/2025
Kelsy Sargent, Assistant City Attorney	11/05/2025
Megan McCall, Assistant City Attorney II	11/06/2025
Rachel Morris, City Attorney	11/06/2025
Allison Scheck, Deputy City Manager	11/06/2025
Don Wick, City Manager	11/06/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-106

A RESOLUTION AUTHORIZING CHANGE ORDER #2 TO AN AGREEMENT BY AND BETWEEN THE CITY OF ARVADA AND NEXCIVIL ENGINEERING AND CONSTRUCTION LLC FOR 2024 DRAINAGE IMPROVEMENTS, CSB 25-ENG-031, IN AN AMOUNT NOT TO EXCEED \$167,475.85, THEREBY INCREASING THE TOTAL CONTRACT AMOUNT TO AN AMOUNT NOT TO EXCEED \$864,664.24

WHEREAS, the City of Arvada and NexCivil Engineering and Construction LLC previously entered into an Agreement for 2024 Drainage Improvements, CSB 25-ENG-031, in an amount not to exceed \$598,924.68 (the “Original Agreement”), as amended by Change Order #1 increasing the contract amount in the Original Agreement by \$98,263.71 for a revised contract amount not to exceed \$697,188.39 (collectively, the “Amended Agreement”); and

WHEREAS, the City of Arvada and NexCivil Engineering and Construction LLC seek to amend the Amended Agreement with Change Order #2 to extend the term, increase the number of days for completion of the work, modify the scope of work, and increase the contract amount by \$167,475.85 for a revised overall contract amount not to exceed \$864,664.24.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, Change Order #2 to the Amended Agreement that is in substantially the same form as that attached hereto.

Section 2. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CHANGE ORDER #2
TO “AN AGREEMENT BY AND BETWEEN THE CITY OF ARVADA AND NEXCIVIL
ENGINEERING AND CONSTRUCTION LLC FOR 2024
DRAINAGE IMPROVEMENTS, CSB 25-ENG-031, IN AN AMOUNT NOT TO
EXCEED \$598,924.68” TO INCREASE THE CONTRACT AMOUNT
BY \$167,475.85 FOR A REVISED CONTRACT AMOUNT NOT TO
EXCEED \$864,664.24

THIS CHANGE ORDER #2 to “An Agreement By and Between the City of Arvada and NexCivil Engineering and Construction LLC for 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount Not to Exceed \$598,924.68” (“Change Order #2”) is made by and between the City of Arvada, a Colorado home rule municipal corporation, whose mailing address is 8101 Ralston Road, Arvada, CO 80002 (“Arvada” or the “City”), and NexCivil Engineering and Construction LLC, a Colorado corporation whose address is 3190 S. Vaughn Way, Ste. 550, Aurora, CO 80014 (“Contractor”) (each individually as a “Party” and collectively the “Parties”). The Parties agree to the following terms and conditions:

1. RECITALS AND PURPOSE.

- 1.1. On or about June 18, 2025, the Parties entered into an Agreement by and between the City of Arvada and NexCivil Engineering and Construction LLC for 2024 Drainage Improvements, CSB 25-ENG-031, in an Amount Not to Exceed \$598,924.68 (the “Original Agreement”).
- 1.2. On or about August 29, 2025, the Parties executed Change Order #1 to the Original Agreement, modifying the Work for two sites and increasing the contract amount in the Original Agreement by \$98,263.71 for a revised contract amount not to exceed \$697,188.39 (“Change Order #1” and together with the Original Agreement, the “Amended Agreement”).
- 1.3. Pursuant to Sections 4.3 and 4.4 of the Original Agreement, the Parties may request changes to the scope of services, completion date, and contract amount, which can be accomplished by the Parties executing a written change order.
- 1.4. Pursuant to Section 6.2 of the Original Agreement, the term of the Amended Agreement is from June 18, 2025 to either December 31, 2025 or until the Work is complete, whichever occurs sooner, unless otherwise agreed to in writing by the Parties.
- 1.5. The purpose of this Change Order #2 is to amend the terms of the Amended Agreement to extend the term, increase the number of days for completion of the Work, and increase the contract amount by \$167,475.85 to account for: (1) additional work requested by the City for Site I, (2) additional, unanticipated traffic control and third-party inspections required by the Colorado Department of Transportation at Site H, (3) various field adjustments due to unmarked electric and fiber utilities, (4) various field adjustments due to incorrect design elevations, (5) concrete overruns due to incorrect bid quantity for Site H, and (6) additional asphalt removal and replacement outside of the original scope due

to existing adjacent asphalt being in poor condition at various sites.

- 1.6. The Original Agreement, Change Order #1, and other Contract Documents are incorporated herein; however, for the convenience of the Parties and to avoid unnecessary duplication of documents, they are not attached hereto but may be viewed at the City Clerk's Office. Except as specifically modified pursuant to this Change Order #2, all terms of the Original Agreement, Change Order #1, and other Contract Documents remain unchanged.

2. CONTRACT DOCUMENTS AND EXHIBITS.

- 2.1. Contract Documents. The Contract Documents shall be amended to additionally consist of this Change Order #2, together with the following, attached hereto and incorporated herein by reference:

Exhibit 1: "Change Order No. 2"

- 2.2. Interpretation of Contract Documents. In the event any matter, term, provision, or condition that is the subject of this Change Order #2 requires clarification or is in dispute, or is the subject of a difference of opinion, the purpose and intent of Change Order #2 shall be first ascertained by reference to the Contract Documents in their entirety. In the event of any dispute or differences between the respective documents that constitute the Contract Documents, then Contractor shall secure the written instructions from Arvada before proceeding with the performance of the services affected by such conflicts, omissions, or discrepancies.
3. **AMENDMENT TO TERM.** The term set forth in Section 6.2 of the Original Agreement is amended to provide that the term of the Agreement extends until the Work is complete or until January 30, 2026, whichever occurs sooner. Except as set forth in this Section 3, all other provisions set forth in Section 6.2 of the Original Agreement regarding the term are unchanged.
 4. **COMPLETION OF SERVICES UNDER CHANGE ORDER #2.** The timeframe for completion of the Work set forth in Section 6.1.2 of the Original Agreement is amended to provide that Contractor shall complete the Work required by the Contract Documents within one hundred and ninety-eight consecutive calendar days after the date specified for commencement of the Work in the Notice to Proceed. Except as set forth in this Section 4, all other provisions set forth in Section 6.1.2 of the Original Agreement regarding the timeframe for completion of the Work are unchanged.
 5. **COMPENSATION FOR SERVICES UNDER CHANGE ORDER #2.** The terms of the Amended Agreement are amended to increase compensation by \$167,475.85. Therefore, Contractor agrees to perform the Work for an amount not to exceed **\$864,664.24**.
 6. **SCOPE OF SERVICES FOR CHANGE ORDER #2.** The Amended Agreement shall be modified to reflect the modifications to the Work for Site I, as described in **Exhibit 1**.

7. **DEFINED TERMS.** Terms defined in the Amended Agreement are incorporated herein.
8. **FULL FORCE AND EFFECT.** All other terms and conditions shall be as set forth in the Amended Agreement.
9. **SEVERABILITY.** If any other provision of this Change Order #2 is held invalid or unenforceable, no other provision shall be affected by such holding, and all of the remaining provisions of this Change Order #2 shall continue in full force and effect.
10. **BINDING AUTHORITY.** Contractor represents and affirms that the signature page hereof accurately states the full legal name of Contractor (whether as a corporation, partnership, limited liability company, sole proprietorship, or other), contains all requisite signature(s) on behalf of Contractor, in accordance with all applicable statutes, regulations, resolutions, rules, bylaws, agreements, or similar sources of authority or limitation. This Change Order #2 may be executed in counterpart(s), each of which shall be deemed to be an original, and all of which, taken together, shall constitute one instrument.

EFFECTIVE this ____ day of _____, 2025.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM BY:

Rachel Morris, City Attorney

**NEXCIVIL ENGINEERING AND
CONSTRUCTION LLC**, a Colorado corporation

Ishmael Kwofie, President
ish@nexcivil.com

Exhibit 1

CHANGE ORDER #2

**TO “AN AGREEMENT BY AND BETWEEN THE CITY OF
ARVADA AND NEXCIVIL ENGINEERING AND CONSTRUCTION
LLC FOR 2024 DRAINAGE IMPROVEMENTS, CSB 25-ENG-031,
IN AN AMOUNT NOT TO EXCEED \$598,924.68” TO INCREASE
THE CONTRACT AMOUNT BY \$167,475.85 FOR A REVISED
CONTRACT AMOUNT NOT TO EXCEED \$864,664.24**

CHANGE ORDER

No. 2

TO: **Sam Rogers, City of Arvada**

From: **Ishmael Kwofie, NexCivil Engineering and Construction, LLC**

Upon Contractor acceptance and City approval, the work and Contract Documents for City of Arvada, Project No. 24-DR-20, entitled 2024 Drainage Improvements will be adjusted to include the following:

<u>Item</u>	<u>Description</u>	<u>Qty.</u>	<u>Unit</u>	<u>Unit Cost</u>	<u>Add/Delete</u>
	<u>ADD</u>				
1.	48 - R&R Curb, Gutter, and Sidewalk	141	SY	\$82.38	\$11,615.58
2.	Change Order #5 - Concrete Overrun	--	--	--	\$51,942.75
3.	Change Order #9 - September Concrete Overrun	--	--	--	\$38,591.37
4.	Change Order #11 - Asphalt Overrun	--	--	--	\$29,546.48
5.	Site I Revisions	--	--	--	\$35,779.67

see attached for additional details for items 2-5

TOTAL ADD

\$ 167,475.85

Adjustments to Contract Price & Time

Contract
Dollars

Calendar
Days

Contract Totals through and including

\$ 697,188.39

Previous Change Orders

Adjustments this Change Order

\$ 167,475.85 +30 days

(Increase)

Contract Totals to Date – Including

Change Order No **2**

\$ 864,664.23

Contract Time Expires on:

January 22, 2025

APPROVED FOR CITY

8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

ACCEPTED FOR CONTRACTOR

By: _____

Title: _____

Date: _____

APPROVED AS TO FORM:

For Rachael Morris, City Attorney

By: _____

Detailed Pricing Breakdown

NexCivil Engineering and Construction
Change Order Break Down

Description: 2024 City of Arvada Drainage Improvemnets
Issue :Change order#6: B, I , J : Flush Fill Inlet Sawcutting, Excavation, and Precast Inlets
Date of Pricing: 8/22/2025

DESCRIPTION	QTY	UOM	MAN HOURS		LABOR		EQUIPMENT		MATERIAL		SUBCONTRACTORS		UNIT PRICE		TOTAL
			UNIT	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	
GENERAL CONDITIONS															\$ -
Mobilization															\$ -
Permit															\$ -
															\$ -
DIRECT LABOR & EQUIPMENT															\$ -
Project Manager	4.00	Hrs			\$ 130.00	\$ 520									\$ 520
Superintendent	10.00	Hrs			\$ 85	\$ 850									\$ 850
Foreman	10.00	Hrs			\$ 49	\$ 490									\$ 490
Operator x2	20.00	Hrs			\$ 45	\$ 900									\$ 900
Pipe Layer	20.00	Hrs			\$ 49	\$ 980									\$ 980
Labor x2	20.00	Hrs			\$ 36	\$ 720									\$ 720
															\$ -
Excavator	2.00	DAY					\$ 813	\$ 1,626							\$ 1,626
Plate Compactor/Jumping Jack	2.00	DAY					\$ 238	\$ 475							\$ 475
Skid Steer	2.00	DAY					\$ 392	\$ 784							\$ 784
Loader	-	DAY					\$ 489	\$ -							\$ -
Laser	1.00	DAY					\$ 38	\$ 38							\$ 38
Small Stools	-	LS					\$ 625	\$ -							\$ -
PM and Super Vehicle X2	1.00	WK					\$ 625	\$ 625							\$ 625
															\$ -
PERMANENT MATERIALS															\$ -
Flash Fill -Site I	6.00	CY							\$ 127	\$ 762		\$ -		\$ -	\$ 762
Yards of FlashCap	3.00	CY							\$ 202	\$ 606		\$ -		\$ -	\$ 606
City of Westminister Permit	1.00	LS								\$ -		\$ -	\$ 800.00	\$ 800.00	\$ 800
										\$ -		\$ -		\$ -	\$ -
										\$ -		\$ -		\$ -	\$ -
SUBCONTRACTORS										\$ -		\$ -		\$ -	\$ -
Type 13 Double Site B- Caliza Concrete	1.00	EA									\$ 8,350	\$ 8,350		\$ -	\$ 8,350
Type 13- Site J - Orazco Concrete	1.00	EA									\$ 3,500	\$ 3,500		\$ -	\$ 3,500
Remove and Replace Concrete Crossspan, 6" Thick	13.00	SY									\$ 69.50	\$ 904		\$ -	\$ 904
Remove and Replace Curb Ramp and Sidewalk	32.00	SY									\$ 65.90	\$ 2,109		\$ -	\$ 2,109
Remove and Replace Curb and Gutter	9.00	LF									\$ 47.37	\$ 426		\$ -	\$ 426
Curb Head	80.00	LF									\$ 21.60	\$ 1,728		\$ -	\$ 1,728
30" Curb and Gutter	68.00	LF									\$ 48.00	\$ 3,264		\$ -	\$ 3,264
Replace Curb and Gutter Combination side	18.00	SY									\$ 84.00	\$ 1,512		\$ -	\$ 1,512
Concrete Sidewalk at the Ramp	13.00	SY									\$ 100.00	\$ 1,300		\$ -	\$ 1,300
Remove and Replace Curb, Gutter and Sidewalk	152.00	SY									\$ 65.90	\$ 10,017		\$ -	\$ 10,017
												\$ -		\$ -	\$ -
										\$ -		\$ -		\$ -	\$ -
TOTAL THIS PAGE				-		\$ 4,460		\$ 3,547		\$ 1,368		\$ 33,110		\$ 800.00	\$ 43,286

Cost		\$	43,285.63
Profit/Margin	15%	\$	6,492.84
G & A	5%	\$	2,164.28
Total Change Order		\$	51,942.75

Detailed Pricing Breakdown

NexCivil Engineering and Construction
Change Order Break Down

Description: 2024 City of Arvada Drainage Improvemnets
Issue :Change order#9: Multiple Site additional Concrete , Trench Drainge Site I and Site H third part inspector
Date of Pricing: 9/22/2025

DESCRIPTION	QTY	UOM	MAN HOURS		LABOR		EQUIPMENT		MATERIAL		SUBCONTRACTORS		UNIT PRICE		TOTAL
			UNIT	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	
GENERAL CONDITIONS															\$ -
Mobilization															\$ -
Permit															\$ -
															\$ -
DIRECT LABOR & EQUIPMENT															\$ -
Project Manager	2.00	Hrs			\$ 130.00	\$ 260									\$ 260
Superintendent	4.00	Hrs			\$ 85	\$ 340									\$ 340
Foreman	10.00	Hrs			\$ 49	\$ 490									\$ 490
Operator x2	20.00	Hrs			\$ 45	\$ 900									\$ 900
Pipe Layer	20.00	Hrs			\$ 49	\$ 980									\$ 980
Labor x2	20.00	Hrs			\$ 36	\$ 720									\$ 720
															\$ -
Excavator	2.00	DAY					\$ 813	\$ 1,626							\$ 1,626
Plate Compactor/Jumping Jack	2.00	DAY					\$ 238	\$ 475							\$ 475
Skid Steer	2.00	DAY					\$ 392	\$ 784							\$ 784
Loader	-	DAY					\$ 489	\$ -							\$ -
Laser	1.00	DAY					\$ 38	\$ 38							\$ 38
Small Stools	-	LS					\$ 625	\$ -							\$ -
PM and Super Vehicle X2	1.00	WK					\$ 625	\$ 625							\$ 625
															\$ -
PERMANENT MATERIALS															\$ -
Trench Pipe for site I	1.00	LS							\$ 1,500	\$ 1,500		\$ -		\$ -	\$ 1,500
												\$ -		\$ -	\$ -
												\$ -		\$ -	\$ -
										\$ -		\$ -		\$ -	\$ -
										\$ -		\$ -		\$ -	\$ -
SUBCONTRACTORS										\$ -		\$ -		\$ -	\$ -
30" Curb and Gutter at Site B	40.00	LF									\$ 60	\$ 2,400		\$ -	\$ 2,400
RR 6" Concrete Sidewalk Site B	12.00	SY									\$ 278	\$ 3,341		\$ -	\$ 3,341
6" Sidewalk site E	4.00	SY									\$ 510.00	\$ 2,040		\$ -	\$ 2,040
Replace 30" Curb and Gutter Site E	11.00	LF									\$ 205.70	\$ 2,263		\$ -	\$ 2,263
RR Curb Ramp and Sidewalk Additional- Site F	35.00	SY									\$ 82.38	\$ 2,883		\$ -	\$ 2,883
30" Curb and Gutter at Site I	16.00	LF									\$ 60.00	\$ 960		\$ -	\$ 960
30" Curb and Gutter Site J	56.00	LF									\$ 60.00	\$ 3,360		\$ -	\$ 3,360
6" Concrete Sidewalk Site J	20.00	SY									\$ 120.00	\$ 2,400		\$ -	\$ 2,400
6" Curb head at Sidewalk site J	45.00	LF									\$ 27.00	\$ 1,215		\$ -	\$ 1,215
Demo Curb and Gutter Site J - Additional	17.00	LF									\$ 17.00	\$ 289		\$ -	\$ 289
Nite Work Third Party Inspector at site H	1.00	LS									\$ 2,271	\$ 2,271		\$ -	\$ 2,271
										\$ -		\$ -		\$ -	\$ -
TOTAL THIS PAGE				-		\$ 3,690		\$ 3,547		\$ 1,500		\$ 23,422		\$ -	\$ 32,159

Cost		\$	32,159.48
Profit/Margin	15%	\$	4,823.92
G & A	5%	\$	1,607.97
Total Change Order		\$	38,591.37

Detailed Pricing Breakdown

NexCivil Engineering and Construction
Change Order Break Down

Description: 2024 City of Arvada Drainage Improvemnets
Issue :Change order#9: Multiple Site additional Concrete , Trench Drainge Site I and Site H third part inspector
Date of Pricing: 8/22/2025

DESCRIPTION	QTY	UOM	MAN HOURS		LABOR		EQUIPMENT		MATERIAL		SUBCONTRACTORS		UNIT PRICE		TOTAL
			UNIT	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	UNIT PRICE	TOTAL	
GENERAL CONDITIONS															\$ -
Mobilization															\$ -
Permit															\$ -
															\$ -
DIRECT LABOR & EQUIPMENT															\$ -
Project Manager	1.00	Hrs			\$ 130.00	\$ 130									\$ 130
Superintendent	2.00	Hrs			\$ 85	\$ 170									\$ 170
Foreman	8.00	Hrs			\$ 49	\$ 392									\$ 392
Operator x2	16.00	Hrs			\$ 45	\$ 720									\$ 720
Pipe Layer	8.00	Hrs			\$ 49	\$ 392									\$ 392
Labor x2	16.00	Hrs			\$ 36	\$ 576									\$ 576
															\$ -
Excavator	1.00	DAY					\$ 813	\$ 813							\$ 813
Plate Compactor/Jumping Jack	1.00	DAY					\$ 238	\$ 238							\$ 238
Skid Steer	1.00	DAY					\$ 392	\$ 392							\$ 392
Loader	-	DAY					\$ 489	\$ -							\$ -
Laser	-	DAY					\$ 38	\$ -							\$ -
Small Stools	-	LS					\$ 625	\$ -							\$ -
PM and Super Vehicle X2	0.50	WK					\$ 625	\$ 313							\$ 313
															\$ -
PERMANENT MATERIALS															\$ -
Trench Pipe for site I	1.00	LS							\$ 1,500	\$ 1,500		\$ -		\$ -	\$ 1,500
												\$ -		\$ -	\$ -
												\$ -		\$ -	\$ -
										\$ -		\$ -		\$ -	\$ -
										\$ -		\$ -		\$ -	\$ -
SUBCONTRACTORS										\$ -		\$ -		\$ -	\$ -
Site H Asphalt Overan	19.00	LF									\$ 63	\$ 1,188		\$ -	\$ 1,188
Site J Additional Scope	96.00	SY									\$ 115	\$ 11,050		\$ -	\$ 11,050
Site I Additional Apshlat	36.00	SY									\$ 62.50	\$ 2,250		\$ -	\$ 2,250
Trucking	1.00	LS									\$ 4,500.00	\$ 4,500		\$ -	\$ 4,500
												\$ -		\$ -	\$ -
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												\$ -		\$ -	\$ -
										\$ -		\$ -		\$ -	\$ -
TOTAL THIS PAGE				-		\$ 2,380		\$ 1,755		\$ 1,500		\$ 18,987		\$ -	\$ 24,622

Cost		\$	24,622.06
Profit/Margin	15%	\$	3,693.31
G & A	5%	\$	1,231.10
Total Change Order		\$	29,546.48

2024 Drainage Improvements (Site I Revision)

Project No. 24-DR-22

Project Engineer: Craig Baxter, P.E.

September 2, 2025



Contractor Bid

#	ITEM	Total Quantity	Unit	Unit Cost	Extension
Site I					
W. 73rd Pl. & W. 74th Ave.					
55	Remove and Replace Asphalt, min. 6" Thick	60	SY	\$62.50	\$3,750.00
56	5-Foot Diameter Slab Base Manhole	1	EA	\$6,764.87	\$6,764.87
57	RCP Class III, 15-Inch Diameter	53	LF	\$98.00	\$5,194.00
58	Nyloplast 12" Universal Inline Drain, 5-10 Foot Depth	1	EA	\$5,853.63	\$5,853.63
ALT	Nyloplast 12" Area Drain w/ Sump Insert, <5' Depth	1	EA	\$6,125.00	\$6,125.00
59	Plastic Pipe (HDPE), 8-Inch Diameter	68	LF	\$56.56	\$3,846.08
NEW	Plastic Pipe (HDPE), 6-Inch Diameter	3	LF	\$550.00	\$1,650.00
60	Storm Inlet, Type 13, Single, <5 Foot Depth	1	EA	\$7,041.45	\$7,041.45
61	Remove Concrete Driveway	124	SY	\$28.05	\$3,478.20
62	Concrete Driveway, 6" Thick	149	SY	\$77.99	\$11,620.51
63	Concrete Cross Pan (Trickle Channel) 6" Thick, 5' Wide	103	SY	\$140.00	\$14,420.00
64	Waterline Lowering (8" PVC)	1	EA	\$5,279.84	\$5,279.84
NEW	Duraslot XL Trench Drain w/ Spacer, 6" Pipe, 20 Linear Feet	1	LS	\$12,425.00	\$12,425.00
NEW	Labor, Equipment, Profit/Margin, and G&A for W. 73rd Pl	1	LS	\$5,912.96	\$5,912.96
New Total =					\$93,361.54
Original Total =					\$57,581.87
Change Order Amt =					\$35,779.67



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.5.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-107, A Resolution Adopting the Pay Plan for Fiscal Year 2026

Report in Brief

Updates to the City's pay plan are recommended each year to support the City's position as an Employer of Choice in our employment market. The proposed updates are guided by the City's Total Rewards Philosophy, which emphasizes attracting and retaining a high-performing workforce through competitive compensation and benefits. The pay plan is a key element of this philosophy, ensuring salaries remain aligned with market conditions and internal equity. The Human Resources team reviewed market data and employment trends to make data-driven, fiscally responsible recommendations for the 2026 pay plan. This information, along with a detailed explanation of the proposed updates, was presented at the City Council Workshop on October 28th. The proposed updates include market-based salary range adjustments, reclassifications, step increases and new positions. They are included in the City's 2026 budget and are sustainable through the City's 10-year financial model.

The Arvada team recommends that the City Council approve R25-107, A Resolution Adopting the Pay Plan for Fiscal Year 2026.

Financial Impact

Total Budget Impact is an increase of: \$4,522,202 or 5.8% including new positions. These updates are included in the City's 2026 budget and are sustainable throughout the City's 10-year financial model.

Category	Percent	\$
Salary Range Adjustments	2.90%	\$2,262,795
Reclassifications	0.25%	\$194,324
Step Increases	1.81%	\$1,409,291
New Positions	0.84%	\$655,792

Background

Each year, the Human Resources (HR) team reviews labor market data and employment trends to make data-driven, fiscally responsible recommendations for pay plan updates.

Regional Labor Market

As of August 2025, the Bureau of Labor Statistics (BLS) reported a regional unemployment rate of 3.7%, down from 4% the previous year. This compares favorably to Colorado's rate of 4.2% and the national rate of 4.3%. The labor participation rate is 67.4%, ranking 8th highest nationally. The ratio of unemployed people to job openings is 1.1, indicating a competitive labor market with about as many job openings as jobseekers.

While these indicators reflect a strong employment environment, the City team is monitoring recent hiring freezes and layoffs in neighboring municipalities, as well as uncertainties in state and federal funding. These trends may signal potential shifts in

the labor market not yet reflected in current reporting.

City Workforce Overview

The City currently employs 778.25 full-time equivalent positions (FTEs). As of this report, our vacancy rate is 6% (47 positions) and our turnover rate is 8.2% (64 positions), including 1.5% due to retirements.

The top reasons for turnover are:

1. Better opportunity with another employer
2. Retirement
3. Relocation out of state

Recruitment trends are improving, with the average number of applicants per job posting up 20% compared to last year, and 90% of recruitments filled with the first job posting. The most challenging positions to fill continue to be in the Labor, Trades, Crafts and Utilities (LTCU) job family and Public Safety. However, the Police Department currently has 20+ recruits progressing through the academy and field training.

Market Pay Analysis

To ensure competitive pay, HR reviewed both national and local compensation data.

National Data

The Employment Cost Index (ECI) for government workers rose 4% over the past year (as of June 2025). The ECI is reported by the Federal Bureau of Labor Statistics and is used by the City team to measure trends in market movement at the national level.

For future pay projections, the city team uses compensation industry surveys published by Society of Human Resources Management (SHRM) and World at Work, which project salary increase budgets to average 3.5% for 2026.

Local Data

For local market data, the HR team uses published salary surveys from the Colorado Municipal League (CML) and Employers Council. The team compared the City's current pay to other municipalities and employers in our region and found that the City's pay currently lags the market by an average of 4.6%, with the largest gaps in our Labor, Trades, Crafts and Utilities (LTCU) job family.

For future pay projections, a survey of our peer cities indicated that pay increases in 2026 will vary from 0.5% to 4%, with an average of 2%.

Proposed Market Adjustments for 2026

Based on national and local data, the HR team recommends the following adjustments to the City's pay plan for 2026.

Proposed Salary Range Adjustments (SRA):

- 2% for Executive (EX), Management (MGMT), Professional (PROF), Information Technology (IT) and Technical and Business Support (TBS) job families
- 4% for Labor, Trades, Crafts and Utilities (LTCU)
- 4% for Sworn Police

Additionally, 23 reclassifications are recommended for positions with significant changes to job functions or market value.

These recommendations are designed to:

- Maintain competitive pay and address market gaps
- Support recruitment and retention of our more challenging positions to fill
- Remain fiscally responsible and within the proposed budget.

Step Increases

The 2026 budget also includes step increases. Step increases reward employees for experience and performance progression. Steps also promote pay equity across the organization.

- Civilian pay grades include 12 steps, ranging from 2% to 3.75% with larger increases early in the range and smaller increases near the top.
- Police Officer pay grades advance through 5 steps of 7.25% each.
- 71% of employees will be eligible to receive a step increase in 2026, ranging from 2%–3.75%, with police officers receiving 7.25%.

Total Pay Increases:

If approved, the proposed salary range adjustments and step increases, combined, represent an average payroll impact of 4.96%. Step-eligible civilian employees may see individual increases between 4% and 5.75%, while police officers may see up to 11.25%. All employees will receive at least a 2% adjustment.

FTES:

The City's budgeted FTE count will increase to 782.25. This includes 5 new positions (not including one FTE added to the Ralston House.) Additionally, 7 positions have had funding extended for 2026.

A list of all recommended reclassifications, new or extended positions and title changes is attached. Job title changes have no financial impact.

Discussion**Public Contact**

Posting of the City Council Agenda

Commission Recommendation**Strategic Alignment**

The 2026 Pay Plan is aligned to the City's Total Rewards Philosophy and supports the City Council Strategic Plan, specifically under Organizational and Service Effectiveness, Service 8:

“Foster an employer of choice work environment that attracts and retains a highly engaged, inclusive workforce and promotes a culture of wellness, safety, continuous learning, and performance excellence.”

Alternative Courses of Action**Recommendation for Action**

The Arvada team recommends that the City Council approve R25-107, A Resolution Adopting the Pay Plan for Fiscal Year 2026.

Suggested Motion:

I move that R25-107, A Resolution Adopting the Pay Plan for Fiscal Year 2026, be (approved) (rejected).

Prepared by:

Gail Walker, Legal Specialist-Contracts

Reviewed by:

Approved by:

Gabriella Bommer, Director of Human Resources 10/28/2025

Bryan Archer, Chief Financial Officer 10/28/2025

Gail Walker, Legal Specialist-Contracts 10/28/2025

Rachel Morris, City Attorney 10/28/2025

Linda Haley, Deputy City Manager 10/31/2025

Don Wick, City Manager 11/04/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-107

A RESOLUTION ADOPTING THE PAY PLAN FOR FISCAL YEAR 2026

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO

Section 1. In accordance with Section 7.1(c) of the Arvada City Charter and pursuant to Section 70-50.1 of the Arvada City Code, there is hereby adopted a pay plan, which is attached hereto as Exhibit “A” for fiscal year 2026.

Section 2. The City Manager is directed to implement the pay plan for the first pay period in 2026.

Section 3. This Resolution shall be effective upon its approval by the Arvada City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

Reclassification					
Work System / Department	Current Title	Current Grade	New Title	New Grade	Notes
Community & Economic Development	Deputy Building Official	MGMT6	Plans Examiner I	TBS8	Change in duties
Community & Economic Development	Systems and Administrative Manager	MGMT6	Deputy Director of Community and Economic Development	MGMT10	Reclassification
Infrastructure/Public Works	Utilities Director	EX2	Deputy Director - Infrastructure-Internal Service Delivery	MGMT10	Reorganization
Infrastructure/Public Works	Utilities Director	EX2	Deputy Director - Infrastructure-Operations	MGMT10	Reorganization
Infrastructure/Public Works	Director of Infrastructure	EX2	Director of Infrastructure	EX3	Reorganization
Infrastructure/Public Works	Parking & Travel Demand Management Coordinator	PROF7	Parking & Travel Demand Management Supervisor	MGMT6	Change in duties
Infrastructure/Utilities	Utilities Business Manager	MGMT9	Infrastructure Business Manager	MGMT10	Change in duties
Infrastructure/Utilities	Water Treatment Manager	MGMT8	Water Treatment Manager	MGMT9	Change in duties
Infrastructure/Utilities	Assistant Water Treatment Manager	MGMT7	Assistant Water Treatment Manager	MGMT8	Reclassification/Regrade
Infrastructure/Utilities	Water Quality Administrator	MGMT6	Water Quality Administrator	MGMT7	Reclassification/Regrade
Organization and Service Effectiveness/City Manager's Office	Emergency Management Coordinator	PROF8	Emergency Manager	PROF10	Change in duties
Organization and Service Effectiveness/City Manager's Office	Customer Experience Specialist	TBS5	Constituent Services Liaison	PROF5	Reclassification/Reorg
Organization and Service Effectiveness/City Manager's Office	Administrative Supervisor	MGMT3	Administrative Supervisor	MGMT5	Reclassification/reorg
Organization and Service Effectiveness/City Manager's Office	Director of Communications & Engagement	MGMT9	Director of Communications & Engagement	MGMT10	Reclassification
Organization and Service Effectiveness/City Manager's Office	City Clerk	EX1	City Clerk	MGMT10	Reclassification/Regrade
Organization and Service Effectiveness/Finance	Accounting Technician III	TBS5	Accounting Technician III	TBS6	Reclassification/Regrade
Organization and Service Effectiveness/Human Resources	Senior Organizational Development Manager	MGMT8	Senior Organizational Development Manager	MGMT10	Reclassification
Safe Community/Public Safety	Administrative Coordinator	TBS5	Arvada Real Time Information Technician	TBS7	Reclassification
Safe Community/Public Safety	Police Records Specialist	TBS4	Police Records Specialist	TBS5	Reclassification/Regrade
Safe Community/Public Safety	Police Services Technician	TBS7	Police Services Technician	TBS6	Reclassification/Regrade
Safe Community/Public Safety	Lead Police Records Specialist	TBS5	Lead Police Records Specialist	TBS6	Reclassification/Regrade
Safe Community/Public Safety	Lead Police Services Technician	TBS6	Lead Police Services Technician	TBS7	Reclassification/Regrade
Safety Community/Public Safety	Public Information Officer	PROF7	Senior Public Information Officer	PROF8	Reclassification

New Positions				
Work System / Department	FTE	Recommended Title	Grade	Approved
Ralston House	1	Forensic Interviewer	PROF5	Approved by the Board
Organization and Service Effectiveness/City Attorney's Office	1	Assistant City Attorney (term limited to	PROF10	Approved for 2 more years
Organization and Service Effectiveness/City Attorney's Office	1	Risk and Claims Analyst-Property and	PROF6	Approved for 3 years. 12/31/28
Community and Economic Development	1	Economic Development Specialist	PROF5	Approved
Organization and Service Effectiveness/City Manager's Office	1	Deputy Court Administrator	MGMT5	Approved for 3 more years
Organization and Service Effectiveness/Human Resources	1	Senior HR Generalist	PROF7	Approved
Infrastructure/Public Works	2	Parking Ambassador	TBS5	Approved
Safety Community/Public Safety	2	Police Records Specialist (2 term)	TBS4	Approved until 2026
Safety Community/Public Safety	1	Police Services Technician (term limited)	TBS5	Approved until 2026
Safety Community/Public Safety	1	Evidence Technician (Term 1)	TBS6	Approved until 2026
Vibrant Community and Neighborhoods	1	Special Events Coordinator	PROF5	Approved for 3 years. 12/31/28
Total 13 (12 City Budgeted, 1 Ralston House)				

Job Title Changes		
Work System / Department	Current Title	New Title
Infrastructure/Public Works	Fleet Equipment Technician	Fleet Technician
Organization and Service Effectiveness/City Manager's Office	Media Services Manager	Creative Services Manager
Organization and Service Effectiveness/Finance	Director of Finance	Chief Financial Officer
Organization and Service Effectiveness/Finance	Accountant	Investment Analyst
Organization and Service Effectiveness/Human Resources	Strategic Planning & Performance Alignment Manager	Performance Alignment Analyst
Safety Community/Public Safety	Police Operations Supervisor	Police Supervisor - Operations
Safety Community/Public Safety	Police Evidence Supervisor	Police Supervisor - Evidence
Safety Community/Public Safety	Police Records Supervisor	Police Supervisor - Records
Community and Economic Development	Deputy Building Official-Building Inspections	Deputy Building Official



2026 PAY PLAN

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Title	Exempt or Non-Exempt	Job Family	Grade	Page
Accountant	E	Professional	PROF5	22
Accounting Specialist	N	Technical & Business Support	TBS7	24
Accounting Supervisor	E	Management	MGMT6	16
Accounting Technician II	N	Technical & Business Support	TBS4	25
Accounting Technician III	N	Technical & Business Support	TBS6	25
Accounts Payable Specialist	N	Technical & Business Support	TBS6	25
Accounts Receivable Specialist	N	Technical & Business Support	TBS6	25
ADA Coordinator	E	Professional	PROF7	21
Administrative Coordinator	N	Technical & Business Support	TBS5	25
Administrative Court Clerk	N	Technical & Business Support	TBS5	25
Administrative Specialist	N	Technical & Business Support	TBS5	25
Administrative Supervisor	N	Management	MGMT5	16
Analytics and Business Intelligence Developer	E	Information Technology	INFT2	11
Animal Management Officer	N	Technical & Business Support	TBS6	25
Applications Systems Administrator	E	Information Technology	INFT3	11
Arvada Real Time Information Technician	N	Technical & Business Support	TBS7	25
Assistant City Attorney I	E	Professional	PROF9	21
Assistant City Attorney II	E	Professional	PROF10	21
Assistant City Engineer	E	Management	MGMT11	15
Assistant Fleet Manager	E	Management	MGMT5	16
Assistant Golf Manager	E	Professional	PROF4	22
Assistant Golf Professional	N	Technical & Business Support	TBS6	25
Assistant Manager of City Facilities	E	Management	MGMT7	16
Assistant Restaurant Manager	E	Professional	PROF4	22
Assistant to the City Manager	E	Professional	PROF8	21
Associate Data Scientist	E	Information Technology	INFT3	11
Assistant Water Treatment Manager	E	Management	MGMT8	16
Associate Technical Support Analyst	N	Technical & Business Support	TBS6	25
Behavioral Health Case Manager	N	Technical & Business Support	TBS7	25
Behavioral Health Clinician I	E	Professional	PROF5	22
Behavioral Health Clinician II	E	Professional	PROF6	22
Benefits Specialist	E	Professional	PROF6	22
Budget Analyst	E	Professional	PROF7	21
Building Craftsworker	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Building Maintenance Supervisor	N	Management	MGMT4	17
Building Maintenance Worker	N	Labor, Trades, Crafts & Utilities	LTCU4	13
Chief Building Official	E	Management	MGMT9	15
Chief Financial Officer	E	Executive	EX2	9
Chief Information Officer	E	Executive	EX2	9
Chief Information Security Officer	E	Management	MGMT10	15
Chief of Police	E	Executive	EX3	9
Chief Plant Operator	N	Management	MGMT5	16
Chief Surveyor	E	Management	MGMT8	16
City Clerk	E	Management	MGMT10	15
City Engineer	E	Management	MGMT12	15

Title	Exempt or Non-Exempt	Job Family	Grade	Page
City Forester	E	Management	MGMT5	16
Civil CAD Drafter and Land Technician	N	Technical & Business Support	TBS8	24
Civil Engineer I	E	Professional	PROF7	21
Civil Engineer II	E	Professional	PROF8	21
Civil Engineer III	E	Professional	PROF9	21
Civil Engineer IV	E	Professional	PROF10	21
Civilian Accident Investigator	N	Technical & Business Support	TBS8	24
Clinical Director (Ralston House)	E	Management	MGMT7	16
Clinical Manager (Ralston House)	E	Management	MGMT6	16
Cloud Systems Administrator	E	Information Technology	INFT4	11
Code Compliance Officer	N	Technical & Business Support	TBS6	25
Combination Inspector I	N	Technical & Business Support	TBS7	24
Combination Inspector II	N	Technical & Business Support	TBS8	24
Combination Inspector III	N	Technical & Business Support	TBS9	24
Communications Coordinator	E	Professional	PROF5	22
Communications Manager	E	Professional	PROF7	21
Community Connectivity Manager	E	Professional	PROF9	21
Compensation Analyst	E	Professional	PROF6	22
Compliance Agent	N	Technical & Business Support	TBS6	25
Computerized Irrigation Supervisor	E	Management	MGMT5	16
Computerized Irrigation System Administrator	N	Technical & Business Support	TBS8	24
Constituent Services Liaison	E	Professional	PROF5	22
Construction and Inspection Supervisor	E	Management	MGMT6	16
Construction and Maintenance Supervisor	N	Management	MGMT6	16
Controller	E	Management	MGMT9	15
Court Administrator	E	Management	MGMT9	15
Craftsworker	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Creative Services Designer	E	Professional	PROF4	22
Media Services Manager	E	Management	MGMT5	16
Crime Analyst	E	Professional	PROF6	22
Criminalist	N	Technical & Business Support	TBS10	24
Custodian	N	Labor, Trades, Crafts & Utilities	LTCU3	13
Data and Analytics Manager	E	Management	MGMT9	15
Data Engineer	E	Information Technology	INFT5	11
Deputy Building Official	E	Management	MGMT6	16
Deputy City Attorney	E	Management	MGMT13	15
Deputy City Clerk	N	Technical & Business Support	TBS8	24
Deputy City Manager	E	Executive	EX4	9
Deputy Court Administrator	E	Management	MGMT5	16
Deputy Director (Ralston House)	E	Management	MGMT7	16
Deputy Director of Community and Economic Development	E	Management	MGMT10	15
Deputy Director of Finance	E	Management	MGMT10	15
Deputy Director of Infrastructure	E	Management	MGMT10	15
Deputy Director of Vibrant Community and Neighborhoods	E	Management	MGMT10	15
Deputy Police Chief	E	Police	PD5	19

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Development Manager (Ralston House)	E	Management	MGMT5	16
Development Officer (Ralston House)	E	Professional	PROF4	22
Development Technician I	N	Technical & Business Support	TBS5	25
Development Technician II	N	Technical & Business Support	TBS6	25
Development Technician III	N	Technical & Business Support	TBS7	25
Digital Content Producer	E	Professional	PROF4	22
Direct Mail Specialist	N	Technical & Business Support	TBS4	25
Director of Communications and Engagement	E	Management	MGMT9	15
Director of Community and Economic Development	E	Executive	EX2	9
Director of Human Resources	E	Executive	EX2	9
Director of Infrastructure	E	Executive	EX3	9
Director of Vibrant Community and Neighborhoods	E	Executive	EX2	9
Economic Development Manager	E	Management	MGMT8	15
Economic Development Specialist	E	Professional	PROF6	22
Education Administrator	E	Professional	PROF5	22
Electrician	N	Technical & Business Support	TBS9	24
Electro Mechanical Technician	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Emergency Manager	E	Professional	PROF10	21
Employment Specialist	E	Professional	PROF6	22
Engineering Manager	E	Management	MGMT10	15
Engineering Permit Coordinator	N	Technical & Business Support	TBS6	25
Engineering Permit Technician I	N	Technical & Business Support	TBS5	25
Engineering Permit Technician II	N	Technical & Business Support	TBS6	25
Evidence Technician	N	Technical & Business Support	TBS6	25
Executive Assistant	N	Technical & Business Support	TBS7	24
Executive Director (Ralston House)	E	Management	MGMT8	15
Finance Program Coordinator	N	Technical & Business Support	TBS8	24
Financial Business Analyst	E	Professional	PROF7	21
Financial Systems Analyst	E	Professional	PROF7	21
Fleet Courier	N	Technical & Business Support	TBS3	25
Fleet Technician	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Fleet Lube Technician	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Fleet Manager	E	Management	MGMT8	15
Food and Beverage Manager	E	Management	MGMT7	15
Forensic Interviewer - Bilingual (Ralston House)	E	Professional	PROF5	22
Forensic Interviewer (Ralston House)	E	Professional	PROF5	22
Forensic Interviewer Cultural Coordinator - Bilingual (Ralston House)	E	Professional	PROF6	22
Forensic Interviewer Cultural Coordinator (Ralston House)	E	Professional	PROF6	22
Forestry Technician I	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Forestry Technician II	N	Labor, Trades, Crafts & Utilities	LTCU7	13
GIS Analyst	E	Professional	PROF6	22
GIS Application Systems Administrator	E	Information Technology	INFT3	11
GIS Manager	E	Management	MGMT8	15
GIS Technician	N	Technical & Business Support	TBS6	25
Golf Course Computerized Irrigation Technician	N	Labor, Trades, Crafts & Utilities	LTCU6	13

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Golf Course Equipment Specialist	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Golf Course Maintenance Worker	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Golf Course Superintendent	E	Management	MGMT5	17
Grants Accountant	E	Professional	PROF5	22
Grants Administrator	E	Professional	PROF8	21
Head Golf Professional	E	Management	MGMT5	17
Homelessness Program Manager	E	Management	MGMT7	16
Homelessness Resolution Case Manager	N	Technical & Business Support	TBS7	24
Housing Choice Voucher Program Supervisor	E	Management	MGMT5	16
Housing Development Specialist	E	Professional	PROF7	21
Housing Grants Administrator	E	Professional	PROF8	21
Housing Manager	E	Management	MGMT8	15
Housing Navigator	N	Technical & Business Support	TBS7	24
Housing Specialist	N	Technical & Business Support	TBS6	25
Human Resources Business Partner	E	Professional	PROF6	22
Human Resources Coordinator	N	Technical & Business Support	TBS6	25
Human Resources Manager	E	Management	MGMT8	15
HRIS Systems Analyst	E	Professional	PROF6	22
HVAC Specialist	N	Technical & Business Support	TBS9	24
Insurance and Risk Program Director	E	Management	MGMT9	15
Integration Developer	E	Information Technology	INFT4	11
Irrigation Crew Supervisor	E	Management	MGMT5	16
Irrigation Maintenance Leadworker	N	Labor, Trades, Crafts & Utilities	LTCU8	13
Infrastructure Business Manager	E	Management	MGMT10	15
IT Business Analyst	E	Information Technology	INFT3	11
IT Business Applications and PMO Manager	E	Management	MGMT10	15
IT Infrastructure and Operations Manager	E	Management	MGMT10	15
IT Infrastructure Architect	E	Information Technology	INFT6	11
IT Project Manager	E	Information Technology	INFT2	11
Investment Analyst	E	Professional	PROF5	22
Kitchen Manager	E	Management	MGMT3	17
Land Development Technician	N	Technical & Business Support	TBS8	24
Law Office Administrator	E	Management	MGMT6	16
Lead Animal Management Officer	N	Technical & Business Support	TBS7	24
Lead Code Compliance Officer	N	Technical & Business Support	TBS7	24
Lead Crime Analyst	E	Professional	PROF7	21
Lead Evidence Technician	N	Technical & Business Support	TBS7	24
Lead Forensic Interviewer (Ralston House)	E	Professional	PROF6	22
Lead Forensic Interviewer - Therapist (Ralston House)	E	Professional	PROF6	22
Lead Master Fleet Technician	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Lead Parts Specialist	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Lead Police Records Specialist	N	Technical & Business Support	TBS6	25
Lead Police Services Technician	N	Technical & Business Support	TBS7	25
Lead Senior Civil Designer	N	Technical & Business Support	TBS10	24
Lead Victim Family Support Advocate (Ralston House)	N	Technical & Business Support	TBS8	24

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Learning and Development Coordinator	N	Technical & Business Support	TBS7	24
Legal Specialist	N	Technical & Business Support	TBS8	24
Liquor Licensing Control Administrator	N	Technical & Business Support	TBS8	24
Litigation Paralegal	N	Technical & Business Support	TBS9	24
Manager of City Facilities	E	Management	MGMT9	15
Manager of City Planning and Development	E	Management	MGMT10	15
Manager of Golf	E	Management	MGMT8	15
Manager of Golf Course Maintenance and Operations	E	Management	MGMT8	15
Manager of Traffic Operations and Maintenance	E	Management	MGMT8	15
Master Fleet Technician	N	Labor, Trades, Crafts & Utilities	LTCU8	13
Master Police Officer	N	Police	PDM	19
Mental Health Case Management Navigator (Ralston House)	N	Technical & Business Support	TBS7	24
Mobile Systems Administrator	E	Information Technology	INFT3	11
Mobile Systems Specialist	E	Information Technology	INFT1	11
Municipal Inspector	N	Technical & Business Support	TBS8	24
Municipal Inspector Foreman	N	Technical & Business Support	TBS9	24
Nature Center Director	E	Management	MGMT5	16
Neighborhood Engagement Coordinator	E	Professional	PROF6	22
Neighborhood Services Supervisor	E	Management	MGMT5	16
NIBRS Data Specialist	N	Technical & Business Support	TBS6	25
Operations Supervisor	E	Management	MGMT6	16
OT/ITCS Security Operations Analyst	E	Professional	PROF9	21
Parking and Travel Demand Management Supervisor	E	Management	MGMT6	21
Parking Ambassador	N	Technical & Business Support	TBS5	25
Parks and Urban Design Manager	E	Management	MGMT8	15
Parks Field Programmer	N	Technical & Business Support	TBS5	25
Parks Maintenance Leadworker	N	Labor, Trades, Crafts & Utilities	LTCU8	13
Parks Manager	E	Management	MGMT8	15
Parks Program Manager	E	Management	MGMT6	16
Parks Supervisor	E	Management	MGMT5	16
Parks Worker II	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Parks Worker III	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Parts Specialist	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Patrol Investigative Specialist	N	Technical & Business Support	TBS8	24
Pavement Management Coordinator	E	Professional	PROF7	21
Pavement Manager	E	Management	MGMT7	16
Payroll Specialist	N	Technical & Business Support	TBS7	25
Payroll Supervisor	E	Management	MGMT6	16
Permitting and Administrative Manager	E	Management	MGMT6	16
Planner I	E	Professional	PROF5	22
Planner II	E	Professional	PROF6	22
Plans Examiner I	N	Technical & Business Support	TBS8	24
Plans Examiner II	N	Technical & Business Support	TBS9	24
Plant Operator A	N	Labor, Trades, Crafts & Utilities	LTCU8	13
Plant Operator B	N	Labor, Trades, Crafts & Utilities	LTCU7	13

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Plant Operator C	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Plant Operator D	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Plant Supervisor - SCADA	E	Management	MGMT7	16
Police Accreditation Analyst	N	Technical & Business Support	PROF5	22
Police Commander	E	Police	PD4	19
Police Digital Media Technician	N	Technical & Business Support	TBS6	25
Police Digital Records Technician	N	Technical & Business Support	TBS6	25
Police Division Coordinator	N	Technical & Business Support	TBS7	25
Police Equipment Coordinator	N	Technical & Business Support	TBS6	25
Police Evidence Supervisor	E	Management	MGMT5	16
Police Officer	N	Police	PD1	19
Police Operations Manager	E	Management	MGMT8	15
Police Records Specialist	N	Technical & Business Support	TBS5	25
Police Recruit	N	Police	PR	19
Police Recruiter	E	Professional	PROF6	22
Police Sergeant	N	Police	PD2	19
Police Services Technician	N	Technical & Business Support	TBS6	25
Police Supervisor - Evidence	E	Management	MGMT5	16
Police Supervisor - Records	E	Management	MGMT5	16
Police Supervisor - Operations	E	Management	MGMT5	16
Police Training Coordinator	N	Technical & Business Support	TBS6	25
Principal Planner	E	Management	MGMT8	15
Printing Technician	N	Technical & Business Support	TBS6	25
Procurement Specialist	E	Professional	PROF5	22
Public Information Officer	E	Professional	PROF7	22
Public Works Project Manager	E	Professional	PROF8	21
Purchasing Manager	E	Management	MGMT8	15
Radio Communications Administrator	E	Information Technology	INFT3	11
Records Management Coordinator	E	Professional	PROF7	21
Redevelopment Manager	E	Professional	PROF8	21
Restaurant Manager	E	Management	MGMT3	17
Revenue Manager	E	Management	MGMT8	15
Revenue Technician	N	Technical & Business Support	TBS5	25
Risk and Claims Analyst	E	Professional	PROF6	22
Safety Specialist	E	Professional	PROF7	22
Sales Coordinator	E	Professional	PROF5	22
Sales Tax Auditor	E	Professional	PROF6	22
Sales Tax Auditor Supervisor	E	Management	MGMT6	16
SCADA Process and Controls Technician I	N	Technical & Business Support	TBS9	24
SCADA Process and Controls Technician II	N	Technical & Business Support	TBS10	24
Security Engineer	E	Information Technology	INFT6	11
Security Operations Analyst	E	Information Technology	INFT5	11
Senior Accountant	E	Professional	PROF6	21
Senior Applications Systems Administrator	E	Information Technology	INFT4	11
Senior Assistant City Attorney	E	Professional	PROF11	21

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Senior Benefits Analyst	E	Professional	PROF7	21
Senior Budget Analyst	E	Professional	PROF8	21
Senior Compensation Analyst	E	Professional	PROF7	21
Senior Database Administrator	E	Information Technology	INFT5	11
Senior Economic Development Specialist	E	Professional	PROF7	21
Senior ERP Administrator	E	Information Technology	INFT5	11
Senior Financial Systems Analyst	E	Professional	PROF8	21
Senior GIS Analyst	E	Professional	PROF7	21
Senior Human Resources Business Partner	E	Professional	PROF7	21
Senior Human Resources Coordinator	N	Technical & Business Support	TBS7	25
Senior Human Resources Generalist	E	Professional	PROF7	21
Senior IT Project Manager	E	Information Technology	INFT6	11
Senior Landscape Architect	E	Professional	PROF8	21
Senior Mobile Systems Administrator	E	Information Technology	INFT4	11
Senior Network Engineer	E	Information Technology	INFT4	11
Senior Organizational Development Manager	E	Management	MGMT10	15
Senior Planner	E	Professional	PROF8	21
Senior Probation Officer	E	Professional	PROF6	22
Senior Procurement Specialist	E	Professional	PROF6	22
Senior Public Information Officer	E	Professional	PROF8	21
Senior Survey Technician	N	Technical & Business Support	TBS7	25
Senior Sustainability Coordinator	E	Professional	PROF7	21
Senior Systems Administrator	E	Information Technology	INFT4	11
Senior Technical Support Analyst	N	Technical & Business Support	TBS8	24
Senior Utilities Services Specialist	N	Technical & Business Support	TBS5	25
Service Desk Manager	E	Management	MGMT8	15
Special Events and Public Arts Manager	E	Professional	PROF7	21
Special Events Coordinator	E	Professional	PROF5	22
Specialty Applications Manager	E	Management	MGMT8	15
Storeskeeper	N	Technical & Business Support	TBS5	26
Stormwater Administrator	E	Management	MGMT8	15
Stormwater Inspector	N	Technical & Business Support	TBS8	24
Stormwater Inspector Foreman	N	Technical & Business Support	TBS9	24
Stormwater Regulatory Analyst	E	Professional	PROF6	22
Strategic Planning and Performance Alignment Manager	E	Professional	PROF8	21
Streets Foreman	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Streets Manager	E	Management	MGMT8	16
Streets Supervisor	E	Management	MGMT6	16
Streets Technician II	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Streets Technician III	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Streets Technician IV	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Survey Crew Chief	N	Management	MGMT4	17
Survey Technician	N	Technical & Business Support	TBS6	25
Systems Administrator	E	Information Technology	INFT3	11
Systems and Administrative Manager	E	Management	MGMT6	16

Title	Exempt or Non-Exempt	Job Family	Grade	Page
Technical Support Analyst	N	Technical & Business Support	TBS7	25
Traffic Crew Foreman	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Traffic Engineer I	E	Professional	PROF7	21
Traffic Engineer II	E	Professional	PROF8	21
Traffic Engineer III	E	Professional	PROF9	21
Traffic Engineer IV	E	Professional	PROF10	21
Traffic Field Operations Supervisor	E	Management	MGMT6	16
Traffic Technician I	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Traffic Technician II	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Traffic Technician III	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Transportation Planner	E	Professional	PROF6	22
Transportation Planning Manager	E	Management	MGMT8	15
Utilities Services Manager	E	Management	MGMT7	16
Utilities Services Specialist	N	Technical & Business Support	TBS4	25
Utilities Services Supervisor	E	Management	MGMT6	16
Utility Foreman	N	Labor, Trades, Crafts & Utilities	LTCU9	13
Utility Supervisor	E	Management	MGMT6	16
Utility System Technician - Associate	N	Labor, Trades, Crafts & Utilities	LTCU5	13
Utility System Technician - Journey	N	Labor, Trades, Crafts & Utilities	LTCU6	13
Utility System Technician - Senior	N	Labor, Trades, Crafts & Utilities	LTCU7	13
Victim Family Support Advocate - Bilingual (Ralston House)	N	Technical & Business Support	TBS7	25
Victim Family Support Advocate (Ralston House)	N	Technical & Business Support	TBS7	25
Victim Family Support Advocate Cultural Coordinator - Bilingual (Ralston House)	E	Professional	PROF6	22
Victim Family Support Advocate Cultural Coordinator (Ralston House)	E	Professional	PROF6	22
Wastewater and Stormwater Manager	E	Management	MGMT8	16
Water Quality Administrator	E	Management	MGMT7	16
Water Quality Analyst	N	Technical & Business Support	TBS8	24
Water Quality Scientist	E	Professional	PROF6	22
Water Quality Technician I	N	Technical & Business Support	TBS6	25
Water Quality Technician II	N	Technical & Business Support	TBS7	25
Water Resources Administrator	E	Professional	PROF9	21
Water Resources Analyst	E	Professional	PROF6	22
Water System Manager	E	Management	MGMT8	16
Water Treatment Manager	E	Management	MGMT9	16
Web Systems Administrator	E	Information Technology	INFT3	11
SALARY SCHEDULES				
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MONTHLY				29
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EXECUTIVE JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Deputy City Manager	EX4	\$ 192,751	\$ 226,720	\$ 263,558	\$16,062.59	\$21,963.13	\$7,413.50	\$8,720.00	\$ 92.67	\$ 126.71
Chief of Police	EX3	\$ 181,413	\$ 213,383	\$ 248,054	\$15,117.73	\$20,671.18	\$6,977.41	\$8,207.06	\$ 87.22	\$ 119.26
Director of Infrastructure										
Chief Financial Officer	EX2	\$ 173,601	\$ 204,195	\$ 237,372	\$14,466.73	\$19,781.03	\$6,676.95	\$7,853.64	\$ 83.46	\$ 114.12
Chief Information Officer										
Director of Community and Economic Development										
Director of Human Resources										
Director of Vibrant Community and Neighborhoods										

EXECUTIVE**ANNUAL**

	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$ 173,601	3.75%	\$ 180,111	3.5%	\$ 186,415	3.25%	\$ 192,473	3.0%	\$ 198,247	3.0%	\$ 204,195	3.0%	\$ 210,321	3.0%	\$ 216,630	2.5%	\$ 222,046	2.5%	\$ 227,597	2.25%	\$ 232,718	2.0%	\$ 237,372
EX3	\$ 181,413	3.75%	\$ 188,216	3.5%	\$ 194,803	3.25%	\$ 201,134	3.0%	\$ 207,168	3.0%	\$ 213,383	3.0%	\$ 219,785	3.0%	\$ 226,379	2.5%	\$ 232,038	2.5%	\$ 237,839	2.25%	\$ 243,190	2.0%	\$ 248,054
EX4	\$ 192,751	3.75%	\$ 199,979	3.5%	\$ 206,978	3.25%	\$ 213,705	3.0%	\$ 220,116	3.0%	\$ 226,720	3.0%	\$ 233,522	3.0%	\$ 240,527	2.5%	\$ 246,540	2.5%	\$ 252,704	2.25%	\$ 258,390	2.0%	\$ 263,558

MONTHLY

	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$14,466.73	3.75%	\$15,009.23	3.5%	\$15,534.55	3.25%	\$16,039.43	3.0%	\$16,520.61	3.0%	\$17,016.23	3.0%	\$17,526.71	3.0%	\$18,052.52	2.5%	\$18,503.83	2.5%	\$18,966.42	2.25%	\$19,393.17	2.0%	\$19,781.03
EX3	\$15,117.73	3.75%	\$15,684.65	3.5%	\$16,233.61	3.25%	\$16,761.20	3.0%	\$17,264.04	3.0%	\$17,781.96	3.0%	\$18,315.42	3.0%	\$18,864.88	2.5%	\$19,336.50	2.5%	\$19,819.91	2.25%	\$20,265.86	2.0%	\$20,671.18
EX4	\$16,062.59	3.75%	\$16,664.94	3.5%	\$17,248.21	3.25%	\$17,808.77	3.0%	\$18,343.04	3.0%	\$18,893.33	3.0%	\$19,460.13	3.0%	\$20,043.93	2.5%	\$20,545.03	2.5%	\$21,058.66	2.25%	\$21,532.48	2.0%	\$21,963.13

BIWEEKLY

	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$ 6,676.95	3.75%	\$ 6,927.34	3.5%	\$ 7,169.79	3.25%	\$ 7,402.81	3.0%	\$ 7,624.90	3.0%	\$ 7,853.64	3.0%	\$ 8,089.25	3.0%	\$ 8,331.93	2.5%	\$ 8,540.23	2.5%	\$ 8,753.73	2.25%	\$ 8,950.69	2.0%	\$ 9,129.71
EX3	\$ 6,977.41	3.75%	\$ 7,239.07	3.5%	\$ 7,492.43	3.25%	\$ 7,735.94	3.0%	\$ 7,968.02	3.0%	\$ 8,207.06	3.0%	\$ 8,453.27	3.0%	\$ 8,706.87	2.5%	\$ 8,924.54	2.5%	\$ 9,147.65	2.25%	\$ 9,353.47	2.0%	\$ 9,540.54
EX4	\$ 7,413.50	3.75%	\$ 7,691.51	3.5%	\$ 7,960.71	3.25%	\$ 8,219.43	3.0%	\$ 8,466.02	3.0%	\$ 8,720.00	3.0%	\$ 8,981.60	3.0%	\$ 9,251.05	2.5%	\$ 9,482.32	2.5%	\$ 9,719.38	2.25%	\$ 9,938.07	2.0%	\$ 10,136.83

HOURLY

	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$ 83.46189	3.75%	\$ 86.59171	3.5%	\$ 89.62242	3.25%	\$ 92.53515	3.0%	\$ 95.31120	3.0%	\$ 98.17054	3.0%	\$ 101.11566	3.0%	\$ 104.14913	2.5%	\$ 106.75285	2.5%	\$ 109.42167	2.25%	\$ 111.88366	2.0%	\$ 114.12134
EX3	\$ 87.21767	3.75%	\$ 90.48834	3.5%	\$ 93.65543	3.25%	\$ 96.69923	3.0%	\$ 99.60021	3.0%	\$ 102.58821	3.0%	\$ 105.66586	3.0%	\$ 108.83584	2.5%	\$ 111.55673	2.5%	\$ 114.34565	2.25%	\$ 116.91843	2.0%	\$ 119.25680
EX4	\$ 92.66878	3.75%	\$ 96.14386	3.5%	\$ 99.50889	3.25%	\$ 102.74293	3.0%	\$ 105.82522	3.0%	\$ 108.99998	3.0%	\$ 112.26998	3.0%	\$ 115.63808	2.5%	\$ 118.52903	2.5%	\$ 121.49225	2.25%	\$ 124.22583	2.0%	\$ 126.71035

INFORMATION TECHNOLOGY JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
IT Infrastructure Architect Security Engineer Senior IT Project Manager	INFT6	\$ 125,526	\$ 147,648	\$ 171,638	\$10,460.52	\$14,303.16	\$4,827.93	\$6,601.46	\$ 60.35	\$82.52
Data Engineer Security Operations Analyst Senior Database Administrator Senior ERP Administrator	INFT5	\$ 116,013	\$ 136,458	\$ 158,630	\$9,667.76	\$13,219.19	\$4,462.05	\$6,101.16	\$ 55.78	\$76.26
Cloud Systems Administrator Integration Developer Senior Applications Systems Administrator Senior Mobile Systems Administrator Senior Network Engineer Senior Systems Administrator	INFT4	\$ 107,221	\$ 126,117	\$ 146,608	\$8,935.09	\$12,217.36	\$4,123.89	\$5,638.78	\$ 51.55	\$ 70.48
Applications Systems Administrator Associate Data Scientist GIS Application Systems Administrator IT Business Analyst Mobile Systems Administrator Radio Communications Administrator Systems Administrator Web Systems Administrator	INFT3	\$ 99,095	\$ 116,559	\$ 135,498	\$8,257.94	\$11,291.46	\$3,811.36	\$5,211.44	\$ 47.64	\$ 65.14
Analytics and Business Intelligence Developer IT Project Manager	INFT2	\$ 91,585	\$ 107,725	\$ 125,229	\$7,632.10	\$10,435.73	\$3,522.51	\$4,816.49	\$ 44.03	\$ 60.21
Mobile Systems Specialist	INFT1	\$ 84,644	\$ 99,561	\$ 115,738	\$7,053.70	\$9,644.85	\$3,255.55	\$4,451.47	\$ 40.69	\$ 55.64

INFORMATION TECHNOLOGY

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 84,644	3.75%	\$ 87,819	3.5%	\$ 90,892	3.25%	\$ 93,846	3.0%	\$ 96,662	3.0%	\$ 99,561	3.0%	\$ 102,548	3.0%	\$ 105,625	2.5%	\$ 108,265	2.5%	\$ 110,972	2.25%	\$ 113,469	2.0%	\$ 115,738
INFT2	\$ 91,585	3.75%	\$ 95,020	3.5%	\$ 98,345	3.25%	\$ 101,542	3.0%	\$ 104,588	3.0%	\$ 107,725	3.0%	\$ 110,957	3.0%	\$ 114,286	2.5%	\$ 117,143	2.5%	\$ 120,072	2.25%	\$ 122,773	2.0%	\$ 125,229
INFT3	\$ 99,095	3.75%	\$ 102,811	3.5%	\$ 106,410	3.25%	\$ 109,868	3.0%	\$ 113,164	3.0%	\$ 116,559	3.0%	\$ 120,056	3.0%	\$ 123,657	2.5%	\$ 126,749	2.5%	\$ 129,918	2.25%	\$ 132,841	2.0%	\$ 135,498
INFT4	\$ 107,221	3.75%	\$ 111,242	3.5%	\$ 115,135	3.25%	\$ 118,877	3.0%	\$ 122,444	3.0%	\$ 126,117	3.0%	\$ 129,900	3.0%	\$ 133,797	2.5%	\$ 137,142	2.5%	\$ 140,571	2.25%	\$ 143,734	2.0%	\$ 146,608
INFT5	\$ 116,013	3.75%	\$ 120,364	3.5%	\$ 124,576	3.25%	\$ 128,625	3.0%	\$ 132,484	3.0%	\$ 136,458	3.0%	\$ 140,552	3.0%	\$ 144,769	2.5%	\$ 148,388	2.5%	\$ 152,098	2.25%	\$ 155,520	2.0%	\$ 158,630
INFT6	\$ 125,526	3.75%	\$ 130,233	3.5%	\$ 134,792	3.25%	\$ 139,172	3.0%	\$ 143,348	3.0%	\$ 147,648	3.0%	\$ 152,077	3.0%	\$ 156,640	2.5%	\$ 160,556	2.5%	\$ 164,570	2.25%	\$ 168,272	2.0%	\$ 171,638

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$7,053.70	3.75%	\$7,318.21	3.5%	\$7,574.35	3.25%	\$7,820.52	3.0%	\$8,055.13	3.0%	\$8,296.79	3.0%	\$8,545.69	3.0%	\$8,802.06	2.5%	\$9,022.11	2.5%	\$9,247.67	2.25%	\$9,455.74	2.0%	\$9,644.85
INFT2	\$7,632.10	3.75%	\$7,918.31	3.5%	\$8,195.45	3.25%	\$8,461.80	3.0%	\$8,715.65	3.0%	\$8,977.12	3.0%	\$9,246.44	3.0%	\$9,523.83	2.5%	\$9,761.93	2.5%	\$10,005.98	2.25%	\$10,231.11	2.0%	\$10,435.73
INFT3	\$8,257.94	3.75%	\$8,567.61	3.5%	\$8,867.48	3.25%	\$9,155.67	3.0%	\$9,430.34	3.0%	\$9,713.25	3.0%	\$10,004.65	3.0%	\$10,304.79	2.5%	\$10,562.40	2.5%	\$10,826.47	2.25%	\$11,070.06	2.0%	\$11,291.46
INFT4	\$8,935.09	3.75%	\$9,270.15	3.5%	\$9,594.61	3.25%	\$9,906.43	3.0%	\$10,203.63	3.0%	\$10,509.73	3.0%	\$10,825.03	3.0%	\$11,149.78	2.5%	\$11,428.52	2.5%	\$11,714.24	2.25%	\$11,977.81	2.0%	\$12,217.36
INFT5	\$9,667.76	3.75%	\$10,030.31	3.5%	\$10,381.37	3.25%	\$10,718.76	3.0%	\$11,040.32	3.0%	\$11,371.53	3.0%	\$11,712.68	3.0%	\$12,064.06	2.5%	\$12,365.66	2.5%	\$12,674.80	2.25%	\$12,959.99	2.0%	\$13,219.19
INFT6	\$10,460.52	3.75%	\$10,852.79	3.5%	\$11,232.64	3.25%	\$11,597.70	3.0%	\$11,945.63	3.0%	\$12,304.00	3.0%	\$12,673.12	3.0%	\$13,053.31	2.5%	\$13,379.65	2.5%	\$13,714.14	2.25%	\$14,022.70	2.0%	\$14,303.16

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 3,255.55	3.75%	\$ 3,377.64	3.5%	\$ 3,495.85	3.25%	\$ 3,609.47	3.0%	\$ 3,717.75	3.0%	\$ 3,829.29	3.0%	\$ 3,944.17	3.0%	\$ 4,062.49	2.5%	\$ 4,164.05	2.5%	\$ 4,268.15	2.25%	\$ 4,364.19	2.0%	\$ 4,451.47
INFT2	\$ 3,522.51	3.75%	\$ 3,654.60	3.5%	\$ 3,782.51	3.25%	\$ 3,905.45	3.0%	\$ 4,022.61	3.0%	\$ 4,143.29	3.0%	\$ 4,267.59	3.0%	\$ 4,395.61	2.5%	\$ 4,505.50	2.5%	\$ 4,618.14	2.25%	\$ 4,722.05	2.0%	\$ 4,816.49
INFT3	\$ 3,811.36	3.75%	\$ 3,954.28	3.5%	\$ 4,092.68	3.25%	\$ 4,225.69	3.0%	\$ 4,352.46	3.0%	\$ 4,483.04	3.0%	\$ 4,617.53	3.0%	\$ 4,756.05	2.5%	\$ 4,874.96	2.5%	\$ 4,996.83	2.25%	\$ 5,109.26	2.0%	\$ 5,211.44
INFT4	\$ 4,123.89	3.75%	\$ 4,278.53	3.5%	\$ 4,428.28	3.25%	\$ 4,572.20	3.0%	\$ 4,709.37	3.0%	\$ 4,850.65	3.0%	\$ 4,996.17	3.0%	\$ 5,146.05	2.5%	\$ 5,274.70	2.5%	\$ 5,406.57	2.25%	\$ 5,528.22	2.0%	\$ 5,638.78
INFT5	\$ 4,462.05	3.75%	\$ 4,629.37	3.5%	\$ 4,791.40	3.25%	\$ 4,947.12	3.0%	\$ 5,095.53	3.0%	\$ 5,248.40	3.0%	\$ 5,405.85	3.0%	\$ 5,568.03	2.5%	\$ 5,707.23	2.5%	\$ 5,849.91	2.25%	\$ 5,981.53	2.0%	\$ 6,101.16
INFT6	\$ 4,827.93	3.75%	\$ 5,008.98	3.5%	\$ 5,184.29	3.25%	\$ 5,352.78	3.0%	\$ 5,513.37	3.0%	\$ 5,678.77	3.0%	\$ 5,849.13	3.0%	\$ 6,024.61	2.5%	\$ 6,175.22	2.5%	\$ 6,329.60	2.25%	\$ 6,472.02	2.0%	\$ 6,601.46

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 40.69443	3.75%	\$ 42.22047	3.5%	\$ 43.69818	3.25%	\$ 45.11837	3.0%	\$ 46.47193	3.0%	\$ 47.86608	3.0%	\$ 49.30207	3.0%	\$ 50.78113	2.5%	\$ 52.05066	2.5%	\$ 53.35192	2.25%	\$ 54.55234	2.0%	\$ 55.64339
INFT2	\$ 44.03137	3.75%	\$ 45.68255	3.5%	\$ 47.28143	3.25%	\$ 48.81808	3.0%	\$ 50.28262	3.0%	\$ 51.79110	3.0%	\$ 53.34483	3.0%	\$ 54.94518	2.5%	\$ 56.31881	2.5%	\$ 57.72678	2.25%	\$ 59.02563	2.0%	\$ 60.20614
INFT3	\$ 47.64194	3.75%	\$ 49.42851	3.5%	\$ 51.15851	3.25%	\$ 52.82116	3.0%	\$ 54.40580	3.0%	\$ 56.03797	3.0%	\$ 57.71911	3.0%	\$ 59.45068	2.5%	\$ 60.93695	2.5%	\$ 62.46038	2.25%	\$ 63.86573	2.0%	\$ 65.14305
INFT4	\$ 51.54858	3.75%	\$ 53.48165	3.5%	\$ 55.35351	3.25%	\$ 57.15250	3.0%	\$ 58.86707	3.0%	\$ 60.63309	3.0%	\$ 62.45208	3.0%	\$ 64.32564	2.5%	\$ 65.93378	2.5%	\$ 67.58213	2.25%	\$ 69.10272	2.0%	\$ 70.48478
INFT5	\$ 55.77556	3.75%	\$ 57.86715	3.5%	\$ 59.89250	3.25%	\$ 61.83900	3.0%	\$ 63.69417	3.0%	\$ 65.60500	3.0%	\$ 67.57315	3.0%	\$ 69.60034	2.5%	\$ 71.34035	2.5%	\$ 73.12386	2.25%	\$ 74.76915	2.0%	\$ 76.26453
INFT6	\$ 60.34916	3.75%	\$ 62.61225	3.5%	\$ 64.80368	3.25%	\$ 66.90980	3.0%	\$ 68.91710	3.0%	\$ 70.98461	3.0%	\$ 73.11415	3.0%	\$ 75.30757	2.5%	\$ 77.19026	2.5%	\$ 79.12002	2.25%	\$ 80.90022	2.0%	\$ 82.51822

LABOR, TRADES, CRAFTS AND UTILITIES JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Electro Mechanical Technician	LTCU9	\$ 74,994	\$ 88,211	\$ 102,543	\$6,249.52	\$8,545.26	\$2,884.39	\$3,943.97	\$ 36.05	\$ 49.30
Lead Master Fleet Technician										
Streets Foreman										
Utility Foreman										
Irrigation Maintenance Leadworker	LTCU8	\$ 68,028	\$ 80,017	\$ 93,018	\$5,669.02	\$7,751.51	\$2,616.47	\$3,577.62	\$ 32.71	\$ 44.72
Master Fleet Technician										
Parks Maintenance Leadworker										
Plant Operator A										
Fleet Technician	LTCU7	\$ 61,709	\$ 72,584	\$ 84,378	\$5,142.43	\$7,031.48	\$2,373.43	\$3,245.30	\$ 29.67	\$ 40.57
Forestry Technician II										
Golf Course Equipment Specialist										
Plant Operator B										
Streets Technician IV										
Utility System Technician - Senior										
Building Craftsworker	LTCU6	\$ 55,977	\$ 65,842	\$ 76,540	\$4,664.76	\$6,378.34	\$2,152.97	\$2,943.85	\$ 26.91	\$ 36.80
Fleet Lube Technician										
Forestry Technician I										
Golf Course Computerized Irrigation Technician										
Lead Parts Specialist										
Parks Worker III										
Plant Operator C										
Streets Technician III										
Utility System Technician - Journey										
Craftsworker	LTCU5	\$ 50,777	\$ 59,726	\$ 69,430	\$4,231.46	\$5,785.87	\$1,952.98	\$2,670.40	\$ 24.41	\$ 33.38
Golf Course Maintenance Worker										
Parks Worker II										
Parts Specialist										
Plant Operator D										
Streets Technician II										
Utility System Technician - Associate										
Building Maintenance Worker	LTCU4	\$ 46,061	\$ 54,178	\$ 62,981	\$3,838.40	\$5,248.43	\$1,771.57	\$2,422.35	\$ 22.14	\$ 30.28
Custodian	LTCU3	\$ 41,782	\$ 49,146	\$ 57,131	\$3,481.86	\$4,760.91	\$1,607.01	\$2,197.34	\$ 20.09	\$ 27.47

LABOR, TRADES, CRAFTS AND UTILITIES

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU3	\$ 41,782	3.75%	\$ 43,349	3.5%	\$ 44,866	3.25%	\$ 46,325	3.0%	\$ 47,714	3.0%	\$ 49,146	3.0%	\$ 50,620	3.0%	\$ 52,139	2.5%	\$ 53,442	2.5%	\$ 54,778	2.25%	\$ 56,011	2.0%	\$ 57,131
LTCU4	\$ 46,061	3.75%	\$ 47,788	3.5%	\$ 49,461	3.25%	\$ 51,068	3.0%	\$ 52,600	3.0%	\$ 54,178	3.0%	\$ 55,804	3.0%	\$ 57,478	2.5%	\$ 58,915	2.5%	\$ 60,388	2.25%	\$ 61,746	2.0%	\$ 62,981
LTCU5	\$ 50,777	3.75%	\$ 52,682	3.5%	\$ 54,526	3.25%	\$ 56,298	3.0%	\$ 57,987	3.0%	\$ 59,726	3.0%	\$ 61,518	3.0%	\$ 63,363	2.5%	\$ 64,948	2.5%	\$ 66,571	2.25%	\$ 68,069	2.0%	\$ 69,430
LTCU6	\$ 55,977	3.75%	\$ 58,076	3.5%	\$ 60,109	3.25%	\$ 62,062	3.0%	\$ 63,924	3.0%	\$ 65,842	3.0%	\$ 67,817	3.0%	\$ 69,852	2.5%	\$ 71,598	2.5%	\$ 73,388	2.25%	\$ 75,039	2.0%	\$ 76,540
LTCU7	\$ 61,709	3.75%	\$ 64,023	3.5%	\$ 66,264	3.25%	\$ 68,418	3.0%	\$ 70,470	3.0%	\$ 72,584	3.0%	\$ 74,762	3.0%	\$ 77,005	2.5%	\$ 78,930	2.5%	\$ 80,903	2.25%	\$ 82,723	2.0%	\$ 84,378
LTCU8	\$ 68,028	3.75%	\$ 70,579	3.5%	\$ 73,050	3.25%	\$ 75,424	3.0%	\$ 77,686	3.0%	\$ 80,017	3.0%	\$ 82,417	3.0%	\$ 84,890	2.5%	\$ 87,012	2.5%	\$ 89,188	2.25%	\$ 91,194	2.0%	\$ 93,018
LTCU9	\$ 74,994	3.75%	\$ 77,807	3.5%	\$ 80,530	3.25%	\$ 83,147	3.0%	\$ 85,641	3.0%	\$ 88,211	3.0%	\$ 90,857	3.0%	\$ 93,583	2.5%	\$ 95,922	2.5%	\$ 98,320	2.25%	\$ 100,533	2.0%	\$ 102,543

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU3	\$3,481.86	3.75%	\$3,612.43	3.5%	\$3,738.87	3.25%	\$3,860.38	3.0%	\$3,976.19	3.0%	\$4,095.48	3.0%	\$4,218.34	3.0%	\$4,344.89	2.5%	\$4,453.51	2.5%	\$4,564.85	2.25%	\$4,667.56	2.0%	\$4,760.91
LTCU4	\$3,838.40	3.75%	\$3,982.35	3.5%	\$4,121.73	3.25%	\$4,255.68	3.0%	\$4,383.35	3.0%	\$4,514.85	3.0%	\$4,650.30	3.0%	\$4,789.81	2.5%	\$4,909.55	2.5%	\$5,032.29	2.25%	\$5,145.52	2.0%	\$5,248.43
LTCU5	\$4,231.46	3.75%	\$4,390.14	3.5%	\$4,543.79	3.25%	\$4,691.47	3.0%	\$4,832.21	3.0%	\$4,977.18	3.0%	\$5,126.49	3.0%	\$5,280.29	2.5%	\$5,412.29	2.5%	\$5,547.60	2.25%	\$5,672.42	2.0%	\$5,785.87
LTCU6	\$4,664.76	3.75%	\$4,839.69	3.5%	\$5,009.08	3.25%	\$5,171.87	3.0%	\$5,327.03	3.0%	\$5,486.84	3.0%	\$5,651.44	3.0%	\$5,820.99	2.5%	\$5,966.51	2.5%	\$6,115.67	2.25%	\$6,253.28	2.0%	\$6,378.34
LTCU7	\$5,142.43	3.75%	\$5,335.27	3.5%	\$5,522.01	3.25%	\$5,701.47	3.0%	\$5,872.52	3.0%	\$6,048.69	3.0%	\$6,230.15	3.0%	\$6,417.06	2.5%	\$6,577.48	2.5%	\$6,741.92	2.25%	\$6,893.61	2.0%	\$7,031.48
LTCU8	\$5,669.02	3.75%	\$5,881.60	3.5%	\$6,087.46	3.25%	\$6,285.30	3.0%	\$6,473.86	3.0%	\$6,668.08	3.0%	\$6,868.12	3.0%	\$7,074.16	2.5%	\$7,251.02	2.5%	\$7,432.29	2.25%	\$7,599.52	2.0%	\$7,751.51
LTCU9	\$6,249.52	3.75%	\$6,483.88	3.5%	\$6,710.82	3.25%	\$6,928.92	3.0%	\$7,136.78	3.0%	\$7,350.89	3.0%	\$7,571.41	3.0%	\$7,798.56	2.5%	\$7,993.52	2.5%	\$8,193.36	2.25%	\$8,377.71	2.0%	\$8,545.26

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU3	\$ 1,607.01	3.75%	\$ 1,667.28	3.5%	\$ 1,725.63	3.25%	\$ 1,781.71	3.0%	\$ 1,835.17	3.0%	\$ 1,890.22	3.0%	\$ 1,946.93	3.0%	\$ 2,005.33	2.5%	\$ 2,055.47	2.5%	\$ 2,106.85	2.25%	\$ 2,154.26	2.0%	\$ 2,197.34
LTCU4	\$ 1,771.57	3.75%	\$ 1,838.01	3.5%	\$ 1,902.34	3.25%	\$ 1,964.16	3.0%	\$ 2,023.09	3.0%	\$ 2,083.78	3.0%	\$ 2,146.29	3.0%	\$ 2,210.68	2.5%	\$ 2,265.95	2.5%	\$ 2,322.60	2.25%	\$ 2,374.86	2.0%	\$ 2,422.35
LTCU5	\$ 1,952.98	3.75%	\$ 2,026.22	3.5%	\$ 2,097.13	3.25%	\$ 2,165.29	3.0%	\$ 2,230.25	3.0%	\$ 2,297.16	3.0%	\$ 2,366.07	3.0%	\$ 2,437.05	2.5%	\$ 2,497.98	2.5%	\$ 2,560.43	2.25%	\$ 2,618.04	2.0%	\$ 2,670.40
LTCU6	\$ 2,152.97	3.75%	\$ 2,233.70	3.5%	\$ 2,311.88	3.25%	\$ 2,387.02	3.0%	\$ 2,458.63	3.0%	\$ 2,532.39	3.0%	\$ 2,608.36	3.0%	\$ 2,686.61	2.5%	\$ 2,753.77	2.5%	\$ 2,822.62	2.25%	\$ 2,886.13	2.0%	\$ 2,943.85
LTCU7	\$ 2,373.43	3.75%	\$ 2,462.43	3.5%	\$ 2,548.62	3.25%	\$ 2,631.45	3.0%	\$ 2,710.39	3.0%	\$ 2,791.70	3.0%	\$ 2,875.45	3.0%	\$ 2,961.72	2.5%	\$ 3,035.76	2.5%	\$ 3,111.66	2.25%	\$ 3,181.67	2.0%	\$ 3,245.30
LTCU8	\$ 2,616.47	3.75%	\$ 2,714.59	3.5%	\$ 2,809.60	3.25%	\$ 2,900.91	3.0%	\$ 2,987.94	3.0%	\$ 3,077.57	3.0%	\$ 3,169.90	3.0%	\$ 3,265.00	2.5%	\$ 3,346.62	2.5%	\$ 3,430.29	2.25%	\$ 3,507.47	2.0%	\$ 3,577.62
LTCU9	\$ 2,884.39	3.75%	\$ 2,992.56	3.5%	\$ 3,097.30	3.25%	\$ 3,197.96	3.0%	\$ 3,293.90	3.0%	\$ 3,392.72	3.0%	\$ 3,494.50	3.0%	\$ 3,599.33	2.5%	\$ 3,689.32	2.5%	\$ 3,781.55	2.25%	\$ 3,866.63	2.0%	\$ 3,943.97

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU1	\$ 16.52917	3.75%	\$ 17.14902	3.5%	\$ 17.74923	3.25%	\$ 18.32608	3.0%	\$ 18.87586	3.0%	\$ 19.44214	3.0%	\$ 20.02540	3.0%	\$ 20.62617	2.5%	\$ 21.14182	2.5%	\$ 21.67037	2.25%	\$ 22.15795	2.0%	\$ 22.60111
LTCU2	\$ 18.22176	3.75%	\$ 18.90507	3.5%	\$ 19.56675	3.25%	\$ 20.20267	3.0%	\$ 20.80875	3.0%	\$ 21.43301	3.0%	\$ 22.07600	3.0%	\$ 22.73828	2.5%	\$ 23.30674	2.5%	\$ 23.88941	2.25%	\$ 24.42692	2.0%	\$ 24.91546
LTCU3	\$ 20.08767	3.75%	\$ 20.84095	3.5%	\$ 21.57039	3.25%	\$ 22.27143	3.0%	\$ 22.93957	3.0%	\$ 23.62776	3.0%	\$ 24.33659	3.0%	\$ 25.06669	2.5%	\$ 25.69335	2.5%	\$ 26.33569	2.25%	\$ 26.92824	2.0%	\$ 27.46680
LTCU4	\$ 22.14464	3.75%	\$ 22.97507	3.5%	\$ 23.77920	3.25%	\$ 24.55202	3.0%	\$ 25.28858	3.0%	\$ 26.04724	3.0%	\$ 26.82865	3.0%	\$ 27.63351	2.5%	\$ 28.32435	2.5%	\$ 29.03246	2.25%	\$ 29.68569	2.0%	\$ 30.27940
LTCU5	\$ 24.41226	3.75%	\$ 25.32771	3.5%	\$ 26.21418	3.25%	\$ 27.06615	3.0%	\$ 27.87813	3.0%	\$ 28.71447	3.0%	\$ 29.57591	3.0%	\$ 30.46319	2.5%	\$ 31.22477	2.5%	\$ 32.00538	2.25%	\$ 32.72551	2.0%	\$ 33.38002
LTCU6	\$ 26.91207	3.75%	\$ 27.92127	3.5%	\$ 28.89852	3.25%	\$ 29.83772	3.0%	\$ 30.73285	3.0%	\$ 31.65484	3.0%	\$ 32.60448	3.0%	\$ 33.58262	2.5%	\$ 34.42218	2.5%	\$ 35.28274	2.25%	\$ 36.07660	2.0%	\$ 36.79813
LTCU7	\$ 29.66787	3.75%	\$ 30.78041	3.5%	\$ 31.85773	3.25%	\$ 32.89310	3.0%	\$ 33.87989	3.0%	\$ 34.89629	3.0%	\$ 35.94318	3.0%	\$ 37.02148	2.5%	\$ 37.94701	2.5%	\$ 38.89569	2.25%	\$ 39.77084	2.0%	\$ 40.56626
LTCU8	\$ 32.70586	3.75%	\$ 33.93233	3.5%	\$ 35.11996	3.25%	\$ 36.26136	3.0%	\$ 37.34920	3.0%	\$ 38.46967	3.0%	\$ 39.62376	3.0%	\$ 40.81248	2.5%	\$ 41.83279	2.5%	\$ 42.87861	2.25%	\$ 43.84338	2.0%	\$ 44.72024
LTCU9	\$ 36.05494	3.75%	\$ 37.40700	3.5%	\$ 38.71624	3.25%	\$ 39.97452	3.0%	\$ 41.17375	3.0%	\$ 42.40897	3.0%	\$ 43.68124	3.0%	\$ 44.99167	2.5%	\$ 46.11646	2.5%	\$ 47.26938	2.25%	\$ 48.33294	2.0%	\$ 49.29960

MANAGEMENT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Deputy City Attorney	MGMT13	\$ 154,431	\$ 181,646	\$ 211,160	\$12,869.23	\$17,596.70	\$ 5,939.65	\$8,121.55	\$ 74.25	\$ 101.52
City Engineer	MGMT12	\$ 147,077	\$ 172,997	\$ 201,105	\$12,256.41	\$16,758.76	\$ 5,656.81	\$7,734.81	\$ 70.71	\$ 96.69
Assistant City Engineer	MGMT11	\$ 138,752	\$ 163,204	\$ 189,722	\$11,562.65	\$15,810.15	\$ 5,336.61	\$7,296.99	\$ 66.71	\$ 91.21
Chief Information Security Officer	MGMT10	\$ 130,898	\$ 153,966	\$ 178,983	\$10,908.16	\$14,915.24	\$ 5,034.54	\$6,883.96	\$ 62.93	\$ 86.05
City Clerk										
Deputy Director of Community and Economic Development										
Deputy Director of Finance										
Deputy Director of Infrastructure										
Deputy Director of Vibrant Community and Neighborhoods										
Director of Communications and Engagement										
Engineering Manager										
Infrastructure Business Manager										
IT Business Applications and PMO Manager										
IT Infrastructure and Operations Manager										
Manager of City Planning and Development										
Senior Organization Development Manager										
Chief Building Official	MGMT9	\$ 118,718	\$ 139,639	\$ 162,328	\$9,893.13	\$13,527.33	\$ 4,566.06	\$6,243.39	\$ 57.08	\$ 78.04
Controller										
Court Administrator										
Data and Analytics Manager										
Insurance and Risk Program Director										
Manager of City Facilities										
Water Treatment Manager										
Assistant Water Treatment Manager	MGMT8	\$ 110,179	\$ 129,596	\$ 150,652	\$9,181.56	\$12,554.37	\$ 4,237.64	\$5,794.33	\$ 52.97	\$ 72.43
Chief Surveyor										
Economic Development Manager										
Executive Director (Ralston House)										
Fleet Manager										
GIS Manager										
Housing Manager										
Human Resources Manager										
Insurance and Risk Program Director										
Manager of Golf										
Manager of Golf Course Maintenance and Operations										
Manager of Traffic Operations and Maintenance										
Parks and Urban Design Manager										
Parks Manager										
Police Operations Manager										
Principal Planner										

MANAGEMENT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Purchasing Manager	MGMT8	\$ 110,179	\$ 129,596	\$ 150,652	\$ 9,181.56	\$ 12,554.37	\$ 4,237.64	\$ 5,794.33	\$ 52.97	\$ 72.43
Revenue Manager										
Service Desk Manager										
Specialty Applications Manager										
Stormwater Administrator										
Streets Manager										
Transportation Planning Manager										
Wastewater and Stormwater Manager										
Water System Manager										
Assistant Manager of City Facilities	MGMT7	\$ 99,926	\$ 117,536	\$ 136,634	\$8,327.19	\$11,386.15	\$ 3,843.32	\$5,255.15	\$ 48.04	\$ 65.69
Clinical Director (Ralston House)										
Deputy Director (Ralston House)										
Food and Beverage Manager										
Homelessness Program Manager										
Pavement Manager										
Plant Supervisor - SCADA										
Utilities Services Manager										
Water Quality Administrator										
Accounting Supervisor - Accounts Payable	MGMT6	\$ 90,628	\$ 106,599	\$ 123,920	\$7,552.32	\$10,326.64	\$ 3,485.69	\$4,766.14	\$ 43.57	\$ 59.58
Accounting Supervisor - Treasury										
Clinical Manager (Ralston House)										
Construction and Inspection Supervisor										
Construction and Maintenance Supervisor										
Deputy Building Official										
Law Office Administrator										
Parking and Travel Demand Management Supervisor										
Parking and Travel										
Parks Program Manager										
Payroll Supervisor										
Sales Tax Auditor Supervisor										
Streets Supervisor										
Traffic Field Operations Supervisor										
Utilities Services Supervisor										
Utility Supervisor - Wastewater										
Utility Supervisor - Water Systems Operations										
Administrative Supervisor	MGMT5	\$ 82,195	\$ 96,680	\$ 112,389	\$6,849.56	\$9,365.72	\$ 3,161.33	\$4,322.64	\$ 39.52	\$ 54.03
Assistant Fleet Manager										
Chief Plant Operator										
City Forester										
Computerized Irrigation Supervisor										
Deputy Court Administrator										
Development Manager (Ralston House)										

MANAGEMENT JOB FAMILY										
		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Golf Course Superintendent	MGMT5	\$ 82,195	\$ 96,680	\$ 112,389	\$6,849.56	\$9,365.72	\$ 3,161.33	\$4,322.64	\$ 39.52	\$ 54.03
Head Golf Professional										
Housing Choice Voucher Program Supervisor										
Irrigation Crew Supervisor										
Media Services Manager										
Nature Center Director										
Neighborhood Services Supervisor										
Parks Supervisor										
Police Supervisor -Evidence										
Police Supervisor -Records										
Police Supervisor - Operations										
Building Maintenance Supervisor	MGMT4	\$ 72,855	\$ 85,694	\$ 99,618	\$6,071.22	\$8,301.47	\$ 2,802.10	\$3,831.45	\$ 35.03	\$ 47.89
Survey Crew Chief										
Kitchen Manager	MGMT3	\$ 66,075	\$ 77,720	\$ 90,348	\$5,506.28	\$7,528.99	\$ 2,541.36	\$3,474.92	\$ 31.77	\$ 43.44
Restaurant Manager										

MANAGEMENT

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
MGMT3	\$ 66,075	3.75%	\$ 68,553	3.5%	\$ 70,953	3.25%	\$ 73,259	3.0%	\$ 75,456	3.0%	\$ 77,720	3.0%	\$ 80,052	3.0%	\$ 82,453	2.5%	\$ 84,514	2.5%	\$ 86,627	2.25%	\$ 88,576	2.0%	\$ 90,348
MGMT4	\$ 72,855	3.75%	\$ 75,587	3.5%	\$ 78,232	3.25%	\$ 80,775	3.0%	\$ 83,198	3.0%	\$ 85,694	3.0%	\$ 88,265	3.0%	\$ 90,913	2.5%	\$ 93,186	2.5%	\$ 95,515	2.25%	\$ 97,664	2.0%	\$ 99,618
MGMT5	\$ 82,195	3.75%	\$ 85,277	3.5%	\$ 88,262	3.25%	\$ 91,130	3.0%	\$ 93,864	3.0%	\$ 96,680	3.0%	\$ 99,580	3.0%	\$ 102,568	2.5%	\$ 105,132	2.5%	\$ 107,760	2.25%	\$ 110,185	2.0%	\$ 112,389
MGMT6	\$ 90,628	3.75%	\$ 94,026	3.5%	\$ 97,317	3.25%	\$ 100,480	3.0%	\$ 103,495	3.0%	\$ 106,599	3.0%	\$ 109,797	3.0%	\$ 113,091	2.5%	\$ 115,919	2.5%	\$ 118,816	2.25%	\$ 121,490	2.0%	\$ 123,920
MGMT7	\$ 99,926	3.75%	\$ 103,673	3.5%	\$ 107,302	3.25%	\$ 110,789	3.0%	\$ 114,113	3.0%	\$ 117,536	3.0%	\$ 121,063	3.0%	\$ 124,694	2.5%	\$ 127,812	2.5%	\$ 131,007	2.25%	\$ 133,955	2.0%	\$ 136,634
MGMT8	\$ 110,179	3.75%	\$ 114,310	3.5%	\$ 118,311	3.25%	\$ 122,156	3.0%	\$ 125,821	3.0%	\$ 129,596	3.0%	\$ 133,484	3.0%	\$ 137,488	2.5%	\$ 140,925	2.5%	\$ 144,448	2.25%	\$ 147,698	2.0%	\$ 150,652
MGMT9	\$ 118,718	3.75%	\$ 123,169	3.5%	\$ 127,480	3.25%	\$ 131,623	3.0%	\$ 135,572	3.0%	\$ 139,639	3.0%	\$ 143,829	3.0%	\$ 148,143	2.5%	\$ 151,847	2.5%	\$ 155,643	2.25%	\$ 159,145	2.0%	\$ 162,328
MGMT10	\$ 130,898	3.75%	\$ 135,807	3.5%	\$ 140,560	3.25%	\$ 145,128	3.0%	\$ 149,482	3.0%	\$ 153,966	3.0%	\$ 158,585	3.0%	\$ 163,343	2.5%	\$ 167,426	2.5%	\$ 171,612	2.25%	\$ 175,473	2.0%	\$ 178,983
MGMT11	\$ 138,752	3.75%	\$ 143,955	3.5%	\$ 148,993	3.25%	\$ 153,836	3.0%	\$ 158,451	3.0%	\$ 163,204	3.0%	\$ 168,100	3.0%	\$ 173,143	2.5%	\$ 177,472	2.5%	\$ 181,909	2.25%	\$ 186,002	2.0%	\$ 189,722
MGMT12	\$ 147,077	3.75%	\$ 152,592	3.5%	\$ 157,933	3.25%	\$ 163,066	3.0%	\$ 167,958	3.0%	\$ 172,997	3.0%	\$ 178,186	3.0%	\$ 183,532	2.5%	\$ 188,120	2.5%	\$ 192,823	2.25%	\$ 197,162	2.0%	\$ 201,105
MGMT13	\$ 154,431	3.75%	\$ 160,222	3.5%	\$ 165,830	3.25%	\$ 171,219	3.0%	\$ 176,356	3.0%	\$ 181,646	3.0%	\$ 187,096	3.0%	\$ 192,709	2.5%	\$ 197,526	2.5%	\$ 202,465	2.25%	\$ 207,020	2.0%	\$ 211,160

MONTHLY

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT3	\$5,506.28	3.75%	\$5,712.77	3.5%	\$5,912.71	3.25%	\$6,104.88	3.0%	\$6,288.02	3.0%	\$6,476.66	3.0%	\$6,670.96	3.0%	\$6,871.09	2.5%	\$7,042.87	2.5%	\$7,218.94	2.25%	\$7,381.37	2.0%	\$7,528.99
MGMT4	\$6,071.22	3.75%	\$6,298.90	3.5%	\$6,519.36	3.25%	\$6,731.24	3.0%	\$6,933.17	3.0%	\$7,141.17	3.0%	\$7,355.40	3.0%	\$7,576.06	2.5%	\$7,765.47	2.5%	\$7,959.60	2.25%	\$8,138.69	2.0%	\$8,301.47
MGMT5	\$6,849.56	3.75%	\$7,106.41	3.5%	\$7,355.14	3.25%	\$7,594.18	3.0%	\$7,822.01	3.0%	\$8,056.67	3.0%	\$8,298.37	3.0%	\$8,547.32	2.5%	\$8,761.00	2.5%	\$8,980.02	2.25%	\$9,182.07	2.0%	\$9,365.72
MGMT6	\$7,552.32	3.75%	\$7,835.53	3.5%	\$8,109.77	3.25%	\$8,373.34	3.0%	\$8,624.54	3.0%	\$8,883.28	3.0%	\$9,149.78	3.0%	\$9,424.27	2.5%	\$9,659.88	2.5%	\$9,901.37	2.25%	\$10,124.16	2.0%	\$10,326.64
MGMT7	\$8,327.19	3.75%	\$8,639.46	3.5%	\$8,941.84	3.25%	\$9,232.45	3.0%	\$9,509.42	3.0%	\$9,794.70	3.0%	\$10,088.54	3.0%	\$10,391.20	2.5%	\$10,650.98	2.5%	\$10,917.26	2.25%	\$11,162.89	2.0%	\$11,386.15
MGMT8	\$9,181.56	3.75%	\$9,525.87	3.5%	\$9,859.27	3.25%	\$10,179.70	3.0%	\$10,485.09	3.0%	\$10,799.64	3.0%	\$11,123.63	3.0%	\$11,457.34	2.5%	\$11,743.77	2.5%	\$12,037.37	2.25%	\$12,308.21	2.0%	\$12,554.37
MGMT9	\$9,893.13	3.75%	\$10,264.12	3.5%	\$10,623.36	3.25%	\$10,968.62	3.0%	\$11,297.68	3.0%	\$11,636.61	3.0%	\$11,985.71	3.0%	\$12,345.28	2.5%	\$12,653.91	2.5%	\$12,970.26	2.25%	\$13,262.09	2.0%	\$13,527.33
MGMT10	\$10,908.16	3.75%	\$11,317.22	3.5%	\$11,713.32	3.25%	\$12,094.00	3.0%	\$12,456.82	3.0%	\$12,830.53	3.0%	\$13,215.44	3.0%	\$13,611.91	2.5%	\$13,952.21	2.5%	\$14,301.01	2.25%	\$14,622.78	2.0%	\$14,915.24
MGMT11	\$11,562.65	3.75%	\$11,996.25	3.5%	\$12,416.12	3.25%	\$12,819.64	3.0%	\$13,204.23	3.0%	\$13,600.36	3.0%	\$14,008.37	3.0%	\$14,428.62	2.5%	\$14,789.34	2.5%	\$15,159.07	2.25%	\$15,500.15	2.0%	\$15,810.15
MGMT12	\$12,256.41	3.75%	\$12,716.03	3.5%	\$13,161.09	3.25%	\$13,588.82	3.0%	\$13,996.49	3.0%	\$14,416.38	3.0%	\$14,848.87	3.0%	\$15,294.34	2.5%	\$15,676.70	2.5%	\$16,068.62	2.25%	\$16,430.16	2.0%	\$16,758.76
MGMT13	\$12,869.23	3.75%	\$13,351.83	3.5%	\$13,819.14	3.25%	\$14,268.26	3.0%	\$14,696.31	3.0%	\$15,137.20	3.0%	\$15,591.32	3.0%	\$16,059.06	2.5%	\$16,460.53	2.5%	\$16,872.05	2.25%	\$17,251.67	2.0%	\$17,596.70

BIWEEKLY

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT3	\$ 2,541.36	3.75%	\$ 2,636.66	3.5%	\$ 2,728.94	3.25%	\$ 2,817.63	3.0%	\$ 2,902.16	3.0%	\$ 2,989.23	3.0%	\$ 3,078.91	3.0%	\$ 3,171.27	2.5%	\$ 3,250.55	2.5%	\$ 3,331.82	2.25%	\$ 3,406.78	2.0%	\$ 3,474.92
MGMT4	\$ 2,802.10	3.75%	\$ 2,907.18	3.5%	\$ 3,008.93	3.25%	\$ 3,106.72	3.0%	\$ 3,199.93	3.0%	\$ 3,295.92	3.0%	\$ 3,394.80	3.0%	\$ 3,496.65	2.5%	\$ 3,584.06	2.5%	\$ 3,673.66	2.25%	\$ 3,756.32	2.0%	\$ 3,831.45
MGMT5	\$ 3,161.33	3.75%	\$ 3,279.88	3.5%	\$ 3,394.68	3.25%	\$ 3,505.01	3.0%	\$ 3,610.16	3.0%	\$ 3,718.46	3.0%	\$ 3,830.01	3.0%	\$ 3,944.92	2.5%	\$ 4,043.54	2.5%	\$ 4,144.63	2.25%	\$ 4,237.88	2.0%	\$ 4,322.64
MGMT6	\$ 3,485.69	3.75%	\$ 3,616.40	3.5%	\$ 3,742.97	3.25%	\$ 3,864.62	3.0%	\$ 3,980.56	3.0%	\$ 4,099.98	3.0%	\$ 4,222.97	3.0%	\$ 4,349.66	2.5%	\$ 4,458.41	2.5%	\$ 4,569.87	2.25%	\$ 4,672.69	2.0%	\$ 4,766.14
MGMT7	\$ 3,843.32	3.75%	\$ 3,987.44	3.5%	\$ 4,127.00	3.25%	\$ 4,261.13	3.0%	\$ 4,388.96	3.0%	\$ 4,520.63	3.0%	\$ 4,656.25	3.0%	\$ 4,795.94	2.5%	\$ 4,915.84	2.5%	\$ 5,038.73	2.25%	\$ 5,152.10	2.0%	\$ 5,255.15
MGMT8	\$ 4,237.64	3.75%	\$ 4,396.55	3.5%	\$ 4,550.43	3.25%	\$ 4,698.32	3.0%	\$ 4,839.27	3.0%	\$ 4,984.45	3.0%	\$ 5,133.98	3.0%	\$ 5,288.00	2.5%	\$ 5,420.20	2.5%	\$ 5,555.71	2.25%	\$ 5,680.71	2.0%	\$ 5,794.33
MGMT9	\$ 4,566.06	3.75%	\$ 4,737.29	3.5%	\$ 4,903.09	3.25%	\$ 5,062.44	3.0%	\$ 5,214.31	3.0%	\$ 5,370.74	3.0%	\$ 5,531.87	3.0%	\$ 5,697.82	2.5%	\$ 5,840.27	2.5%	\$ 5,986.27	2.25%	\$ 6,120.97	2.0%	\$ 6,243.39
MGMT10	\$ 5,034.54	3.75%	\$ 5,223.33	3.5%	\$ 5,406.15	3.25%	\$ 5,581.85	3.0%	\$ 5,749.30	3.0%	\$ 5,921.78	3.0%	\$ 6,099.44	3.0%	\$ 6,282.42	2.5%	\$ 6,439.48	2.5%	\$ 6,600.47	2.25%	\$ 6,748.98	2.0%	\$ 6,883.96
MGMT11	\$ 5,336.61	3.75%	\$ 5,536.73	3.5%	\$ 5,730.52	3.25%	\$ 5,916.76	3.0%	\$ 6,094.26	3.0%	\$ 6,277.09	3.0%	\$ 6,465.40	3.0%	\$ 6,659.36	2.5%	\$ 6,825.85	2.5%	\$ 6,996.49	2.25%	\$ 7,153.92	2.0%	\$ 7,296.99
MGMT12	\$ 5,656.81	3.75%	\$ 5,868.94	3.5%	\$ 6,074.35	3.25%	\$ 6,271.76	3.0%	\$ 6,459.92	3.0%	\$ 6,653.71	3.0%	\$ 6,853.33	3.0%	\$ 7,058.93	2.5%	\$ 7,235.40	2.5%	\$ 7,416.28	2.25%	\$ 7,583.15	2.0%	\$ 7,734.81
MGMT13	\$ 5,939.65	3.75%	\$ 6,162.38	3.5%	\$ 6,378.07	3.25%	\$ 6,585.35	3.0%	\$ 6,782.91	3.0%	\$ 6,986.40	3.0%	\$ 7,195.99	3.0%	\$ 7,411.87	2.5%	\$ 7,597.17	2.5%	\$ 7,787.10	2.25%	\$ 7,962.31	2.0%	\$ 8,121.55

HOURLY

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT3	\$ 31.76700	3.75%	\$ 32.95826	3.5%	\$ 34.11180	3.25%	\$ 35.22043	3.0%	\$ 36.27705	3.0%	\$ 37.36536	3.0%	\$ 38.48632	3.0%	\$ 39.64091	2.5%	\$ 40.63193	2.5%	\$ 41.64773	2.25%	\$ 42.58480	2.0%	\$ 43.43650
MGMT4	\$ 35.02629	3.75%	\$ 36.33978	3.5%	\$ 37.61167	3.25%	\$ 38.83405	3.0%	\$ 39.99907	3.0%	\$ 41.19904	3.0%	\$ 42.43502	3.0%	\$ 43.70807	2.5%	\$ 44.80077	2.5%	\$ 45.92079	2.25%	\$ 46.95400	2.0%	\$ 47.89308
MGMT5	\$ 39.51666	3.75%	\$ 40.99854	3.5%	\$ 42.43349	3.25%	\$ 43.81258	3.0%	\$ 45.12695	3.0%	\$ 46.48076	3.0%	\$ 47.87518	3.0%	\$ 49.31144	2.5%	\$ 50.54423	2.5%	\$ 51.80783	2.25%	\$ 52.97351	2.0%	\$ 54.03298
MGMT6	\$ 43.57107	3.75%	\$ 45.20499	3.5%	\$ 46.78716	3.25%	\$ 48.30775	3.0%	\$ 49.75698	3.0%	\$ 51.24969	3.0%	\$ 52.78718	3.0%	\$ 54.37079	2.5%	\$ 55.73006	2.5%	\$ 57.12332	2.25%	\$ 58.40859	2.0%	\$ 59.57676
MGMT7	\$ 48.04147	3.75%	\$ 49.84302	3.5%	\$ 51.58753	3.25%	\$ 53.26412	3.0%	\$ 54.86204	3.0%	\$ 56.50791	3.0%	\$ 58.20314	3.0%	\$ 59.94924	2.5%	\$ 61.44797	2.5%	\$ 62.98417	2.25%	\$ 64.40131	2.0%	\$ 65.68934
MGMT8	\$ 52.97052	3.75%	\$ 54.95691	3.5%	\$ 56.88041	3.25%	\$ 58.72902	3.0%	\$ 60.49089	3.0%	\$ 62.30562	3.0%	\$ 64.17479	3.0%	\$ 66.10003	2.5%	\$ 67.75253	2.5%	\$ 69.44634	2.25%	\$ 71.00889	2.0%	\$ 72.42906
MGMT9	\$ 57.07574	3.75%	\$ 59.21608	3.5%	\$ 61.28864	3.25%	\$ 63.28052	3.0%	\$ 65.17893	3.0%	\$ 67.13430	3.0%	\$ 69.14833	3.0%	\$ 71.22278	2.5%	\$ 73.00335	2.5%	\$ 74.82843	2.25%	\$ 76.51207	2.0%	\$ 78.04232
MGMT10	\$ 62.93171	3.75%	\$ 65.29164	3.5%	\$ 67.57685	3.25%	\$ 69.77310	3.0%	\$ 71.86629	3.0%	\$ 74.02228	3.0%	\$ 76.24295	3.0%	\$ 78.53024	2.5%	\$ 80.49349	2.5%	\$ 82.50583	2.25%	\$ 84.36221	2.0%	\$ 86.04946
MGMT11	\$ 66.70761	3.75%	\$ 69.20914	3.5%	\$ 71.63146	3.25%	\$ 73.95949	3.0%	\$ 76.17827	3.0%	\$ 78.46362	3.0%	\$ 80.81753	3.0%	\$ 83.24205	2.5%	\$ 85.32310	2.5%	\$ 87.45618	2.25%	\$ 89.42395	2.0%	\$ 91.21243
MGMT12	\$ 70.71006	3.75%	\$ 73.36169	3.5%	\$ 75.92935	3.25%	\$ 78.39706	3.0%	\$ 80.74897	3.0%	\$ 83.17144	3.0%	\$ 85.66658	3.0%	\$ 88.23658	2.5%	\$ 90.44249	2.5%	\$ 92.70355	2.25%	\$ 94.78938	2.0%	\$ 96.68517
MGMT13	\$ 74.24557	3.75%	\$ 77.02978	3.5%	\$ 79.72582	3.25%	\$ 82.31691	3.0%	\$ 84.78642	3.0%	\$ 87.33001	3.0%	\$ 89.94991	3.0%	\$ 92.64841	2.5%	\$ 94.96462	2.5%	\$ 97.33873	2.25%	\$ 99.52885	2.0%	\$ 101.51943

POLICE SWORN JOB FAMILY									
TITLE	GRADE	ANNUAL		MONTHLY		BIWEEKLY		HOURLY	
		MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Deputy Police Chief	PD5	\$ 200,643	\$ 205,157	\$ 16,720.23	\$ 17,096.44	\$ 7,717.03	\$ 7,890.66	\$ 96.46	\$ 98.63
Police Commander	PD4	\$ 167,509	\$ 181,709	\$ 13,959.08	\$ 15,142.39	\$ 6,442.65	\$ 6,988.80	\$ 80.53	\$ 87.36
Police Sergeant	PD2	\$ 136,986	\$ 148,598	\$ 11,415.51	\$ 12,383.20	\$ 5,268.70	\$ 5,715.33	\$ 65.86	\$ 71.44
Master Police Officer	PDM	\$ 125,204		\$ 10,433.70		\$ 4,815.55		\$ 60.19	
Police Officer	PD1	\$ 90,555	\$ 119,813	\$ 7,546.28	\$ 9,984.40	\$ 3,482.90	\$ 4,608.18	\$ 43.54	\$ 57.60
Police Officer ND	PD1 ND	\$ 89,212	\$ 118,036	\$ 7,434.37	\$ 9,836.34	\$ 3,431.25	\$ 4,539.85	\$ 42.89	\$ 56.75
Police Recruit	PR	\$ 84,159		\$ 7,013.27		\$ 3,236.89		\$ 40.46	

POLICE SWORN

ANNUAL									
	1		2		3		4		5
PD1	\$ 90,555	7.25%	\$ 97,121	7.25%	\$ 104,162	7.25%	\$ 111,714	7.25%	\$ 119,813
PD1 ND	\$ 89,212	7.25%	\$ 95,680	7.25%	\$ 102,617	7.25%	\$ 110,057	7.25%	\$ 118,036
PDM	\$ 125,204								
PD2	\$ 136,986	3.00%	\$ 141,096	3.00%	\$ 145,329	2.25%	\$ 148,598		
PD4	\$ 167,509	3.00%	\$ 172,534	3.00%	\$ 177,710	2.25%	\$ 181,709		
PD5	\$ 200,643	2.25%	\$ 205,157						
PR	\$ 84,159								

MONTHLY									
	1		2		3		4		5
PD1	\$7,546.28	7.25%	\$8,093.38	7.25%	\$8,680.15	7.25%	\$9,309.46	7.25%	\$9,984.40
PD1 ND	\$7,434.37	7.25%	\$7,973.36	7.25%	\$8,551.43	7.25%	\$9,171.41	7.25%	\$9,836.34
PDM	\$10,433.70								
PD2	\$11,415.51	3.00%	\$11,757.97	3.00%	\$12,110.71	2.25%	\$12,383.20		
PD4	\$13,959.08	3.00%	\$14,377.85	3.0%	\$14,809.19	2.25%	\$15,142.39		
PD5	\$16,720.23	2.25%	\$17,096.44						
PR	\$7,013.27								

BIWEEKLY									
	1		2		3		4		5
PD1	\$ 3,482.90	7.25%	\$ 3,735.41	7.25%	\$ 4,006.22	7.25%	\$ 4,296.68	7.25%	\$ 4,608.18
PD1 ND	\$ 3,431.25	7.25%	\$ 3,680.01	7.25%	\$ 3,946.81	7.25%	\$ 4,232.96	7.25%	\$ 4,539.85
PDM	\$ 4,815.55								
PD2	\$ 5,268.70	3.00%	\$ 5,426.76	3.00%	\$ 5,589.56	2.25%	\$ 5,715.33		
PD4	\$ 6,442.65	2.25%	\$ 6,635.93	3.00%	\$ 6,835.01	2.25%	\$ 6,988.80		
PD5	\$ 7,717.03	2.25%	\$ 7,890.66						
PR	\$ 3,236.89								

HOURLY									
	1		2		3		4		5
PD1	\$ 43.53622	7.25%	\$ 46.69259	7.25%	\$ 50.07781	7.25%	\$ 53.70845	7.25%	\$ 57.60231
PD1 ND	\$ 42.89060	7.25%	\$ 46.00016	7.25%	\$ 49.33518	7.25%	\$ 52.91198	7.25%	\$ 56.74809
PDM	\$ 60.19441								
PD2	\$ 65.85871	3.00%	\$ 67.83447	3.00%	\$ 69.86950	2.25%	\$ 71.44157		
PD4	\$ 80.53315	2.25%	\$ 82.94915						
PD5	\$ 96.46288	2.25%	\$ 98.63329						
PR	\$ 40.46117						20		

*Salary and percentage figures in pay plan may vary slightly from actual amounts due to rounding

PROFESSIONAL JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Senior Assistant City Attorney	PROF11	\$ 123,603	\$ 145,386	\$ 169,008	\$10,300.24	\$14,084.00	\$4,753.96	\$6,500.31	\$ 59.42	\$ 81.25
Assistant City Attorney II Civil Engineer IV Emergency Manager Traffic Engineer IV	PROF10	\$ 111,858	\$ 131,571	\$ 152,948	\$9,321.49	\$12,745.70	\$4,302.22	\$5,882.63	\$ 53.78	\$ 73.53
Assistant City Attorney I Civil Engineer III Community Connectivity Manager OT/ITCS Security Operations Analyst Traffic Engineer III Water Resources Administrator	PROF9	\$ 101,229	\$ 119,069	\$ 138,415	\$8,435.73	\$11,534.57	\$3,893.42	\$5,323.65	\$ 48.67	\$ 66.55
Assistant to the City Manager Civil Engineer II Emergency Management Coordinator Grants Administrator Housing Grants Administrator Public Works Project Manager Redevelopment Manager Senior Budget Analyst Senior Financial Systems Analyst Senior Landscape Architect Senior Planner Senior Public Information Officer Performance Alignment Analyst Traffic Engineer II	PROF8	\$ 91,610	\$ 107,754	\$ 125,262	\$7,634.15	\$10,438.53	\$3,523.45	\$4,817.78	\$ 44.04	\$ 60.22
ADA Coordinator Budget Analyst Civil Engineer I Communications Manager Financial Business Analyst Financial Systems Analyst Housing Development Specialist Lead Crime Analyst Pavement Management Coordinator Public Information Officer Records Management Coordinator Safety Specialist Senior Benefits Specialist Senior Compensation Analyst Senior Economic Development Specialist Senior GIS Analyst Senior Human Resources Business Partner Senior Human Resources Generalist Senior Sustainability Coordinator Special Events and Public Arts Manager Traffic Engineer I	PROF7	\$ 82,905	\$ 97,515	\$ 113,360	\$6,908.73	\$9,446.63	\$3,188.65	\$4,359.98	\$ 39.86	\$ 54.50

PROFESSIONAL JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Behavioral Health Clinician II	PROF6	\$ 75,027	\$ 88,249	\$ 102,588	\$6,252.25	\$8,548.99	\$2,885.65	\$3,945.69	\$ 36.07	\$ 49.32
Benefits Specialist										
Compensation Analyst										
Crime Analyst										
Economic Development Specialist										
Employment Specialist										
Forensic Interviewer Cultural Coordinator - Bilingual (Ralston House)										
Forensic Interviewer Cultural Coordinator (Ralston House)										
GIS Analyst										
Human Resources Business Partner										
HRIS Systems Analyst										
Lead Forensic Interviewer (Ralston House)										
Lead Forensic Interviewer - Therapist (Ralston House)										
Neighborhood Engagement Coordinator										
Planner II										
Police Recruiter										
Risk and Claims Analyst										
Sales Tax Auditor										
Senior Accountant										
Senior Probation Officer										
Senior Procurement Specialist										
Stormwater Regulatory Analyst										
Transportation Planner										
Victim Family Support Advocate Cultural Coordinator - Bilingual (Ralston House)										
Victim Family Support Advocate Cultural Coordinator (Ralston House)										
Water Quality Scientist										
Water Resources Analyst										
Accountant	PROF5	\$ 67,898	\$ 79,863	\$ 92,840	\$5,658.14	\$7,736.64	\$2,611.45	\$3,570.76	\$ 32.64	\$ 44.63
Behavioral Health Clinician I										
Business Analyst										
Communications Coordinator										
Constituent Services Liaison										
Economic Development Specialist										
Education Administrator										
Forensic Interviewer - Bilingual (Ralston House)										
Forensic Interviewer (Ralston House)										
Grants Accountant										
Investment Analyst										
Planner I										
Police Accreditation Analyst										
Procurement Specialist										
Sales Coordinator										
Special Events Coordinator										
Assistant Golf Manager	PROF4	\$ 61,446	\$ 72,275	\$ 84,018	\$5,120.49	\$7,001.49	\$2,363.30	\$3,231.45	\$ 29.54	\$ 40.39
Assistant Restaurant Manager										
Creative Services Designer										
Development Officer (Ralston House)										
Digital Content Producer										
Golf Professional										
Multi Media Technician										

PROFESSIONAL

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF4	\$ 61,446	3.75%	\$ 63,750	3.5%	\$ 65,981	3.25%	\$ 68,126	3.0%	\$ 70,170	3.0%	\$ 72,275	3.0%	\$ 74,443	3.0%	\$ 76,676	2.5%	\$ 78,593	2.5%	\$ 80,558	2.25%	\$ 82,370	2.0%	\$ 84,018
PROF5	\$ 67,898	3.75%	\$ 70,444	3.5%	\$ 72,909	3.25%	\$ 75,279	3.0%	\$ 77,537	3.0%	\$ 79,863	3.0%	\$ 82,259	3.0%	\$ 84,727	2.5%	\$ 86,845	2.5%	\$ 89,016	2.25%	\$ 91,019	2.0%	\$ 92,840
PROF6	\$ 75,027	3.75%	\$ 77,840	3.5%	\$ 80,565	3.25%	\$ 83,183	3.0%	\$ 85,679	3.0%	\$ 88,249	3.0%	\$ 90,897	3.0%	\$ 93,623	2.5%	\$ 95,964	2.5%	\$ 98,363	2.25%	\$ 100,576	2.0%	\$ 102,588
PROF7	\$ 82,905	3.75%	\$ 86,014	3.5%	\$ 89,024	3.25%	\$ 91,917	3.0%	\$ 94,675	3.0%	\$ 97,515	3.0%	\$ 100,441	3.0%	\$ 103,454	2.5%	\$ 106,040	2.5%	\$ 108,691	2.25%	\$ 111,137	2.0%	\$ 113,360
PROF8	\$ 91,610	3.75%	\$ 95,045	3.5%	\$ 98,372	3.25%	\$ 101,569	3.0%	\$ 104,616	3.0%	\$ 107,754	3.0%	\$ 110,987	3.0%	\$ 114,317	2.5%	\$ 117,175	2.5%	\$ 120,104	2.25%	\$ 122,806	2.0%	\$ 125,262
PROF9	\$ 101,229	3.75%	\$ 105,025	3.5%	\$ 108,701	3.25%	\$ 112,234	3.0%	\$ 115,601	3.0%	\$ 119,069	3.0%	\$ 122,641	3.0%	\$ 126,320	2.5%	\$ 129,478	2.5%	\$ 132,715	2.25%	\$ 135,701	2.0%	\$ 138,415
PROF10	\$ 111,858	3.75%	\$ 116,053	3.5%	\$ 120,114	3.25%	\$ 124,018	3.0%	\$ 127,739	3.0%	\$ 131,571	3.0%	\$ 135,518	3.0%	\$ 139,583	2.5%	\$ 143,073	2.5%	\$ 146,650	2.25%	\$ 149,949	2.0%	\$ 152,948
PROF11	\$ 123,603	3.75%	\$ 128,238	3.5%	\$ 132,726	3.25%	\$ 137,040	3.0%	\$ 141,151	3.0%	\$ 145,386	3.0%	\$ 149,747	3.0%	\$ 154,240	2.5%	\$ 158,096	2.5%	\$ 162,048	2.25%	\$ 165,694	2.0%	\$ 169,008

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF4	\$5,120.49	3.75%	\$5,312.51	3.5%	\$5,498.45	3.25%	\$5,677.15	3.0%	\$5,847.46	3.0%	\$6,022.88	3.0%	\$6,203.57	3.0%	\$6,389.68	2.5%	\$6,549.42	2.5%	\$6,713.16	2.25%	\$6,864.20	2.0%	\$7,001.49
PROF5	\$5,658.14	3.75%	\$5,870.32	3.5%	\$6,075.78	3.25%	\$6,273.25	3.0%	\$6,461.44	3.0%	\$6,655.29	3.0%	\$6,854.95	3.0%	\$7,060.59	2.5%	\$7,237.11	2.5%	\$7,418.04	2.25%	\$7,584.94	2.0%	\$7,736.64
PROF6	\$6,252.25	3.75%	\$6,486.71	3.5%	\$6,713.74	3.25%	\$6,931.94	3.0%	\$7,139.90	3.0%	\$7,354.09	3.0%	\$7,574.71	3.0%	\$7,801.96	2.5%	\$7,997.00	2.5%	\$8,196.93	2.25%	\$8,381.36	2.0%	\$8,548.99
PROF7	\$6,908.73	3.75%	\$7,167.81	3.5%	\$7,418.68	3.25%	\$7,659.79	3.0%	\$7,889.58	3.0%	\$8,126.27	3.0%	\$8,370.06	3.0%	\$8,621.16	2.5%	\$8,836.69	2.5%	\$9,057.61	2.25%	\$9,261.40	2.0%	\$9,446.63
PROF8	\$7,634.15	3.75%	\$7,920.43	3.5%	\$8,197.64	3.25%	\$8,464.07	3.0%	\$8,717.99	3.0%	\$8,979.53	3.0%	\$9,248.92	3.0%	\$9,526.38	2.5%	\$9,764.54	2.5%	\$10,008.66	2.25%	\$10,233.85	2.0%	\$10,438.53
PROF9	\$8,435.73	3.75%	\$8,752.07	3.5%	\$9,058.40	3.25%	\$9,352.80	3.0%	\$9,633.38	3.0%	\$9,922.38	3.0%	\$10,220.05	3.0%	\$10,526.65	2.5%	\$10,789.82	2.5%	\$11,059.57	2.25%	\$11,308.41	2.0%	\$11,534.57
PROF10	\$9,321.49	3.75%	\$9,671.04	3.5%	\$10,009.53	3.25%	\$10,334.84	3.0%	\$10,644.88	3.0%	\$10,964.23	3.0%	\$11,293.16	3.0%	\$11,631.95	2.5%	\$11,922.75	2.5%	\$12,220.82	2.25%	\$12,495.79	2.0%	\$12,745.70
PROF11	\$10,300.24	3.75%	\$10,686.50	3.5%	\$11,060.53	3.25%	\$11,420.00	3.0%	\$11,762.60	3.0%	\$12,115.47	3.0%	\$12,478.94	3.0%	\$12,853.31	2.5%	\$13,174.64	2.5%	\$13,504.01	2.25%	\$13,807.85	2.0%	\$14,084.00

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF4	\$ 2,363.30	3.75%	\$ 2,451.93	3.5%	\$ 2,537.74	3.25%	\$ 2,620.22	3.0%	\$ 2,698.83	3.0%	\$ 2,779.79	3.0%	\$ 2,863.19	3.0%	\$ 2,949.08	2.5%	\$ 3,022.81	2.5%	\$ 3,098.38	2.25%	\$ 3,168.09	2.0%	\$ 3,231.45
PROF5	\$ 2,611.45	3.75%	\$ 2,709.38	3.5%	\$ 2,804.21	3.25%	\$ 2,895.34	3.0%	\$ 2,982.20	3.0%	\$ 3,071.67	3.0%	\$ 3,163.82	3.0%	\$ 3,258.74	2.5%	\$ 3,340.20	2.5%	\$ 3,423.71	2.25%	\$ 3,500.74	2.0%	\$ 3,570.76
PROF6	\$ 2,885.65	3.75%	\$ 2,993.86	3.5%	\$ 3,098.65	3.25%	\$ 3,199.36	3.0%	\$ 3,295.34	3.0%	\$ 3,394.20	3.0%	\$ 3,496.02	3.0%	\$ 3,600.90	2.5%	\$ 3,690.93	2.5%	\$ 3,783.20	2.25%	\$ 3,868.32	2.0%	\$ 3,945.69
PROF7	\$ 3,188.65	3.75%	\$ 3,308.22	3.5%	\$ 3,424.01	3.25%	\$ 3,535.29	3.0%	\$ 3,641.35	3.0%	\$ 3,750.59	3.0%	\$ 3,863.10	3.0%	\$ 3,979.00	2.5%	\$ 4,078.47	2.5%	\$ 4,180.43	2.25%	\$ 4,274.49	2.0%	\$ 4,359.98
PROF8	\$ 3,523.45	3.75%	\$ 3,655.58	3.5%	\$ 3,783.53	3.25%	\$ 3,906.49	3.0%	\$ 4,023.69	3.0%	\$ 4,144.40	3.0%	\$ 4,268.73	3.0%	\$ 4,396.79	2.5%	\$ 4,506.71	2.5%	\$ 4,619.38	2.25%	\$ 4,723.32	2.0%	\$ 4,817.78
PROF9	\$ 3,893.42	3.75%	\$ 4,039.42	3.5%	\$ 4,180.80	3.25%	\$ 4,316.67	3.0%	\$ 4,446.18	3.0%	\$ 4,579.56	3.0%	\$ 4,716.95	3.0%	\$ 4,858.46	2.5%	\$ 4,979.92	2.5%	\$ 5,104.41	2.25%	\$ 5,219.26	2.0%	\$ 5,323.65
PROF10	\$ 4,302.22	3.75%	\$ 4,463.56	3.5%	\$ 4,619.78	3.25%	\$ 4,769.93	3.0%	\$ 4,913.02	3.0%	\$ 5,060.41	3.0%	\$ 5,212.23	3.0%	\$ 5,368.59	2.5%	\$ 5,502.81	2.5%	\$ 5,640.38	2.25%	\$ 5,767.29	2.0%	\$ 5,882.63
PROF11	\$ 4,753.96	3.75%	\$ 4,932.23	3.5%	\$ 5,104.86	3.25%	\$ 5,270.77	3.0%	\$ 5,428.89	3.0%	\$ 5,591.76	3.0%	\$ 5,759.51	3.0%	\$ 5,932.30	2.5%	\$ 6,080.60	2.5%	\$ 6,232.62	2.25%	\$ 6,372.85	2.0%	\$ 6,500.31

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF4	\$ 29.54129	3.75%	\$ 30.64909	3.5%	\$ 31.72181	3.25%	\$ 32.75276	3.0%	\$ 33.73535	3.0%	\$ 34.74741	3.0%	\$ 35.78983	3.0%	\$ 36.86352	2.5%	\$ 37.78511	2.5%	\$ 38.72974	2.25%	\$ 39.60116	2.0%	\$ 40.39318
PROF5	\$ 32.64312	3.75%	\$ 33.86724	3.5%	\$ 35.05260	3.25%	\$ 36.19180	3.0%	\$ 37.27756	3.0%	\$ 38.39589	3.0%	\$ 39.54776	3.0%	\$ 40.73419	2.5%	\$ 41.75255	2.5%	\$ 42.79636	2.25%	\$ 43.75928	2.0%	\$ 44.63447
PROF6	\$ 36.07065	3.75%	\$ 37.42330	3.5%	\$ 38.73312	3.25%	\$ 39.99194	3.0%	\$ 41.19170	3.0%	\$ 42.42745	3.0%	\$ 43.70028	3.0%	\$ 45.01129	2.5%	\$ 46.13657	2.5%	\$ 47.28998	2.25%	\$ 48.35401	2.0%	\$ 49.32109
PROF7	\$ 39.85807	3.75%	\$ 41.35275	3.5%	\$ 42.80009	3.25%	\$ 44.19110	3.0%	\$ 45.51683	3.0%	\$ 46.88234	3.0%	\$ 48.28881	3.0%	\$ 49.73747	2.5%	\$ 50.98091	2.5%	\$ 52.25543	2.25%	\$ 53.43118	2.0%	\$ 54.49980
PROF8	\$ 44.04317	3.75%	\$ 45.69479	3.5%	\$ 47.29410	3.25%	\$ 48.83116	3.0%	\$ 50.29610	3.0%	\$ 51.80498	3.0%	\$ 53.35913	3.0%	\$ 54.95990	2.5%	\$ 56.33390	2.5%	\$ 57.74225	2.25%	\$ 59.04145	2.0%	\$ 60.22228
PROF9	\$ 48.66770	3.75%	\$ 50.49274	3.5%	\$ 52.25999	3.25%	\$ 53.95844	3.0%	\$ 55.57719	3.0%	\$ 57.24450	3.0%	\$ 58.96184	3.0%	\$ 60.73069	2.5%	\$ 62.24896	2.5%	\$ 63.80519	2.25%	\$ 65.24080	2.0%	\$ 66.54562
PROF10	\$ 53.77781	3.75%	\$ 55.79448	3.5%	\$ 57.74728	3.25%	\$ 59.62407	3.0%	\$ 61.41279	3.0%	\$ 63.25518	3.0%	\$ 65.15283	3.0%	\$ 67.10742	2.5%	\$ 68.78510	2.5%	\$ 70.50473	2.25%	\$ 72.09109	2.0%	\$ 73.53291
PROF11	\$ 59.42448	3.75%	\$ 61.65290	3.5%	\$ 63.81075	3.25%	\$ 65.88460	3.0%	\$ 67.86114	3.0%	\$ 69.89697	3.0%	\$ 71.99388	3.0%	\$ 74.15370	2.5%	\$ 76.00754	2.5%	\$ 77.90773	2.25%	\$ 79.66065	2.0%	\$ 81.25386

TECHNICAL & BUSINESS SUPPORT JOB FAMILY										
TITLE	GRADE	ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
		MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Criminalist Lead Senior Civil Designer SCADA Process and Controls Technician II	TBS10	\$ 85,298	\$ 100,330	\$ 116,632	\$7,108.18	\$9,719.34	\$3,280.70	\$4,485.85	\$ 41.01	\$ 56.07
Combination Inspector III Electrician HVAC Specialist Litigation Paralegal Municipal Inspector Foreman Plans Examiner II SCADA Process and Controls Technician I Stormwater Inspector Foreman	TBS9	\$ 77,438	\$ 91,085	\$ 105,885	\$6,453.18	\$8,823.73	\$2,978.39	\$4,072.49	\$ 37.23	\$ 50.91
Civil CAD Drafter and Land Technician Civilian Accident Investigator Combination Inspector II Computerized Irrigation System Administrator Deputy City Clerk Finance Program Coordinator Land Development Technician Lead Victim Family Support Advocate (Ralston House) Legal Specialist Liquor Licensing Control Administrator Municipal Inspector Patrol Investigative Specialist Plans Examiner I Senior Technical Support Analyst Stormwater Inspector Water Quality Analyst	TBS8	\$ 70,302	\$ 82,692	\$ 96,128	\$5,858.54	\$8,010.65	\$2,703.94	\$3,697.22	\$ 33.80	\$ 46.22
Accounting Specialist Arvada Real Time Information Technician Behavioral Health Case Manager Combination Inspector I Development Technician III Executive Assistant Homeless Navigator Homelessness Resolution Case Manager Housing Navigator Lead Animal Management Officer Lead Code Compliance Officer Lead Evidence Technician Lead Police Services Technician Learning and Development Coordinator Mental Health Case Management Navigator (Ralston House)	TBS7	\$ 63,824	\$ 75,072	\$ 87,270	\$5,318.69	\$7,272.50	\$2,454.78	\$3,356.54	\$ 30.68	\$ 41.96

		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Payroll Specialist	TBS7	\$ 63,824	\$ 75,072	\$ 87,270	\$5,318.69	\$7,272.50	\$2,454.78	\$3,356.54	\$ 30.68	\$ 41.96
Police Division Coordinator										
Senior Human Resources Coordinator										
Senior Survey Technician										
Technical Support Analyst										
Victim Family Support Advocate - Bilingual (Ralston House)										
Victim Family Support Advocate (Ralston House)										
Water Quality Technician II										
Accounts Payable Specialist	TBS6	\$ 57,943	\$ 68,154	\$ 79,228	\$4,828.59	\$6,602.36	\$2,228.58	\$3,047.24	\$ 27.86	\$ 38.09
Accounts Receivable Specialist										
Accounting Technician III										
Animal Management Officer										
Assistant Golf Professional										
Associate Technical Support Analyst										
Code Compliance Officer										
Compliance Agent										
Development Technician II										
Engineering Permit Coordinator										
Engineering Permit Technician II										
Evidence Technician										
GIS Technician										
Housing Specialist										
Human Resources Coordinator										
Lead Police Records Specialist										
NIBRS Data Specialist										
Police Digital Media Technician										
Police Digital Records Technician										
Police Equipment Coordinator										
Police Services Technician										
Police Training Coordinator										
Printing Technician										
Survey Technician										
Water Quality Analyst I										
Administrative Coordinator	TBS5	\$ 52,604	\$ 61,874	\$ 71,928	\$4,383.65	\$5,993.97	\$2,023.22	\$2,766.45	\$ 25.29	\$ 34.58
Administrative Court Clerk										
Administrative Specialist										
Customer Experience Specialist										
Development Technician I										
Engineering Permit Technician I										
Parks Field Programmer										
Parking Ambassador										
Police Records Specialist										
Revenue Technician										
Senior Utilities Services Specialist										

		ANNUAL			MONTHLY		BIWEEKLY		HOURLY	
TITLE	GRADE	MIN	MID	MAX	MIN	MAX	MIN	MAX	MIN	MAX
Storeskeeper	TBS5	\$ 52,604	\$ 61,874	\$ 71,928	\$4,383.65	\$5,993.97	\$2,023.22	\$2,766.45	\$ 25.29	\$ 34.58
Accounting Technician II	TBS4	\$ 47,757	\$ 56,173	\$ 65,300	\$3,979.71	\$5,441.64	\$1,836.79	\$2,511.53	\$ 22.96	\$ 31.39
Administrative Assistant										
Direct Mail Specialist										
Utilities Services Specialist										
Fleet Courier	TBS3	\$ 43,356	\$ 50,997	\$ 59,283	\$3,612.99	\$4,940.21	\$1,667.53	\$2,280.10	\$ 20.84	\$ 28.50

TECHNICAL AND BUSINESS SUPPORT

ANNUAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS3	\$ 43,356	3.75%	\$ 44,982	3.5%	\$ 46,556	3.25%	\$ 48,069	3.0%	\$ 49,511	3.0%	\$ 50,997	3.0%	\$ 52,526	3.0%	\$ 54,102	2.5%	\$ 55,455	2.5%	\$ 56,841	2.25%	\$ 58,120	2.0%	\$ 59,283
TBS4	\$ 47,757	3.75%	\$ 49,547	3.5%	\$ 51,282	3.25%	\$ 52,948	3.0%	\$ 54,537	3.0%	\$ 56,173	3.0%	\$ 57,858	3.0%	\$ 59,594	2.5%	\$ 61,083	2.5%	\$ 62,611	2.25%	\$ 64,019	2.0%	\$ 65,300
TBS5	\$ 52,604	3.75%	\$ 54,576	3.5%	\$ 56,487	3.25%	\$ 58,322	3.0%	\$ 60,072	3.0%	\$ 61,874	3.0%	\$ 63,730	3.0%	\$ 65,642	2.5%	\$ 67,283	2.5%	\$ 68,966	2.25%	\$ 70,517	2.0%	\$ 71,928
TBS6	\$ 57,943	3.75%	\$ 60,116	3.5%	\$ 62,220	3.25%	\$ 64,242	3.0%	\$ 66,169	3.0%	\$ 68,154	3.0%	\$ 70,199	3.0%	\$ 72,305	2.5%	\$ 74,113	2.5%	\$ 75,966	2.25%	\$ 77,675	2.0%	\$ 79,228
TBS7	\$ 63,824	3.75%	\$ 66,218	3.5%	\$ 68,535	3.25%	\$ 70,763	3.0%	\$ 72,886	3.0%	\$ 75,072	3.0%	\$ 77,324	3.0%	\$ 79,644	2.5%	\$ 81,635	2.5%	\$ 83,676	2.25%	\$ 85,559	2.0%	\$ 87,270
TBS8	\$ 70,302	3.75%	\$ 72,939	3.5%	\$ 75,492	3.25%	\$ 77,945	3.0%	\$ 80,283	3.0%	\$ 82,692	3.0%	\$ 85,173	3.0%	\$ 87,728	2.5%	\$ 89,921	2.5%	\$ 92,169	2.25%	\$ 94,243	2.0%	\$ 96,128
TBS9	\$ 77,438	3.75%	\$ 80,342	3.5%	\$ 83,154	3.25%	\$ 85,857	3.0%	\$ 88,432	3.0%	\$ 91,085	3.0%	\$ 93,818	3.0%	\$ 96,632	2.5%	\$ 99,048	2.5%	\$ 101,524	2.25%	\$ 103,809	2.0%	\$ 105,885
TBS10	\$ 85,298	3.75%	\$ 88,497	3.5%	\$ 91,594	3.25%	\$ 94,571	3.0%	\$ 97,408	3.0%	\$ 100,330	3.0%	\$ 103,340	3.0%	\$ 106,441	2.5%	\$ 109,102	2.5%	\$ 111,829	2.25%	\$ 114,345	2.0%	\$ 116,632

MONTHLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS3	\$3,612.99	3.75%	\$3,748.48	3.5%	\$3,879.67	3.25%	\$4,005.76	3.0%	\$4,125.94	3.0%	\$4,249.71	3.0%	\$4,377.21	3.0%	\$4,508.52	2.5%	\$4,621.24	2.5%	\$4,736.77	2.25%	\$4,843.34	2.0%	\$4,940.21
TBS4	\$3,979.71	3.75%	\$4,128.95	3.5%	\$4,273.46	3.25%	\$4,412.35	3.0%	\$4,544.72	3.0%	\$4,681.06	3.0%	\$4,821.49	3.0%	\$4,966.14	2.5%	\$5,090.29	2.5%	\$5,217.55	2.25%	\$5,334.94	2.0%	\$5,441.64
TBS5	\$4,383.65	3.75%	\$4,548.04	3.5%	\$4,707.22	3.25%	\$4,860.20	3.0%	\$5,006.01	3.0%	\$5,156.19	3.0%	\$5,310.87	3.0%	\$5,470.20	2.5%	\$5,606.96	2.5%	\$5,747.13	2.25%	\$5,876.44	2.0%	\$5,993.97
TBS6	\$4,828.59	3.75%	\$5,009.66	3.5%	\$5,185.00	3.25%	\$5,353.51	3.0%	\$5,514.12	3.0%	\$5,679.54	3.0%	\$5,849.93	3.0%	\$6,025.43	2.5%	\$6,176.06	2.5%	\$6,330.46	2.25%	\$6,472.90	2.0%	\$6,602.36
TBS7	\$5,318.69	3.75%	\$5,518.14	3.5%	\$5,711.28	3.25%	\$5,896.89	3.0%	\$6,073.80	3.0%	\$6,256.01	3.0%	\$6,443.70	3.0%	\$6,637.01	2.5%	\$6,802.93	2.5%	\$6,973.00	2.25%	\$7,129.90	2.0%	\$7,272.50
TBS8	\$5,858.54	3.75%	\$6,078.23	3.5%	\$6,290.97	3.25%	\$6,495.43	3.0%	\$6,690.29	3.0%	\$6,891.00	3.0%	\$7,097.73	3.0%	\$7,310.66	2.5%	\$7,493.43	2.5%	\$7,680.76	2.25%	\$7,853.58	2.0%	\$8,010.65
TBS9	\$6,453.18	3.75%	\$6,695.17	3.5%	\$6,929.51	3.25%	\$7,154.71	3.0%	\$7,369.36	3.0%	\$7,590.44	3.0%	\$7,818.15	3.0%	\$8,052.69	2.5%	\$8,254.01	2.5%	\$8,460.36	2.25%	\$8,650.72	2.0%	\$8,823.73
TBS10	\$7,108.18	3.75%	\$7,374.73	3.5%	\$7,632.85	3.25%	\$7,880.92	3.0%	\$8,117.35	3.0%	\$8,360.87	3.0%	\$8,611.69	3.0%	\$8,870.04	2.5%	\$9,091.79	2.5%	\$9,319.09	2.25%	\$9,528.77	2.0%	\$9,719.34

BIWEEKLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS3	\$ 1,667.53	3.75%	\$ 1,730.07	3.5%	\$ 1,790.62	3.25%	\$ 1,848.81	3.0%	\$ 1,904.28	3.0%	\$ 1,961.41	3.0%	\$ 2,020.25	3.0%	\$ 2,080.86	2.5%	\$ 2,132.88	2.5%	\$ 2,186.20	2.25%	\$ 2,235.39	2.0%	\$ 2,280.10
TBS4	\$ 1,836.79	3.75%	\$ 1,905.67	3.5%	\$ 1,972.37	3.25%	\$ 2,036.47	3.0%	\$ 2,097.56	3.0%	\$ 2,160.49	3.0%	\$ 2,225.30	3.0%	\$ 2,292.06	2.5%	\$ 2,349.36	2.5%	\$ 2,408.10	2.25%	\$ 2,462.28	2.0%	\$ 2,511.53
TBS5	\$ 2,023.22	3.75%	\$ 2,099.09	3.5%	\$ 2,172.56	3.25%	\$ 2,243.17	3.0%	\$ 2,310.47	3.0%	\$ 2,379.78	3.0%	\$ 2,451.17	3.0%	\$ 2,524.71	2.5%	\$ 2,587.83	2.5%	\$ 2,652.52	2.25%	\$ 2,712.20	2.0%	\$ 2,766.45
TBS6	\$ 2,228.58	3.75%	\$ 2,312.15	3.5%	\$ 2,393.08	3.25%	\$ 2,470.85	3.0%	\$ 2,544.98	3.0%	\$ 2,621.33	3.0%	\$ 2,699.97	3.0%	\$ 2,780.97	2.5%	\$ 2,850.49	2.5%	\$ 2,921.75	2.25%	\$ 2,987.49	2.0%	\$ 3,047.24
TBS7	\$ 2,454.78	3.75%	\$ 2,546.83	3.5%	\$ 2,635.97	3.25%	\$ 2,721.64	3.0%	\$ 2,803.29	3.0%	\$ 2,887.39	3.0%	\$ 2,974.01	3.0%	\$ 3,063.23	2.5%	\$ 3,139.81	2.5%	\$ 3,218.31	2.25%	\$ 3,290.72	2.0%	\$ 3,356.54
TBS8	\$ 2,703.94	3.75%	\$ 2,805.34	3.5%	\$ 2,903.53	3.25%	\$ 2,997.89	3.0%	\$ 3,087.83	3.0%	\$ 3,180.46	3.0%	\$ 3,275.88	3.0%	\$ 3,374.15	2.5%	\$ 3,458.51	2.5%	\$ 3,544.97	2.25%	\$ 3,624.73	2.0%	\$ 3,697.22
TBS9	\$ 2,978.39	3.75%	\$ 3,090.08	3.5%	\$ 3,198.23	3.25%	\$ 3,302.18	3.0%	\$ 3,401.24	3.0%	\$ 3,503.28	3.0%	\$ 3,608.38	3.0%	\$ 3,716.63	2.5%	\$ 3,809.54	2.5%	\$ 3,904.78	2.25%	\$ 3,992.64	2.0%	\$ 4,072.49
TBS10	\$ 3,280.70	3.75%	\$ 3,403.72	3.5%	\$ 3,522.85	3.25%	\$ 3,637.35	3.0%	\$ 3,746.47	3.0%	\$ 3,858.86	3.0%	\$ 3,974.63	3.0%	\$ 4,093.87	2.5%	\$ 4,196.21	2.5%	\$ 4,301.12	2.25%	\$ 4,397.89	2.0%	\$ 4,485.85

HOURLY																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS3	\$ 20.84417	3.75%	\$ 21.62583	3.5%	\$ 22.38274	3.25%	\$ 23.11017	3.0%	\$ 23.80348	3.0%	\$ 24.51758	3.0%	\$ 25.25311	3.0%	\$ 26.01070	2.5%	\$ 26.66097	2.5%	\$ 27.32750	2.25%	\$ 27.94237	2.0%	\$ 28.50121
TBS4	\$ 22.95986	3.75%	\$ 23.82085	3.5%	\$ 24.65458	3.25%	\$ 25.45586	3.0%	\$ 26.21953	3.0%	\$ 27.00612	3.0%	\$ 27.81630	3.0%	\$ 28.65079	2.5%	\$ 29.36706	2.5%	\$ 30.10124	2.25%	\$ 30.77852	2.0%	\$ 31.39409
TBS5	\$ 25.29028	3.75%	\$ 26.23867	3.5%	\$ 27.15702	3.25%	\$ 28.03963	3.0%	\$ 28.88082	3.0%	\$ 29.74724	3.0%	\$ 30.63966	3.0%	\$ 31.55885	2.5%	\$ 32.34782	2.5%	\$ 33.15651	2.25%	\$ 33.90253	2.0%	\$ 34.58059
TBS6	\$ 27.85725	3.75%	\$ 28.90189	3.5%	\$ 29.91346	3.25%	\$ 30.88565	3.0%	\$ 31.81222	3.0%	\$ 32.76658	3.0%	\$ 33.74958	3.0%	\$ 34.76207	2.5%	\$ 35.63112	2.5%	\$ 36.52190	2.25%	\$ 37.34364	2.0%	\$ 38.09051
TBS7	\$ 30.68476	3.75%	\$ 31.83544	3.5%	\$ 32.94968	3.25%	\$ 34.02054	3.0%	\$ 35.04116	3.0%	\$ 36.09239	3.0%	\$ 37.17516	3.0%	\$ 38.29042	2.5%	\$ 39.24768	2.5%	\$ 40.22887	2.25%	\$ 41.13402	2.0%	\$ 41.95670
TBS8	\$ 33.79926	3.75%	\$ 35.06673	3.5%	\$ 36.29407	3.25%	\$ 37.47363	3.0%	\$ 38.59784	3.0%	\$ 39.75577	3.0%	\$ 40.94844	3.0%	\$ 42.17690	2.5%	\$ 43.23132	2.5%	\$ 44.31210	2.25%	\$ 45.30912	2.0%	\$ 46.21531
TBS9	\$ 37.22989	3.75%	\$ 38.62601	3.5%	\$ 39.97792	3.25%	\$ 41.27720	3.0%	\$ 42.51552	3.0%	\$ 43.79098	3.0%	\$ 45.10471	3.0%	\$ 46.45785	2.5%	\$ 47.61930	2.5%	\$ 48.80978	2.25%	\$ 49.90800	2.0%	\$ 50.90616
TBS10	\$ 41.00872	3.75%	\$ 42.54655	3.5%	\$ 44.03568	3.25%	\$ 45.46684	3.0%	\$ 46.83084	3.0%	\$ 48.23577	3.0%	\$ 49.68284	3.0%	\$ 51.17332	2.5%	\$ 52.45266	2.5%	\$ 53.76397	2.25%	\$ 54.97366	2.0%	\$ 56.07314

ANNUAL- ALL JOB FAMILIES																							
EXECUTIVE																							
	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$ 173,601	3.75%	\$ 180,111	3.5%	\$ 186,415	3.25%	\$ 192,473	3.0%	\$ 198,247	3.00%	\$ 204,195	3.0%	\$ 210,321	3.0%	\$ 216,630	2.5%	\$ 222,046	2.5%	\$ 227,597	2.25%	\$ 232,718	2.0%	\$ 237,372
EX3	\$ 181,413	3.75%	\$ 188,216	3.5%	\$ 194,803	3.25%	\$ 201,134	3.0%	\$ 207,168	3.00%	\$ 213,383	3.0%	\$ 219,785	3.0%	\$ 226,379	2.5%	\$ 232,038	2.5%	\$ 237,839	2.25%	\$ 243,190	2.0%	\$ 248,054
EX4	\$ 192,751	3.75%	\$ 199,979	3.5%	\$ 206,978	3.25%	\$ 213,705	3.0%	\$ 220,116	3.00%	\$ 226,720	3.0%	\$ 233,522	3.0%	\$ 240,527	2.5%	\$ 246,540	2.5%	\$ 252,704	2.25%	\$ 258,390	2.0%	\$ 263,558

INFORMATION TECHNOLOGY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 84,644	3.75%	\$ 87,819	3.5%	\$ 90,892	3.25%	\$ 93,846	3.0%	\$ 96,662	3.00%	\$ 99,561	3.0%	\$ 102,548	3.0%	\$ 105,625	2.5%	\$ 108,265	2.5%	\$ 110,972	2.25%	\$ 113,469	2.0%	\$ 115,738
INFT2	\$ 91,585	3.75%	\$ 95,020	3.5%	\$ 98,345	3.25%	\$ 101,542	3.0%	\$ 104,588	3.00%	\$ 107,725	3.0%	\$ 110,957	3.0%	\$ 114,286	2.5%	\$ 117,143	2.5%	\$ 120,072	2.25%	\$ 122,773	2.0%	\$ 125,229
INFT3	\$ 99,095	3.75%	\$ 102,811	3.5%	\$ 106,410	3.25%	\$ 109,868	3.0%	\$ 113,164	3.00%	\$ 116,559	3.0%	\$ 120,056	3.0%	\$ 123,657	2.5%	\$ 126,749	2.5%	\$ 129,918	2.25%	\$ 132,841	2.0%	\$ 135,498
INFT4	\$ 107,221	3.75%	\$ 111,242	3.5%	\$ 115,135	3.25%	\$ 118,877	3.0%	\$ 122,444	3.00%	\$ 126,117	3.0%	\$ 129,900	3.0%	\$ 133,797	2.5%	\$ 137,142	2.5%	\$ 140,571	2.25%	\$ 143,734	2.0%	\$ 146,608
INFT5	\$ 116,013	3.75%	\$ 120,364	3.5%	\$ 124,576	3.25%	\$ 128,625	3.0%	\$ 132,484	3.00%	\$ 136,458	3.0%	\$ 140,552	3.0%	\$ 144,769	2.5%	\$ 148,388	2.5%	\$ 152,098	2.25%	\$ 155,520	2.0%	\$ 158,630
INFT6	\$ 125,526	3.75%	\$ 130,233	3.5%	\$ 134,792	3.25%	\$ 139,172	3.0%	\$ 143,348	3.00%	\$ 147,648	3.0%	\$ 152,077	3.0%	\$ 156,640	2.5%	\$ 160,556	2.5%	\$ 164,570	2.25%	\$ 168,272	2.0%	\$ 171,638

LABOR, TRADES, CRAFTS AND UTILITIES																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU3	\$ 41,782	3.75%	\$ 43,349	3.5%	\$ 44,866	3.25%	\$ 46,325	3.0%	\$ 47,714	3.00%	\$ 49,146	3.0%	\$ 50,620	3.0%	\$ 52,139	2.5%	\$ 53,442	2.5%	\$ 54,778	2.25%	\$ 56,011	2.0%	\$ 57,131
LTCU4	\$ 46,061	3.75%	\$ 47,788	3.5%	\$ 49,461	3.25%	\$ 51,068	3.0%	\$ 52,600	3.00%	\$ 54,178	3.0%	\$ 55,804	3.0%	\$ 57,478	2.5%	\$ 58,915	2.5%	\$ 60,388	2.25%	\$ 61,746	2.0%	\$ 62,981
LTCU5	\$ 50,777	3.75%	\$ 52,682	3.5%	\$ 54,526	3.25%	\$ 56,298	3.0%	\$ 57,987	3.00%	\$ 59,726	3.0%	\$ 61,518	3.0%	\$ 63,363	2.5%	\$ 64,948	2.5%	\$ 66,571	2.25%	\$ 68,069	2.0%	\$ 69,430
LTCU6	\$ 55,977	3.75%	\$ 58,076	3.5%	\$ 60,109	3.25%	\$ 62,062	3.0%	\$ 63,924	3.00%	\$ 65,842	3.0%	\$ 67,817	3.0%	\$ 69,852	2.5%	\$ 71,598	2.5%	\$ 73,388	2.25%	\$ 75,039	2.0%	\$ 76,540
LTCU7	\$ 61,709	3.75%	\$ 64,023	3.5%	\$ 66,264	3.25%	\$ 68,418	3.0%	\$ 70,470	3.00%	\$ 72,584	3.0%	\$ 74,762	3.0%	\$ 77,005	2.5%	\$ 78,930	2.5%	\$ 80,903	2.25%	\$ 82,723	2.0%	\$ 84,378
LTCU8	\$ 68,028	3.75%	\$ 70,579	3.5%	\$ 73,050	3.25%	\$ 75,424	3.0%	\$ 77,686	3.00%	\$ 80,017	3.0%	\$ 82,417	3.0%	\$ 84,890	2.5%	\$ 87,012	2.5%	\$ 89,188	2.25%	\$ 91,194	2.0%	\$ 93,018
LTCU9	\$ 74,994	3.75%	\$ 77,807	3.5%	\$ 80,530	3.25%	\$ 83,147	3.0%	\$ 85,641	3.00%	\$ 88,211	3.0%	\$ 90,857	3.0%	\$ 93,583	2.5%	\$ 95,922	2.5%	\$ 98,320	2.25%	\$ 100,533	2.0%	\$ 102,543

	MANAGEMENT																						
	1		2		3		4		5		6		7		8		9		10		11		12
MGMT3	\$ 66,075	3.75%	\$ 68,553	3.5%	\$ 70,953	3.25%	\$ 73,259	3.0%	\$ 75,456	3.00%	\$ 77,720	3.0%	\$ 80,052	3.0%	\$ 82,453	2.5%	\$ 84,514	2.5%	\$ 86,627	2.25%	\$ 88,576	2.0%	\$ 90,348
MGMT4	\$ 72,855	3.75%	\$ 75,587	3.5%	\$ 78,232	3.25%	\$ 80,775	3.0%	\$ 83,198	3.00%	\$ 85,694	3.0%	\$ 88,265	3.0%	\$ 90,913	2.5%	\$ 93,186	2.5%	\$ 95,515	2.25%	\$ 97,664	2.0%	\$ 99,618
MGMT5	\$ 82,195	3.75%	\$ 85,277	3.5%	\$ 88,262	3.25%	\$ 91,130	3.0%	\$ 93,864	3.00%	\$ 96,680	3.0%	\$ 99,580	3.0%	\$ 102,568	2.5%	\$ 105,132	2.5%	\$ 107,760	2.25%	\$ 110,185	2.0%	\$ 112,389
MGMT6	\$ 90,628	3.75%	\$ 94,026	3.5%	\$ 97,317	3.25%	\$ 100,480	3.0%	\$ 103,495	3.00%	\$ 106,599	3.0%	\$ 109,797	3.0%	\$ 113,091	2.5%	\$ 115,919	2.5%	\$ 118,816	2.25%	\$ 121,490	2.0%	\$ 123,920
MGMT7	\$ 99,926	3.75%	\$ 103,673	3.5%	\$ 107,302	3.25%	\$ 110,789	3.0%	\$ 114,113	3.00%	\$ 117,536	3.0%	\$ 121,063	3.0%	\$ 124,694	2.5%	\$ 127,812	2.5%	\$ 131,007	2.25%	\$ 133,955	2.0%	\$ 136,634
MGMT8	\$ 110,179	3.75%	\$ 114,310	3.5%	\$ 118,311	3.25%	\$ 122,156	3.0%	\$ 125,821	3.00%	\$ 129,596	3.0%	\$ 133,484	3.0%	\$ 137,488	2.5%	\$ 140,925	2.5%	\$ 144,448	2.25%	\$ 147,698	2.0%	\$ 150,652
MGMT9	\$ 118,718	3.75%	\$ 123,169	3.5%	\$ 127,480	3.25%	\$ 131,623	3.0%	\$ 135,572	3.00%	\$ 139,639	3.0%	\$ 143,829	3.0%	\$ 148,143	2.5%	\$ 151,847	2.5%	\$ 155,643	2.25%	\$ 159,145	2.0%	\$ 162,328
MGMT10	\$ 130,898	3.75%	\$ 135,807	3.5%	\$ 140,560	3.25%	\$ 145,128	3.0%	\$ 149,482	3.00%	\$ 153,966	3.0%	\$ 158,585	3.0%	\$ 163,343	2.5%	\$ 167,426	2.5%	\$ 171,612	2.25%	\$ 175,473	2.0%	\$ 178,983
MGMT11	\$ 138,752	3.75%	\$ 143,955	3.5%	\$ 148,993	3.25%	\$ 153,836	3.0%	\$ 158,451	3.00%	\$ 163,204	3.0%	\$ 168,100	3.0%	\$ 173,143	2.5%	\$ 177,472	2.5%	\$ 181,909	2.25%	\$ 186,002	2.0%	\$ 189,722
MGMT12	\$ 147,077	3.75%	\$ 152,592	3.5%	\$ 157,933	3.25%	\$ 163,066	3.0%	\$ 167,958	3.00%	\$ 172,997	3.0%	\$ 178,186	3.0%	\$ 183,532	2.5%	\$ 188,120	2.5%	\$ 192,823	2.25%	\$ 197,162	2.0%	\$ 201,105
MGMT13	\$ 154,431	3.75%	\$ 160,222	3.5%	\$ 165,830	3.25%	\$ 171,219	3.0%	\$ 176,356	3.00%	\$ 181,646	3.0%	\$ 187,096	3.0%	\$ 192,709	2.5%	\$ 197,526	2.5%	\$ 202,465	2.25%	\$ 207,020	2.0%	\$ 211,160

POLICE SWORN																						
	1		2		3		4		5													
PD1	\$ 90,555	7.25%	\$ 97,121	7.25%	\$ 104,162	7.25%	\$ 111,714	7.25%	\$ 119,813													
PD1 ND	\$ 89,212	7.25%	\$ 95,680	7.25%	\$ 102,617	7.25%	\$ 110,057	7.25%	\$ 118,036													
PDM	\$ 125,204																					
PD2	\$ 136,986	3.00%	\$ 141,096	3.0%	\$ 145,329	2.25%	\$ 148,598															
PD4	\$ 167,509	2.25%	\$ 172,534	3.0%	\$ 177,710	2.25%	\$ 181,709															
PD5	\$ 200,643	2.25%	\$ 205,157																			
PR	\$ 84,159																					

PROFESSIONAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF4	\$ 61,446	3.75%	\$ 63,750	3.5%	\$ 65,981	3.25%	\$ 68,126	3.0%	\$ 70,170	3.00%	\$ 72,275	3.0%	\$ 74,443	3.0%	\$ 76,676	2.5%	\$ 78,593	2.5%	\$ 80,558	2.25%	\$ 82,370	2.0%	\$ 84,018
PROF5	\$ 67,898	3.75%	\$ 70,444	3.5%	\$ 72,909	3.25%	\$ 75,279	3.0%	\$ 77,537	3.00%	\$ 79,863	3.0%	\$ 82,259	3.0%	\$ 84,727	2.5%	\$ 86,845	2.5%	\$ 89,016	2.25%	\$ 91,019	2.0%	\$ 92,840
PROF6	\$ 75,027	3.75%	\$ 77,840	3.5%	\$ 80,565	3.25%	\$ 83,183	3.0%	\$ 85,679	3.00%	\$ 88,249	3.0%	\$ 90,897	3.0%	\$ 93,623	2.5%	\$ 95,964	2.5%	\$ 98,363	2.25%	\$ 100,576	2.0%	\$ 102,588
PROF7	\$ 82,905	3.75%	\$ 86,014	3.5%	\$ 89,024	3.25%	\$ 91,917	3.0%	\$ 94,675	3.00%	\$ 97,515	3.0%	\$ 100,441	3.0%	\$ 103,454	2.5%	\$ 106,040	2.5%	\$ 108,691	2.25%	\$ 111,137	2.0%	\$ 113,360
PROF8	\$ 91,610	3.75%	\$ 95,045	3.5%	\$ 98,372	3.25%	\$ 101,569	3.0%	\$ 104,616	3.00%	\$ 107,754	3.0%	\$ 110,987	3.0%	\$ 114,317	2.5%	\$ 117,175	2.5%	\$ 120,104	2.25%	\$ 122,806	2.0%	\$ 125,262
PROF9	\$ 101,229	3.75%	\$ 105,025	3.5%	\$ 108,701	3.25%	\$ 112,234	3.0%	\$ 115,601	3.00%	\$ 119,069	3.0%	\$ 122,641	3.0%	\$ 126,320	2.5%	\$ 129,478	2.5%	\$ 132,715	2.25%	\$ 135,701	2.0%	\$ 138,415
PROF10	\$ 111,858	3.75%	\$ 116,053	3.5%	\$ 120,114	3.25%	\$ 124,018	3.0%	\$ 127,739	3.00%	\$ 131,571	3.0%	\$ 135,518	3.0%	\$ 139,583	2.5%	\$ 143,073	2.5%	\$ 146,650	2.25%	\$ 149,949	2.0%	\$ 152,948
PROF11	\$ 123,603	3.75%	\$ 128,238	3.5%	\$ 132,726	3.25%	\$ 137,040	3.0%	\$ 141,151	3.00%	\$ 145,386	3.0%	\$ 149,747	3.0%	\$ 154,240	2.5%	\$ 158,096	2.5%	\$ 162,048	2.25%	\$ 165,694	2.0%	\$ 169,008

ANNUAL- ALL JOB FAMILIES																							
TECHNICAL AND BUSINESS SUPPORT																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS3	\$ 43,356	3.75%	\$ 44,982	3.5%	\$ 46,556	3.25%	\$ 48,069	3.0%	\$ 49,511	3.00%	\$ 50,997	3.0%	\$ 52,526	3.0%	\$ 54,102	2.5%	\$ 55,455	2.5%	\$ 56,841	2.25%	\$ 58,120	2.0%	\$ 59,283
TBS4	\$ 47,757	3.75%	\$ 49,547	3.5%	\$ 51,282	3.25%	\$ 52,948	3.0%	\$ 54,537	3.00%	\$ 56,173	3.0%	\$ 57,858	3.0%	\$ 59,594	2.5%	\$ 61,083	2.5%	\$ 62,611	2.25%	\$ 64,019	2.0%	\$ 65,300
TBS5	\$ 52,604	3.75%	\$ 54,576	3.5%	\$ 56,487	3.25%	\$ 58,322	3.0%	\$ 60,072	3.00%	\$ 61,874	3.0%	\$ 63,730	3.0%	\$ 65,642	2.5%	\$ 67,283	2.5%	\$ 68,966	2.25%	\$ 70,517	2.0%	\$ 71,928
TBS6	\$ 57,943	3.75%	\$ 60,116	3.5%	\$ 62,220	3.25%	\$ 64,242	3.0%	\$ 66,169	3.00%	\$ 68,154	3.0%	\$ 70,199	3.0%	\$ 72,305	2.5%	\$ 74,113	2.5%	\$ 75,966	2.25%	\$ 77,675	2.0%	\$ 79,228
TBS7	\$ 63,824	3.75%	\$ 66,218	3.5%	\$ 68,535	3.25%	\$ 70,763	3.0%	\$ 72,886	3.00%	\$ 75,072	3.0%	\$ 77,324	3.0%	\$ 79,644	2.5%	\$ 81,635	2.5%	\$ 83,676	2.25%	\$ 85,559	2.0%	\$ 87,270
TBS8	\$ 70,302	3.75%	\$ 72,939	3.5%	\$ 75,492	3.25%	\$ 77,945	3.0%	\$ 80,283	3.00%	\$ 82,692	3.0%	\$ 85,173	3.0%	\$ 87,728	2.5%	\$ 89,921	2.5%	\$ 92,169	2.25%	\$ 94,243	2.0%	\$ 96,128
TBS9	\$ 77,438	3.75%	\$ 80,342	3.5%	\$ 83,154	3.25%	\$ 85,857	3.0%	\$ 88,432	3.00%	\$ 91,085	3.0%	\$ 93,818	3.0%	\$ 96,632	2.5%	\$ 99,048	2.5%	\$ 101,524	2.25%	\$ 103,809	2.0%	\$ 105,885
TBS10	\$ 85,298	3.75%	\$ 88,497	3.5%	\$ 91,594	3.25%	\$ 94,571	3.0%	\$ 97,408	3.00%	\$ 100,330	3.0%	\$ 103,340	3.0%	\$ 106,441	2.5%	\$ 109,102	2.5%	\$ 111,829	2.25%	\$ 114,345	2.0%	\$ 116,632

MONTHLY- ALL JOB FAMILIES																							
EXECUTIVE																							
	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$ 14,466.73	3.75%	\$ 15,009.23	3.5%	\$ 15,534.55	3.25%	\$ 16,039.43	3.0%	\$ 16,520.61	3.0%	\$ 17,016.23	3.0%	\$ 17,526.71	3.0%	\$ 18,052.52	2.5%	\$ 18,503.83	2.5%	\$ 18,966.42	2.25%	\$ 19,393.17	2.0%	\$ 19,781.03
EX3	\$ 15,117.73	3.75%	\$ 15,684.65	3.5%	\$ 16,233.61	3.25%	\$ 16,761.20	3.0%	\$ 17,264.04	3.0%	\$ 17,781.96	3.0%	\$ 18,315.42	3.0%	\$ 18,864.88	2.5%	\$ 19,336.50	2.5%	\$ 19,819.91	2.25%	\$ 20,265.86	2.0%	\$ 20,671.18
EX4	\$ 16,062.59	3.75%	\$ 16,664.94	3.5%	\$ 17,248.21	3.25%	\$ 17,808.77	3.0%	\$ 18,343.04	3.0%	\$ 18,893.33	3.0%	\$ 19,460.13	3.0%	\$ 20,043.93	2.5%	\$ 20,545.03	2.5%	\$ 21,058.66	2.25%	\$ 21,532.48	2.0%	\$ 21,963.13

INFORMATION TECHNOLOGY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$7,053.70	3.75%	\$7,318.21	3.5%	\$7,574.35	3.25%	\$7,820.52	3.0%	\$8,055.13	3.0%	\$8,296.79	3.0%	\$8,545.69	3.0%	\$8,802.06	2.5%	\$9,022.11	2.5%	\$9,247.67	2.25%	\$9,455.74	2.0%	\$9,644.85
INFT2	\$7,632.10	3.75%	\$7,918.31	3.5%	\$8,195.45	3.25%	\$8,461.80	3.0%	\$8,715.65	3.0%	\$8,977.12	3.0%	\$9,246.44	3.0%	\$9,523.83	2.5%	\$9,761.93	2.5%	\$10,005.98	2.25%	\$10,231.11	2.0%	\$10,435.73
INFT3	\$8,257.94	3.75%	\$8,567.61	3.5%	\$8,867.48	3.25%	\$9,155.67	3.0%	\$9,430.34	3.0%	\$9,713.25	3.0%	\$10,004.65	3.0%	\$10,304.79	2.5%	\$10,562.40	2.5%	\$10,826.47	2.25%	\$11,070.06	2.0%	\$11,291.46
INFT4	\$8,935.09	3.75%	\$9,270.15	3.5%	\$9,594.61	3.25%	\$9,906.43	3.0%	\$10,203.63	3.0%	\$10,509.73	3.0%	\$10,825.03	3.0%	\$11,149.78	2.5%	\$11,428.52	2.5%	\$11,714.24	2.25%	\$11,977.81	2.0%	\$12,217.36
INFT5	\$9,667.76	3.75%	\$10,030.31	3.5%	\$10,381.37	3.25%	\$10,718.76	3.0%	\$11,040.32	3.0%	\$11,371.53	3.0%	\$11,712.68	3.0%	\$12,064.06	2.5%	\$12,365.66	2.5%	\$12,674.80	2.25%	\$12,959.99	2.0%	\$13,219.19
INFT6	\$10,460.52	3.75%	\$10,852.79	3.5%	\$11,232.64	3.25%	\$11,597.70	3.0%	\$11,945.63	3.0%	\$12,304.00	3.0%	\$12,673.12	3.0%	\$13,053.31	2.5%	\$13,379.65	2.5%	\$13,714.14	2.25%	\$14,022.70	2.0%	\$14,303.16

LABOR, TRADES, CRAFTS AND UTILITIES																							
	1		2		3		4		5		6		7		8		9		10		11		12
LTCU3	\$3,481.86	3.75%	\$3,612.43	3.5%	\$3,738.87	3.25%	\$3,860.38	3.0%	\$3,976.19	3.0%	\$4,095.48	3.0%	\$4,218.34	3.0%	\$4,344.89	2.5%	\$4,453.51	2.5%	\$4,564.85	2.25%	\$4,667.56	2.0%	\$4,760.91
LTCU4	\$3,838.40	3.75%	\$3,982.35	3.5%	\$4,121.73	3.25%	\$4,255.68	3.0%	\$4,383.35	3.0%	\$4,514.85	3.0%	\$4,650.30	3.0%	\$4,789.81	2.5%	\$4,909.55	2.5%	\$5,032.29	2.25%	\$5,145.52	2.0%	\$5,248.43
LTCU5	\$4,231.46	3.75%	\$4,390.14	3.5%	\$4,543.79	3.25%	\$4,691.47	3.0%	\$4,832.21	3.0%	\$4,977.18	3.0%	\$5,126.49	3.0%	\$5,280.29	2.5%	\$5,412.29	2.5%	\$5,547.60	2.25%	\$5,672.42	2.0%	\$5,785.87
LTCU6	\$4,664.76	3.75%	\$4,839.69	3.5%	\$5,009.08	3.25%	\$5,171.87	3.0%	\$5,327.03	3.0%	\$5,486.84	3.0%	\$5,651.44	3.0%	\$5,820.99	2.5%	\$5,966.51	2.5%	\$6,115.67	2.25%	\$6,253.28	2.0%	\$6,378.34
LTCU7	\$5,142.43	3.75%	\$5,335.27	3.5%	\$5,522.01	3.25%	\$5,701.47	3.0%	\$5,872.52	3.0%	\$6,048.69	3.0%	\$6,230.15	3.0%	\$6,417.06	2.5%	\$6,577.48	2.5%	\$6,741.92	2.25%	\$6,893.61	2.0%	\$7,031.48
LTCU8	\$5,669.02	3.75%	\$5,881.60	3.5%	\$6,087.46	3.25%	\$6,285.30	3.0%	\$6,473.86	3.0%	\$6,668.08	3.0%	\$6,868.12	3.0%	\$7,074.16	2.5%	\$7,251.02	2.5%	\$7,432.29	2.25%	\$7,599.52	2.0%	\$7,751.51
LTCU9	\$6,249.52	3.75%	\$6,483.88	3.5%	\$6,710.82	3.25%	\$6,928.92	3.0%	\$7,136.78	3.0%	\$7,350.89	3.0%	\$7,571.41	3.0%	\$7,798.56	2.5%	\$7,993.52	2.5%	\$8,193.36	2.25%	\$8,377.71	2.0%	\$8,545.26

MANAGEMENT																								
	1		2		3		4		5		6		7		8		9		10		11		12	
MGMT3	\$5,506.28	3.75%	\$5,712.77	3.5%	\$5,912.71	3.25%	\$6,104.88	3.0%	\$6,288.02	3.0%	\$6,476.66	3.0%	\$6,670.96	3.0%	\$6,871.09	2.5%	\$7,042.87	2.5%	\$7,218.94	2.25%	\$7,381.37	2.0%	\$7,528.99	
MGMT4	\$6,071.22	3.75%	\$6,298.90	3.5%	\$6,519.36	3.25%	\$6,731.24	3.0%	\$6,933.17	3.0%	\$7,141.17	3.0%	\$7,355.40	3.0%	\$7,576.06	2.5%	\$7,765.47	2.5%	\$7,959.60	2.25%	\$8,138.69	2.0%	\$8,301.47	
MGMT5	\$6,849.56	3.75%	\$7,106.41	3.5%	\$7,355.14	3.25%	\$7,594.18	3.0%	\$7,822.01	3.0%	\$8,056.67	3.0%	\$8,298.37	3.0%	\$8,547.32	2.5%	\$8,761.00	2.5%	\$8,980.02	2.25%	\$9,182.07	2.0%	\$9,365.72	
MGMT6	\$7,552.32	3.75%	\$7,835.53	3.5%	\$8,109.77	3.25%	\$8,373.34	3.0%	\$8,624.54	3.0%	\$8,883.28	3.0%	\$9,149.78	3.0%	\$9,424.27	2.5%	\$9,659.88	2.5%	\$9,901.37	2.25%	\$10,124.16	2.0%	\$10,326.64	
MGMT7	\$8,327.19	3.75%	\$8,639.46	3.5%	\$8,941.84	3.25%	\$9,232.45	3.0%	\$9,509.42	3.0%	\$9,794.70	3.0%	\$10,088.54	3.0%	\$10,391.20	2.5%	\$10,650.98	2.5%	\$10,917.26	2.25%	\$11,162.89	2.0%	\$11,386.15	
MGMT8	\$9,181.56	3.75%	\$9,525.87	3.5%	\$9,859.27	3.25%	\$10,179.70	3.0%	\$10,485.09	3.0%	\$10,799.64	3.0%	\$11,123.63	3.0%	\$11,457.34	2.5%	\$11,743.77	2.5%	\$12,037.37	2.25%	\$12,308.21	2.0%	\$12,554.37	
MGMT9	\$9,893.13	3.75%	\$10,264.12	3.5%	\$10,623.36	3.25%	\$10,968.62	3.0%	\$11,297.68	3.0%	\$11,636.61	3.0%	\$11,985.71	3.0%	\$12,345.28	2.5%	\$12,653.91	2.5%	\$12,970.26	2.25%	\$13,262.09	2.0%	\$13,527.33	
MGMT10	\$10,908.16	3.75%	\$11,317.22	3.5%	\$11,713.32	3.25%	\$12,094.00	3.0%	\$12,456.82	3.0%	\$12,830.53	3.0%	\$13,215.44	3.0%	\$13,611.91	2.5%	\$13,952.21	2.5%	\$14,301.01	2.25%	\$14,622.78	2.0%	\$14,915.24	
MGMT11	\$11,562.65	3.75%	\$11,996.25	3.5%	\$12,416.12	3.25%	\$12,819.64	3.0%	\$13,204.23	3.0%	\$13,600.36	3.0%	\$14,008.37	3.0%	\$14,428.62	2.5%	\$14,789.34	2.5%	\$15,159.07	2.25%	\$15,500.15	2.0%	\$15,810.15	
MGMT12	\$12,256.41	3.75%	\$12,716.03	3.5%	\$13,161.09	3.25%	\$13,588.82	3.0%	\$13,996.49	3.0%	\$14,416.38	3.0%	\$14,848.87	3.0%	\$15,294.34	2.5%	\$15,676.70	2.5%	\$16,068.62	2.25%	\$16,430.16	2.0%	\$16,758.76	
MGMT13	\$12,869.23	3.75%	\$13,351.83	3.5%	\$13,819.14	3.25%	\$14,268.26	3.0%	\$14,696.31	3.0%	\$15,137.20	3.0%	\$15,591.32	3.0%	\$16,059.06	2.5%	\$16,460.53	2.5%	\$16,872.05	2.25%	\$17,251.67	2.0%	\$17,596.70	

POLICE SWORN																						
	1		2		3		4		5													
PD1	\$7,546.28	7.25%	\$8,093.38	7.25%	\$8,680.15	7.25%	\$9,309.46	7.25%	\$9,984.40													
PD1 ND	\$7,434.37	7.25%	\$7,973.36	7.25%	\$8,551.43	7.25%	\$9,171.41	7.25%	\$9,836.34													
PDM	\$10,433.70																					
PD2	\$11,415.51	3.00%	\$11,757.97	3.0%	\$12,110.71	2.25%	\$12,383.20															
PD4	\$13,959.08	2.25%	\$14,377.85	3.0%	\$14,809.19	2.25%	\$15,142.39															
PD5	\$16,720.23	2.25%	\$17,096.44																			
PR	\$7,013.27																					

PROFESSIONAL																							
	1		2		3		4		5		6		7		8		9		10		11		12
PROF4	\$5,120.49	3.75%	\$5,312.51	3.5%	\$5,498.45	3.25%	\$5,677.15	3.0%	\$5,847.46	3.0%	\$6,022.88	3.0%	\$6,203.57	3.0%	\$6,389.68	2.5%	\$6,549.42	2.5%	\$6,713.16	2.25%	\$6,864.20	2.0%	\$7,001.49
PROF5	\$5,658.14	3.75%	\$5,870.32	3.5%	\$6,075.78	3.25%	\$6,273.25	3.0%	\$6,461.44	3.0%	\$6,655.29	3.0%	\$6,854.95	3.0%	\$7,060.59	2.5%	\$7,237.11	2.5%	\$7,418.04	2.25%	\$7,584.94	2.0%	\$7,736.64
PROF6	\$6,252.25	3.75%	\$6,486.71	3.5%	\$6,713.74	3.25%	\$6,931.94	3.0%	\$7,139.90	3.0%	\$7,354.09	3.0%	\$7,574.71	3.0%	\$7,801.96	2.5%	\$7,997.00	2.5%	\$8,196.93	2.25%	\$8,381.36	2.0%	\$8,548.99
PROF7	\$6,908.73	3.75%	\$7,167.81	3.5%	\$7,418.68	3.25%	\$7,659.79	3.0%	\$7,889.58	3.0%	\$8,126.27	3.0%	\$8,370.06	3.0%	\$8,621.16	2.5%	\$8,836.69	2.5%	\$9,057.61	2.25%	\$9,261.40	2.0%	\$9,446.63
PROF8	\$7,634.15	3.75%	\$7,920.43	3.5%	\$8,197.64	3.25%	\$8,464.07	3.0%	\$8,717.99	3.0%	\$8,979.53	3.0%	\$9,248.92	3.0%	\$9,526.38	2.5%	\$9,764.54	2.5%	\$10,008.66	2.25%	\$10,233.85	2.0%	\$10,438.53
PROF9	\$8,435.73	3.75%	\$8,752.07	3.5%	\$9,058.40	3.25%	\$9,352.80	3.0%	\$9,633.38	3.0%	\$9,922.38	3.0%	\$10,220.05	3.0%	\$10,526.65	2.5%	\$10,789.82	2.5%	\$11,059.57	2.25%	\$11,308.41	2.0%	\$11,534.57
PROF10	\$9,321.49	3.75%	\$9,671.04	3.5%	\$10,009.53	3.25%	\$10,334.84	3.0%	\$10,644.88	3.0%	\$10,964.23	3.0%	\$11,293.16	3.0%	\$11,631.95	2.5%	\$11,922.75	2.5%	\$12,220.82	2.25%	\$12,495.79	2.0%	\$12,745.70
PROF11	\$10,300.24	3.75%	\$10,686.50	3.5%	\$11,060.53	3.25%	\$11,420.00	3.0%	\$11,762.60	3.0%	\$12,115.47	3.0%	\$12,478.94	3.0%	\$12,853.31	2.5%	\$13,174.64	2.5%	\$13,504.01	2.25%	\$13,807.85	2.0%	\$14,084.00

MONTHLY- ALL JOB FAMILIES																							
TECHNICAL AND BUSINESS SUPPORT																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS3	\$3,612.99	3.75%	\$3,748.48	3.5%	\$3,879.67	3.25%	\$4,005.76	3.0%	\$4,125.94	3.0%	\$4,249.71	3.0%	\$4,377.21	3.0%	\$4,508.52	2.5%	\$4,621.24	2.5%	\$4,736.77	2.25%	\$4,843.34	2.0%	\$4,940.21
TBS4	\$3,979.71	3.75%	\$4,128.95	3.5%	\$4,273.46	3.25%	\$4,412.35	3.0%	\$4,544.72	3.0%	\$4,681.06	3.0%	\$4,821.49	3.0%	\$4,966.14	2.5%	\$5,090.29	2.5%	\$5,217.55	2.25%	\$5,334.94	2.0%	\$5,441.64
TBS5	\$4,383.65	3.75%	\$4,548.04	3.5%	\$4,707.22	3.25%	\$4,860.20	3.0%	\$5,006.01	3.0%	\$5,156.19	3.0%	\$5,310.87	3.0%	\$5,470.20	2.5%	\$5,606.96	2.5%	\$5,747.13	2.25%	\$5,876.44	2.0%	\$5,993.97
TBS6	\$4,828.59	3.75%	\$5,009.66	3.5%	\$5,185.00	3.25%	\$5,353.51	3.0%	\$5,514.12	3.0%	\$5,679.54	3.0%	\$5,849.93	3.0%	\$6,025.43	2.5%	\$6,176.06	2.5%	\$6,330.46	2.25%	\$6,472.90	2.0%	\$6,602.36
TBS7	\$5,318.69	3.75%	\$5,518.14	3.5%	\$5,711.28	3.25%	\$5,896.89	3.0%	\$6,073.80	3.0%	\$6,256.01	3.0%	\$6,443.70	3.0%	\$6,637.01	2.5%	\$6,802.93	2.5%	\$6,973.00	2.25%	\$7,129.90	2.0%	\$7,272.50
TBS8	\$5,858.54	3.75%	\$6,078.23	3.5%	\$6,290.97	3.25%	\$6,495.43	3.0%	\$6,690.29	3.0%	\$6,891.00	3.0%	\$7,097.73	3.0%	\$7,310.66	2.5%	\$7,493.43	2.5%	\$7,680.76	2.25%	\$7,853.58	2.0%	\$8,010.65
TBS9	\$6,453.18	3.75%	\$6,695.17	3.5%	\$6,929.51	3.25%	\$7,154.71	3.0%	\$7,369.36	3.0%	\$7,590.44	3.0%	\$7,818.15	3.0%	\$8,052.69	2.5%	\$8,254.01	2.5%	\$8,460.36	2.25%	\$8,650.72	2.0%	\$8,823.73
TBS10	\$7,108.18	3.75%	\$7,374.73	3.5%	\$7,632.85	3.25%	\$7,880.92	3.0%	\$8,117.35	3.0%	\$8,360.87	3.0%	\$8,611.69	3.0%	\$8,870.04	2.5%	\$9,091.79	2.5%	\$9,319.09	2.25%	\$9,528.77	2.0%	\$9,719.34

BIWEEKLY - ALL JOB FAMILIES**EXECUTIVE**

	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$ 6,676.95	3.75%	\$ 6,927.34	3.5%	\$ 7,169.79	3.25%	\$ 7,402.81	3.0%	\$ 7,624.90	3.00%	\$ 7,853.64	3.0%	\$ 8,089.25	3.0%	\$ 8,331.93	2.5%	\$ 8,540.23	2.5%	\$ 8,753.73	2.25%	\$ 8,950.69	2.0%	\$ 9,129.71
EX3	\$ 6,977.41	3.75%	\$ 7,239.07	3.5%	\$ 7,492.43	3.25%	\$ 7,735.94	3.0%	\$ 7,968.02	3.00%	\$ 8,207.06	3.0%	\$ 8,453.27	3.0%	\$ 8,706.87	2.5%	\$ 8,924.54	2.5%	\$ 9,147.65	2.25%	\$ 9,353.47	2.0%	\$ 9,540.54
EX4	\$ 7,413.50	3.75%	\$ 7,691.51	3.5%	\$ 7,960.71	3.25%	\$ 8,219.43	3.0%	\$ 8,466.02	3.00%	\$ 8,720.00	3.0%	\$ 8,981.60	3.0%	\$ 9,251.05	2.5%	\$ 9,482.32	2.5%	\$ 9,719.38	2.25%	\$ 9,938.07	2.0%	#####

INFORMATION TECHNOLOGY

	1		2		3		4		5		6		7		8		9		10		11		12
INFT1	\$ 3,255.55	3.75%	\$ 3,377.64	3.5%	\$ 3,495.85	3.25%	\$ 3,609.47	3.0%	\$ 3,717.75	3.00%	\$ 3,829.29	3.0%	\$ 3,944.17	3.0%	\$ 4,062.49	2.5%	\$ 4,164.05	2.5%	\$ 4,268.15	2.25%	\$ 4,364.19	2.0%	\$ 4,451.47
INFT2	\$ 3,522.51	3.75%	\$ 3,654.60	3.5%	\$ 3,782.51	3.25%	\$ 3,905.45	3.0%	\$ 4,022.61	3.00%	\$ 4,143.29	3.0%	\$ 4,267.59	3.0%	\$ 4,395.61	2.5%	\$ 4,505.50	2.5%	\$ 4,618.14	2.25%	\$ 4,722.05	2.0%	\$ 4,816.49
INFT3	\$ 3,811.36	3.75%	\$ 3,954.28	3.5%	\$ 4,092.68	3.25%	\$ 4,225.69	3.0%	\$ 4,352.46	3.00%	\$ 4,483.04	3.0%	\$ 4,617.53	3.0%	\$ 4,756.05	2.5%	\$ 4,874.96	2.5%	\$ 4,996.83	2.25%	\$ 5,109.26	2.0%	\$ 5,211.44
INFT4	\$ 4,123.89	3.75%	\$ 4,278.53	3.5%	\$ 4,428.28	3.25%	\$ 4,572.20	3.0%	\$ 4,709.37	3.00%	\$ 4,850.65	3.0%	\$ 4,996.17	3.0%	\$ 5,146.05	2.5%	\$ 5,274.70	2.5%	\$ 5,406.57	2.25%	\$ 5,528.22	2.0%	\$ 5,638.78
INFT5	\$ 4,462.05	3.75%	\$ 4,629.37	3.5%	\$ 4,791.40	3.25%	\$ 4,947.12	3.0%	\$ 5,095.53	3.00%	\$ 5,248.40	3.0%	\$ 5,405.85	3.0%	\$ 5,568.03	2.5%	\$ 5,707.23	2.5%	\$ 5,849.91	2.25%	\$ 5,981.53	2.0%	\$ 6,101.16
INFT6	\$ 4,827.93	3.75%	\$ 5,008.98	3.5%	\$ 5,184.29	3.25%	\$ 5,352.78	3.0%	\$ 5,513.37	3.00%	\$ 5,678.77	3.0%	\$ 5,849.13	3.0%	\$ 6,024.61	2.5%	\$ 6,175.22	2.5%	\$ 6,329.60	2.25%	\$ 6,472.02	2.0%	\$ 6,601.46

LABOR, TRADES, CRAFTS AND UTILITIES

	1		2		3		4		5		6		7		8		9		10		11		12
LTCU3	\$ 1,607.01	3.75%	\$ 1,667.28	3.5%	\$ 1,725.63	3.25%	\$ 1,781.71	3.0%	\$ 1,835.17	3.00%	\$ 1,890.22	3.0%	\$ 1,946.93	3.0%	\$ 2,005.33	2.5%	\$ 2,055.47	2.5%	\$ 2,106.85	2.25%	\$ 2,154.26	2.0%	\$ 2,197.34
LTCU4	\$ 1,771.57	3.75%	\$ 1,838.01	3.5%	\$ 1,902.34	3.25%	\$ 1,964.16	3.0%	\$ 2,023.09	3.00%	\$ 2,083.78	3.0%	\$ 2,146.29	3.0%	\$ 2,210.68	2.5%	\$ 2,265.95	2.5%	\$ 2,322.60	2.25%	\$ 2,374.86	2.0%	\$ 2,422.35
LTCU5	\$ 1,952.98	3.75%	\$ 2,026.22	3.5%	\$ 2,097.13	3.25%	\$ 2,165.29	3.0%	\$ 2,230.25	3.00%	\$ 2,297.16	3.0%	\$ 2,366.07	3.0%	\$ 2,437.05	2.5%	\$ 2,497.98	2.5%	\$ 2,560.43	2.25%	\$ 2,618.04	2.0%	\$ 2,670.40
LTCU6	\$ 2,152.97	3.75%	\$ 2,233.70	3.5%	\$ 2,311.88	3.25%	\$ 2,387.02	3.0%	\$ 2,458.63	3.00%	\$ 2,532.39	3.0%	\$ 2,608.36	3.0%	\$ 2,686.61	2.5%	\$ 2,753.77	2.5%	\$ 2,822.62	2.25%	\$ 2,886.13	2.0%	\$ 2,943.85
LTCU7	\$ 2,373.43	3.75%	\$ 2,462.43	3.5%	\$ 2,548.62	3.25%	\$ 2,631.45	3.0%	\$ 2,710.39	3.00%	\$ 2,791.70	3.0%	\$ 2,875.45	3.0%	\$ 2,961.72	2.5%	\$ 3,035.76	2.5%	\$ 3,111.66	2.25%	\$ 3,181.67	2.0%	\$ 3,245.30
LTCU8	\$ 2,616.47	3.75%	\$ 2,714.59	3.5%	\$ 2,809.60	3.25%	\$ 2,900.91	3.0%	\$ 2,987.94	3.00%	\$ 3,077.57	3.0%	\$ 3,169.90	3.0%	\$ 3,265.00	2.5%	\$ 3,346.62	2.5%	\$ 3,430.29	2.25%	\$ 3,507.47	2.0%	\$ 3,577.62
LTCU9	\$ 2,884.39	3.75%	\$ 2,992.56	3.5%	\$ 3,097.30	3.25%	\$ 3,197.96	3.0%	\$ 3,293.90	3.00%	\$ 3,392.72	3.0%	\$ 3,494.50	3.0%	\$ 3,599.33	2.5%	\$ 3,689.32	2.5%	\$ 3,781.55	2.25%	\$ 3,866.63	2.0%	\$ 3,943.97

MANAGEMENT

	1		2		3		4		5		6		7		8		9		10		11		12
MGMT3	\$ 2,541.36	3.75%	\$ 2,636.66	3.5%	\$ 2,728.94	3.25%	\$ 2,817.63	3.0%	\$ 2,902.16	3.00%	\$ 2,989.23	3.0%	\$ 3,078.91	3.0%	\$ 3,171.27	2.5%	\$ 3,250.55	2.5%	\$ 3,331.82	2.25%	\$ 3,406.78	2.0%	\$ 3,474.92
MGMT4	\$ 2,802.10	3.75%	\$ 2,907.18	3.5%	\$ 3,008.93	3.25%	\$ 3,106.72	3.0%	\$ 3,199.93	3.00%	\$ 3,295.92	3.0%	\$ 3,394.80	3.0%	\$ 3,496.65	2.5%	\$ 3,584.06	2.5%	\$ 3,673.66	2.25%	\$ 3,756.32	2.0%	\$ 3,831.45
MGMT5	\$ 3,161.33	3.75%	\$ 3,279.88	3.5%	\$ 3,394.68	3.25%	\$ 3,505.01	3.0%	\$ 3,610.16	3.00%	\$ 3,718.46	3.0%	\$ 3,830.01	3.0%	\$ 3,944.92	2.5%	\$ 4,043.54	2.5%	\$ 4,144.63	2.25%	\$ 4,237.88	2.0%	\$ 4,322.64
MGMT6	\$ 3,485.69	3.75%	\$ 3,616.40	3.5%	\$ 3,742.97	3.25%	\$ 3,864.62	3.0%	\$ 3,980.56	3.00%	\$ 4,099.98	3.0%	\$ 4,222.97	3.0%	\$ 4,349.66	2.5%	\$ 4,458.41	2.5%	\$ 4,569.87	2.25%	\$ 4,672.69	2.0%	\$ 4,766.14
MGMT7	\$ 3,843.32	3.75%	\$ 3,987.44	3.5%	\$ 4,127.00	3.25%	\$ 4,261.13	3.0%	\$ 4,388.96	3.00%	\$ 4,520.63	3.0%	\$ 4,656.25	3.0%	\$ 4,795.94	2.5%	\$ 4,915.84	2.5%	\$ 5,038.73	2.25%	\$ 5,152.10	2.0%	\$ 5,255.15
MGMT8	\$ 4,237.64	3.75%	\$ 4,396.55	3.5%	\$ 4,550.43	3.25%	\$ 4,698.32	3.0%	\$ 4,839.27	3.00%	\$ 4,984.45	3.0%	\$ 5,133.98	3.0%	\$ 5,288.00	2.5%	\$ 5,420.20	2.5%	\$ 5,555.71	2.25%	\$ 5,680.71	2.0%	\$ 5,794.33
MGMT9	\$ 4,566.06	3.75%	\$ 4,737.29	3.5%	\$ 4,903.09	3.25%	\$ 5,062.44	3.0%	\$ 5,214.31	3.00%	\$ 5,370.74	3.0%	\$ 5,531.87	3.0%	\$ 5,697.82	2.5%	\$ 5,840.27	2.5%	\$ 5,986.27	2.25%	\$ 6,120.97	2.0%	\$ 6,243.39
MGMT10	\$ 5,034.54	3.75%	\$ 5,223.33	3.5%	\$ 5,406.15	3.25%	\$ 5,581.85	3.0%	\$ 5,749.30	3.00%	\$ 5,921.78	3.0%	\$ 6,099.44	3.0%	\$ 6,282.42	2.5%	\$ 6,439.48	2.5%	\$ 6,600.47	2.25%	\$ 6,748.98	2.0%	\$ 6,883.96
MGMT11	\$ 5,336.61	3.75%	\$ 5,536.73	3.5%	\$ 5,730.52	3.25%	\$ 5,916.76	3.0%	\$ 6,094.26	3.00%	\$ 6,277.09	3.0%	\$ 6,465.40	3.0%	\$ 6,659.36	2.5%	\$ 6,825.85	2.5%	\$ 6,996.49	2.25%	\$ 7,153.92	2.0%	\$ 7,296.99
MGMT12	\$ 5,656.81	3.75%	\$ 5,868.94	3.5%	\$ 6,074.35	3.25%	\$ 6,271.76	3.0%	\$ 6,459.92	3.00%	\$ 6,653.71	3.0%	\$ 6,853.33	3.0%	\$ 7,058.93	2.5%	\$ 7,235.40	2.5%	\$ 7,416.28	2.25%	\$ 7,583.15	2.0%	\$ 7,734.81
MGMT13	\$ 5,939.65	3.75%	\$ 6,162.38	3.5%	\$ 6,378.07	3.25%	\$ 6,585.35	3.0%	\$ 6,782.91	3.00%	\$ 6,986.40	3.0%	\$ 7,195.99	3.0%	\$ 7,411.87	2.5%	\$ 7,597.17	2.5%	\$ 7,787.10	2.25%	\$ 7,962.31	2.0%	\$ 8,121.55

POLICE SWORN

	1		2		3		4		5													
PD1	\$ 3,482.90	7.25%	\$ 3,735.41	7.25%	\$ 4,006.22	7.25%	\$ 4,296.68	7.25%	\$ 4,608.18													
PD1 ND	\$ 3,431.25	7.25%	\$ 3,680.01	7.25%	\$ 3,946.81	7.25%	\$ 4,232.96	7.25%	\$ 4,539.85													
PDM	\$ 4,815.55																					
PD2	\$ 5,268.70	3.00%	\$ 5,426.76	3.0%	\$ 5,589.56	2.25%	\$ 5,715.33	2.4%														
PD4	\$ 6,442.65	2.25%	\$ 6,635.93	3.0%	\$ 6,835.01	2.25%	\$ 6,988.80															
PD5	\$ 7,717.03	2.25%	\$ 7,890.66																			
PR	\$ 3,236.89																					

PROFESSIONAL

	1		2		3		4		5		6		7		8		9		10		11		12
PROF4	\$ 2,363.30	3.75%	\$ 2,451.93	3.5%	\$ 2,537.74	3.25%	\$ 2,620.22	3.0%	\$ 2,698.83	3.00%	\$ 2,779.79	3.0%	\$ 2,863.19	3.0%	\$ 2,949.08	2.5%	\$ 3,022.81	2.5%	\$ 3,098.38	2.25%	\$ 3,168.09	2.0%	\$ 3,231.45
PROF5	\$ 2,611.45	3.75%	\$ 2,709.38	3.5%	\$ 2,804.21	3.25%	\$ 2,895.34	3.0%	\$ 2,982.20	3.00%	\$ 3,071.67	3.0%	\$ 3,163.82	3.0%	\$ 3,258.74	2.5%	\$ 3,340.20	2.5%	\$ 3,423.71	2.25%	\$ 3,500.74	2.0%	\$ 3,570.76
PROF6	\$ 2,885.65	3.75%	\$ 2,993.86	3.5%	\$ 3,098.65	3.25%	\$ 3,199.36	3.0%	\$ 3,295.34	3.00%	\$ 3,394.20	3.0%	\$ 3,496.02	3.0%	\$ 3,600.90	2.5%	\$ 3,690.93	2.5%	\$ 3,783.20	2.25%	\$ 3,868.32	2.0%	\$ 3,945.69
PROF7	\$ 3,188.65	3.75%	\$ 3,308.22	3.5%	\$ 3,424.01	3.25%	\$ 3,535.29	3.0%	\$ 3,641.35	3.00%	\$ 3,750.59	3.0%	\$ 3,863.10	3.0%	\$ 3,979.00	2.5%	\$ 4,078.47	2.5%	\$ 4,180.43	2.25%	\$ 4,274.49	2.0%	\$ 4,359.98
PROF8	\$ 3,523.45	3.75%	\$ 3,655.58	3.5%	\$ 3,783.53	3.25%	\$ 3,906.49	3.0%	\$ 4,023.69	3.00%	\$ 4,144.40	3.0%	\$ 4,268.73	3.0%	\$ 4,396.79	2.5%	\$ 4,506.71	2.5%	\$ 4,619.38	2.25%	\$ 4,723.32	2.0%	\$ 4,817.78
PROF9	\$ 3,893.42	3.75%	\$ 4,039.42	3.5%	\$ 4,180.80	3.25%	\$ 4,316.67	3.0%	\$ 4,446.18	3.00%	\$ 4,579.58	3.0%	\$ 4,716.95	3.0%	\$ 4,858.46	2.5%	\$ 4,979.92	2.5%	\$ 5,104.41	2.25%	\$ 5,219.26	2.0%	\$ 5,323.65

*Salary and percentage figures in pay plan may vary slightly from actual amounts due to rounding.

BIWEEKLY - ALL JOB FAMILIES																							
PROF10	\$ 4,302.22	3.75%	\$ 4,463.56	3.5%	\$ 4,619.78	3.25%	\$ 4,769.93	3.0%	\$ 4,913.02	3.00%	\$ 5,060.41	3.0%	\$ 5,212.23	3.0%	\$ 5,368.59	2.5%	\$ 5,502.81	2.5%	\$ 5,640.38	2.25%	\$ 5,767.29	2.0%	\$ 5,882.63
PROF11	\$ 4,753.96	3.75%	\$ 4,932.23	3.5%	\$ 5,104.86	3.25%	\$ 5,270.77	3.0%	\$ 5,428.89	3.00%	\$ 5,591.76	3.0%	\$ 5,759.51	3.0%	\$ 5,932.30	2.5%	\$ 6,080.60	2.5%	\$ 6,232.62	2.25%	\$ 6,372.85	2.0%	\$ 6,500.31
TECHNICAL AND BUSINESS SUPPORT																							
	1		2		3		4		5		6		7		8		9		10		11		12
TBS3	\$ 1,667.53	3.75%	\$ 1,730.07	3.5%	\$ 1,790.62	3.25%	\$ 1,848.81	3.0%	\$ 1,904.28	3.00%	\$ 1,961.41	3.0%	\$ 2,020.25	3.0%	\$ 2,080.86	2.5%	\$ 2,132.88	2.5%	\$ 2,186.20	2.25%	\$ 2,235.39	2.0%	\$ 2,280.10
TBS4	\$ 1,836.79	3.75%	\$ 1,905.67	3.5%	\$ 1,972.37	3.25%	\$ 2,036.47	3.0%	\$ 2,097.56	3.00%	\$ 2,160.49	3.0%	\$ 2,225.30	3.0%	\$ 2,292.06	2.5%	\$ 2,349.36	2.5%	\$ 2,408.10	2.25%	\$ 2,462.28	2.0%	\$ 2,511.53
TBS5	\$ 2,023.22	3.75%	\$ 2,099.09	3.5%	\$ 2,172.56	3.25%	\$ 2,243.17	3.0%	\$ 2,310.47	3.00%	\$ 2,379.78	3.0%	\$ 2,451.17	3.0%	\$ 2,524.71	2.5%	\$ 2,587.83	2.5%	\$ 2,652.52	2.25%	\$ 2,712.20	2.0%	\$ 2,766.45
TBS6	\$ 2,228.58	3.75%	\$ 2,312.15	3.5%	\$ 2,393.08	3.25%	\$ 2,470.85	3.0%	\$ 2,544.98	3.00%	\$ 2,621.33	3.0%	\$ 2,699.97	3.0%	\$ 2,780.97	2.5%	\$ 2,850.49	2.5%	\$ 2,921.75	2.25%	\$ 2,987.49	2.0%	\$ 3,047.24
TBS7	\$ 2,454.78	3.75%	\$ 2,546.83	3.5%	\$ 2,635.97	3.25%	\$ 2,721.64	3.0%	\$ 2,803.29	3.00%	\$ 2,887.39	3.0%	\$ 2,974.01	3.0%	\$ 3,063.23	2.5%	\$ 3,139.81	2.5%	\$ 3,218.31	2.25%	\$ 3,290.72	2.0%	\$ 3,356.54
TBS8	\$ 2,703.94	3.75%	\$ 2,805.34	3.5%	\$ 2,903.53	3.25%	\$ 2,997.89	3.0%	\$ 3,087.83	3.00%	\$ 3,180.46	3.0%	\$ 3,275.88	3.0%	\$ 3,374.15	2.5%	\$ 3,458.51	2.5%	\$ 3,544.97	2.25%	\$ 3,624.73	2.0%	\$ 3,697.22
TBS9	\$ 2,978.39	3.75%	\$ 3,090.08	3.5%	\$ 3,198.23	3.25%	\$ 3,302.18	3.0%	\$ 3,401.24	3.00%	\$ 3,503.28	3.0%	\$ 3,608.38	3.0%	\$ 3,716.63	2.5%	\$ 3,809.54	2.5%	\$ 3,904.78	2.25%	\$ 3,992.64	2.0%	\$ 4,072.49
TBS10	\$ 3,280.70	3.75%	\$ 3,403.72	3.5%	\$ 3,522.85	3.25%	\$ 3,637.35	3.0%	\$ 3,746.47	3.00%	\$ 3,858.86	3.0%	\$ 3,974.63	3.0%	\$ 4,093.87	2.5%	\$ 4,196.21	2.5%	\$ 4,301.12	2.25%	\$ 4,397.89	2.0%	\$ 4,485.85

HOURLY- ALL JOB FAMILIES																							
EXECUTIVE																							
	1		2		3		4		5		6		7		8		9		10		11		12
EX2	\$ 83.46189	3.75%	\$ 86.59171	3.5%	\$ 89.62242	3.25%	\$ 92.53515	3.0%	\$ 95.31120	3.00%	\$ 98.17054	3.0%	\$ 101.11566	3.0%	\$ 104.14913	2.5%	\$ 106.75285	2.5%	\$ 109.42167	2.25%	\$ 111.88366	2.0%	\$ 114.12134
EX3	\$ 87.21767	3.75%	\$ 90.48834	3.5%	\$ 93.65543	3.25%	\$ 96.69923	3.0%	\$ 99.60021	3.00%	\$ 102.58821	3.0%	\$ 105.66586	3.0%	\$ 108.83584	2.5%	\$ 111.55673	2.5%	\$ 114.34565	2.25%	\$ 116.91843	2.0%	\$ 119.25680
EX4	\$ 92.66878	3.75%	\$ 96.14386	3.5%	\$ 99.50889	3.25%	\$ 102.74293	3.0%	\$ 105.82522	3.00%	\$ 108.99988	3.0%	\$ 112.26998	3.0%	\$ 115.63808	2.5%	\$ 118.52903	2.5%	\$ 121.49225	2.25%	\$ 124.22583	2.0%	\$ 126.71035

INFORMATION TECHNOLOGY																							
	1		2		3		4		5		6		7		8		9		10		11		12
INF11	\$ 40.69443	3.75%	\$ 42.22047	3.5%	\$ 43.69818	3.25%	\$ 45.11837	3.0%	\$ 46.47193	3.00%	\$ 47.86608	3.0%	\$ 49.30207	3.0%	\$ 50.78113	2.5%	\$ 52.05066	2.5%	\$ 53.35192	2.25%	\$ 54.55234	2.0%	\$ 55.64339
INF12	\$ 44.03137	3.75%	\$ 45.68255	3.5%	\$ 47.28143	3.25%	\$ 48.81808	3.0%	\$ 50.28262	3.00%	\$ 51.79110	3.0%	\$ 53.34483	3.0%	\$ 54.94518	2.5%	\$ 56.31881	2.5%	\$ 57.72678	2.25%	\$ 59.02563	2.0%	\$ 60.20614
INF13	\$ 47.64194	3.75%	\$ 49.42851	3.5%	\$ 51.15851	3.25%	\$ 52.82116	3.0%	\$ 54.40580	3.00%	\$ 56.03797	3.0%	\$ 57.71911	3.0%	\$ 59.45068	2.5%	\$ 60.93695	2.5%	\$ 62.46038	2.25%	\$ 63.86573	2.0%	\$ 65.14305
INF14	\$ 51.54858	3.75%	\$ 53.48165	3.5%	\$ 55.35351	3.25%	\$ 57.15250	3.0%	\$ 58.86707	3.00%	\$ 60.63309	3.0%	\$ 62.45208	3.0%	\$ 64.32564	2.5%	\$ 65.93378	2.5%	\$ 67.58213	2.25%	\$ 69.10272	2.0%	\$ 70.48478
INF15	\$ 55.77556	3.75%	\$ 57.86715	3.5%	\$ 59.89250	3.25%	\$ 61.83900	3.0%	\$ 63.69417	3.00%	\$ 65.60500	3.0%	\$ 67.57315	3.0%	\$ 69.60034	2.5%	\$ 71.34035	2.5%	\$ 73.12386	2.25%	\$ 74.76915	2.0%	\$ 76.26453
INF16	\$ 60.34916	3.75%	\$ 62.61225	3.5%	\$ 64.80368	3.25%	\$ 66.90980	3.0%	\$ 68.91710	3.00%	\$ 70.98461	3.0%	\$ 73.11415	3.0%	\$ 75.30757	2.5%	\$ 77.19026	2.5%	\$ 79.12002	2.25%	\$ 80.90022	2.0%	\$ 82.51822

LABOR, TRADES, CRAFTS AND UTILITIES																																			
	1		2		3		4		5		6		7		8		9		10		11		12												
LTCU3	\$	20.08767	3.75%	\$	20.84095	3.5%	\$	21.57039	3.25%	\$	22.27143	3.0%	\$	22.93957	3.00%	\$	23.62776	3.0%	\$	24.33659	3.0%	\$	25.06669	2.5%	\$	25.69335	2.5%	\$	26.33569	2.25%	\$	26.92824	2.0%	\$	27.46680
LTCU4	\$	22.14464	3.75%	\$	22.97507	3.5%	\$	23.77920	3.25%	\$	24.55202	3.0%	\$	25.28858	3.00%	\$	26.04724	3.0%	\$	26.82865	3.0%	\$	27.63351	2.5%	\$	28.32435	2.5%	\$	29.03246	2.25%	\$	29.68569	2.0%	\$	30.27940
LTCU5	\$	24.41226	3.75%	\$	25.32771	3.5%	\$	26.21418	3.25%	\$	27.06615	3.0%	\$	27.87813	3.00%	\$	28.71447	3.0%	\$	29.57591	3.0%	\$	30.46319	2.5%	\$	31.22477	2.5%	\$	32.00538	2.25%	\$	32.72551	2.0%	\$	33.38002
LTCU6	\$	26.91207	3.75%	\$	27.92127	3.5%	\$	28.89852	3.25%	\$	29.83772	3.0%	\$	30.73285	3.00%	\$	31.65484	3.0%	\$	32.60448	3.0%	\$	33.58262	2.5%	\$	34.42218	2.5%	\$	35.28274	2.25%	\$	36.07660	2.0%	\$	36.79813
LTCU7	\$	29.66787	3.75%	\$	30.78041	3.5%	\$	31.85773	3.25%	\$	32.89310	3.0%	\$	33.87989	3.00%	\$	34.89629	3.0%	\$	35.94318	3.0%	\$	37.02148	2.5%	\$	37.94701	2.5%	\$	38.89569	2.25%	\$	39.77084	2.0%	\$	40.56626
LTCU8	\$	32.70586	3.75%	\$	33.93233	3.5%	\$	35.11996	3.25%	\$	36.26136	3.0%	\$	37.34920	3.00%	\$	38.46967	3.0%	\$	39.62376	3.0%	\$	40.81248	2.5%	\$	41.83279	2.5%	\$	42.87861	2.25%	\$	43.84338	2.0%	\$	44.72024
LTCU9	\$	36.05494	3.75%	\$	37.40700	3.5%	\$	38.71624	3.25%	\$	39.97452	3.0%	\$	41.17375	3.00%	\$	42.40897	3.0%	\$	43.68124	3.0%	\$	44.99167	2.5%	\$	46.11646	2.5%	\$	47.26938	2.25%	\$	48.33294	2.0%	\$	49.29960

MANAGEMENT																							
	1		2		3		4		5		6		7		8		9		10		11		12
MGMT3	\$ 31.76700	3.75%	\$ 32.95826	3.5%	\$ 34.11180	3.25%	\$ 35.22043	3.0%	\$ 36.27705	3.00%	\$ 37.36536	3.0%	\$ 38.48632	3.0%	\$ 39.64091	2.5%	\$ 40.63193	2.5%	\$ 41.64773	2.25%	\$ 42.58480	2.0%	\$ 43.43650
MGMT4	\$ 35.02629	3.75%	\$ 36.33978	3.5%	\$ 37.61167	3.25%	\$ 38.83405	3.0%	\$ 39.99907	3.00%	\$ 41.19904	3.0%	\$ 42.43502	3.0%	\$ 43.70807	2.5%	\$ 44.80077	2.5%	\$ 45.92079	2.25%	\$ 46.95400	2.0%	\$ 47.89308
MGMT5	\$ 39.51666	3.75%	\$ 40.99854	3.5%	\$ 42.43349	3.25%	\$ 43.81258	3.0%	\$ 45.12695	3.00%	\$ 46.48076	3.0%	\$ 47.87518	3.0%	\$ 49.31144	2.5%	\$ 50.54423	2.5%	\$ 51.80783	2.25%	\$ 52.97351	2.0%	\$ 54.03298
MGMT6	\$ 43.57107	3.75%	\$ 45.20499	3.5%	\$ 46.78716	3.25%	\$ 48.30775	3.0%	\$ 49.75698	3.00%	\$ 51.24969	3.0%	\$ 52.78718	3.0%	\$ 54.37079	2.5%	\$ 55.73006	2.5%	\$ 57.12332	2.25%	\$ 58.40859	2.0%	\$ 59.57676
MGMT7	\$ 48.04147	3.75%	\$ 49.84302	3.5%	\$ 51.58753	3.25%	\$ 53.26412	3.0%	\$ 54.86204	3.00%	\$ 56.50791	3.0%	\$ 58.20314	3.0%	\$ 59.94924	2.5%	\$ 61.44797	2.5%	\$ 62.98417	2.25%	\$ 64.40131	2.0%	\$ 65.68934
MGMT8	\$ 52.97052	3.75%	\$ 54.95691	3.5%	\$ 56.88041	3.25%	\$ 58.72902	3.0%	\$ 60.49089	3.00%	\$ 62.30562	3.0%	\$ 64.17479	3.0%	\$ 66.10003	2.5%	\$ 67.75253	2.5%	\$ 69.44634	2.25%	\$ 71.00889	2.0%	\$ 72.42906
MGMT9	\$ 57.07574	3.75%	\$ 59.21608	3.5%	\$ 61.28864	3.25%	\$ 63.28052	3.0%	\$ 65.17893	3.00%	\$ 67.13430	3.0%	\$ 69.14833	3.0%	\$ 71.22278	2.5%	\$ 73.00335	2.5%	\$ 74.82843	2.25%	\$ 76.51207	2.0%	\$ 78.04232
MGMT10	\$ 62.93171	3.75%	\$ 65.29164	3.5%	\$ 67.57685	3.25%	\$ 69.77310	3.0%	\$ 71.86629	3.00%	\$ 74.02228	3.0%	\$ 76.24295	3.0%	\$ 78.53024	2.5%	\$ 80.49349	2.5%	\$ 82.50583	2.25%	\$ 84.36221	2.0%	\$ 86.04946
MGMT11	\$ 66.70761	3.75%	\$ 69.20914	3.5%	\$ 71.63146	3.25%	\$ 73.95949	3.0%	\$ 76.17827	3.00%	\$ 78.46362	3.0%	\$ 80.81753	3.0%	\$ 83.24205	2.5%	\$ 85.32310	2.5%	\$ 87.45618	2.25%	\$ 89.42395	2.0%	\$ 91.21243
MGMT12	\$ 70.71006	3.75%	\$ 73.36169	3.5%	\$ 75.92935	3.25%	\$ 78.39706	3.0%	\$ 80.74897	3.00%	\$ 83.17144	3.0%	\$ 85.66658	3.0%	\$ 88.23658	2.5%	\$ 90.44249	2.5%	\$ 92.70355	2.25%	\$ 94.78938	2.0%	\$ 96.68517
MGMT13	\$ 74.24557	3.75%	\$ 77.02978	3.5%	\$ 79.72582	3.25%	\$ 82.31691	3.0%	\$ 84.78642	3.00%	\$ 87.33001	3.0%	\$ 89.94991	3.0%	\$ 92.64841	2.5%	\$ 94.96462	2.5%	\$ 97.33873	2.25%	\$ 99.52885	2.0%	\$ 101.51943

POLICE SWORN																						
	1		2		3		4		5													
PD1	\$ 43.53622	7.25%	\$ 46.69259	7.25%	\$ 50.07781	7.25%	\$ 53.70845	7.25%	\$ 57.60231													
PDM	\$ 60.19441																					
PD2	\$ 65.85871	3.00%	\$ 67.83447	3.0%	\$ 69.86950	2.25%	\$ 71.44157															
PD4	\$ 80.53315	3.00%	\$ 82.94915	3.0%	\$ 85.43762	2.25%	\$ 87.35997															
PD5	\$ 96.46288	2.25%	\$ 98.63329																			
PR	\$ 40.46117																					

	PROFESSIONAL																																		
	1		2		3		4		5		6		7		8		9		10		11		12												
PROF4	\$	29.54129	3.75%	\$	30.64909	3.5%	\$	31.72181	3.25%	\$	32.75276	3.0%	\$	33.73535	3.00%	\$	34.74741	3.0%	\$	35.78983	3.0%	\$	36.86352	2.5%	\$	37.78511	2.5%	\$	38.72974	2.25%	\$	39.60116	2.0%	\$	40.39318
PROF5	\$	32.64312	3.75%	\$	33.86724	3.5%	\$	35.05260	3.25%	\$	36.19180	3.0%	\$	37.27756	3.00%	\$	38.39589	3.0%	\$	39.54776	3.0%	\$	40.73419	2.5%	\$	41.75255	2.5%	\$	42.79636	2.25%	\$	43.75928	2.0%	\$	44.63447
PROF6	\$	36.07065	3.75%	\$	37.42330	3.5%	\$	38.73312	3.25%	\$	39.99194	3.0%	\$	41.19170	3.00%	\$	42.42745	3.0%	\$	43.70028	3.0%	\$	45.01129	2.5%	\$	46.13657	2.5%	\$	47.28998	2.25%	\$	48.35401	2.0%	\$	49.32109
PROF7	\$	39.85807	3.75%	\$	41.35275	3.5%	\$	42.80009	3.25%	\$	44.19110	3.0%	\$	45.51683	3.00%	\$	46.88234	3.0%	\$	48.28881	3.0%	\$	49.73747	2.5%	\$	50.98091	2.5%	\$	52.25543	2.25%	\$	53.43118	2.0%	\$	54.49980
PROF8	\$	44.04317	3.75%	\$	45.69479	3.5%	\$	47.29410	3.25%	\$	48.83116	3.0%	\$	50.29610	3.00%	\$	51.80498	3.0%	\$	53.35913	3.0%	\$	54.95990	2.5%	\$	56.33390	2.5%	\$	57.74225	2.25%	\$	59.04145	2.0%	\$	60.22228
PROF9	\$	48.66770	3.75%	\$	50.49274	3.5%	\$	52.25999	3.25%	\$	53.95844	3.0%	\$	55.57719	3.00%	\$	57.24450	3.0%	\$	58.96184	3.0%	\$	60.73069	2.5%	\$	62.24896	2.5%	\$	63.80519	2.25%	\$	65.24080	2.0%	\$	66.54562
PROF10	\$	53.77781	3.75%	\$	55.79448	3.5%	\$	57.74728	3.25%	\$	59.62407	3.0%	\$	61.614279	3.00%	\$	63.25518	3.0%	\$	65.15283	3.0%	\$	67.10742	2.5%	\$	68.78510	2.5%	\$	70.50473	2.25%	\$	72.09109	2.0%	\$	73.53291
PROF11	\$	59.24448	3.75%	\$	61.65290	3.5%	\$	63.81075	3.25%	\$	65.88460	3.0%	\$	67.86114	3.00%	\$	69.89967	3.0%	\$	71.95378	3.0%	\$	74.15370	2.5%	\$	76.00754	2.5%	\$	77.90773	2.25%	\$	79.66065	2.0%	\$	81.25386



REPORT TO CITY COUNCIL RESOLUTION

**AGENDA ITEM
8.A.6.**

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-108, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Alexa Visscher Appointing Her as a Municipal Court Relief Judge for 2026

Report in Brief

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Alexa Visscher under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-108, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Alexa Visscher Appointing Her as a Municipal Court Relief Judge for 2026.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-108, a Resolution Authorizing an Employment Agreement Between the City of Arvada and Alexa Visscher Appointing Her as a Municipal Court Relief Judge for 2026.

Suggested Motion:

I move that R25-108, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Alexa Visscher Appointing Her as a Municipal Court Relief Judge for 2026, be (approved) (rejected).

Prepared by:

Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Alyssa Gleinn, Legal Specialist-Prosecution 10/21/2025

Kathryn Kurtz, Municipal Judge 10/28/2025

Rachel Morris, City Attorney 10/28/2025

Don Wick, City Manager 10/28/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-108

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY
OF ARVADA AND ALEXA VISSCHER APPOINTING HER AS A MUNICIPAL COURT
RELIEF JUDGE FOR 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Alexa Visscher as a relief judge for the municipal court, and Alexa Visscher has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Alexa Visscher Appointing her as a Municipal Court Relief Judge for 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Alexa Visscher from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
ALEXA VISSCHER APPOINTING HER AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Alexa Visscher, Colorado Attorney Registration #54409 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Alexa Visscher as a municipal court relief judge, and Alexa Visscher wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Alexa Visscher
Attorney Registration No. 54409



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.A.7.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-109, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Charles Tingle Appointing him as a Municipal Court Relief Judge for 2026

Report in Brief

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Charles Tingle under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-109, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Charles Tingle Appointing him as a Municipal Court Relief Judge for 2026.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-109, a Resolution Authorizing an Employment Agreement Between the City of Arvada and Charles Tingle Appointing him as a Municipal Court Relief Judge for 2026.

Suggested Motion:

I move that R25-109, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Charles Tingle Appointing him as a Municipal Court Relief Judge for 2026, be (approved) (rejected).

Prepared by:

Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Alyssa Gleinn, Legal Specialist-Prosecution 10/21/2025

Kathryn Kurtz, Municipal Judge 10/28/2025

Rachel Morris, City Attorney 10/28/2025

Don Wick, City Manager 10/28/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-109

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY
OF ARVADA AND CHARLES TINGLE APPOINTING HIM AS A MUNICIPAL COURT
RELIEF JUDGE FOR 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Charles Tingle as a relief judge for the municipal court, and Charles Tingle has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Charles Tingle Appointing him as a Municipal Court Relief Judge for 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Charles Tingle from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
CHARLES TINGLE APPOINTING THEM AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Charles Tingle, Colorado Attorney Registration #14329 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Charles Tingle as a municipal court relief judge, and Charles Tingle wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Charles Tingle
Attorney Registration No. 14329



REPORT TO CITY COUNCIL RESOLUTION

**AGENDA ITEM
8.A.8.**

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-110, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Barbara Henk Appointing Her as a Municipal Court Relief Judge for 2026

Report in Brief

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Barbara Henk under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-110, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Alexa Visscher Appointing Her as a Municipal Court Relief Judge for 2026.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-110, a Resolution Authorizing an Employment Agreement Between the City of Arvada and Barbara Henk Appointing Her as a Municipal Court Relief Judge for 2026.

Suggested Motion:

I move that R25-110, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Barbara Henk Appointing Her as a Municipal Court Relief Judge for 2026, be (approved) (rejected).

Prepared by:
Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Alyssa Gleinn, Legal Specialist-Prosecution	10/21/2025
Kathryn Kurtz, Municipal Judge	10/28/2025
Rachel Morris, City Attorney	10/28/2025
Don Wick, City Manager	10/28/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-110

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY
OF ARVADA AND BARBARA HENK APPOINTING HER AS A MUNICIPAL COURT
RELIEF JUDGE FOR 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Barbara Henk as a relief judge for the municipal court, and Barbara Henk has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Barbara Henk Appointing her as a Municipal Court Relief Judge for 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Barbara Henk from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
BARBARA HENK APPOINTING THEM AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Barbara Henk, Colorado Attorney Registration #17834 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Barbara Henk as a municipal court relief judge, and Barbara Henk wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Barbara Henk
Attorney Registration No. 17834



REPORT TO CITY COUNCIL RESOLUTION

**AGENDA ITEM
8.A.9.**

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-111, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Jenness Ivie Appointing Her as a Municipal Court Relief Judge for 2026

Report in Brief

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Alexa Visscher under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-111, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Jenness Ivie Appointing Her as a Municipal Court Relief Judge for 2026.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-111, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Jenness Ivie Appointing Her as a Municipal Court Relief Judge for 2026.

Suggested Motion:

I move that R25-111, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Jenness Ivie Appointing Her as a Municipal Court Relief Judge for 2026, be (approved) (rejected).

Prepared by:

Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Alyssa Gleinn, Legal Specialist-Prosecution 10/21/2025

Kathryn Kurtz, Municipal Judge 10/28/2025

Rachel Morris, City Attorney 10/28/2025

Don Wick, City Manager 10/28/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-111

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY
OF ARVADA AND JENNESS IVIE APPOINTING HER AS A MUNICIPAL COURT RELIEF
JUDGE FOR 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Jenness Ivie as a relief judge for the municipal court, and Jenness Ivie has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Jenness Ivie Appointing her as a Municipal Court Relief Judge for 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Jenness Ivie from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
JENNESS IVIE APPOINTING THEM AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Jenness Ivie, Colorado Attorney Registration #33263 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Jenness Ivie as a municipal court relief judge, and Jenness Ivie wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Jenness Ivie
Attorney Registration No. 33263



REPORT TO CITY COUNCIL RESOLUTION

**AGENDA ITEM
8.A.10.**

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-112, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Prince-Bowen Appointing Her as a Municipal Court Relief Judge for 2026

Report in Brief

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Michelle Prince-Bowen under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-112, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Prince-Bowen Appointing Her as a Municipal Court Relief Judge for 2026.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-112, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Prince-Bowen Appointing Her as a Municipal Court Relief Judge for 2026.

Suggested Motion:

I move that R25-112, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Prince-Bowen Appointing Her as a Municipal Court Relief Judge for 2026, be (approved) (rejected)..

Prepared by:

Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Rachel Morris, City Attorney 10/27/2025

Padraic Emerine, Assistant City Attorney I 10/29/2025

Kathryn Kurtz, Municipal Judge 10/29/2025

Don Wick, City Manager 10/30/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-112

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY
OF ARVADA AND MICHELLE PRINCE-BOWEN APPOINTING HER AS A MUNICIPAL
COURT RELIEF JUDGE FOR 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Michelle Prince-Bowen as a relief judge for the municipal court, and Michelle Prince-Bowen has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Michelle Prince-Bowen Appointing her as a Municipal Court Relief Judge for 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Michelle Prince-Bowen from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
MICHELLE PRINCE-BOWEN APPOINTING THEM AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Michelle Prince-Bowen, Colorado Attorney Registration #30978 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Michelle Prince-Bowen as a municipal court relief judge, and Michelle Prince-Bowen wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Michelle Prince-Bowen
Attorney Registration No. 30978



REPORT TO CITY COUNCIL RESOLUTION

**AGENDA ITEM
8.A.11.**

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-113, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Weaver Appointing Her as a Municipal Court Relief Judge for 2026

Report in Brief

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Michelle Weaver under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-113, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Weaver Appointing Her as a Municipal Court Relief Judge for 2026.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

N/A

Recommendation for Action

SUBJECT: R25-113, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Weaver Appointing Her as a Municipal Court Relief Judge for 2026

PAGE: 2
ITEM: 8.A.11.

The Arvada team recommends that the City Council approve R25-113, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Weaver Appointing Her as a Municipal Court Relief Judge for 2026.

Suggested Motion:

I move that R25-113, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Michelle Weaver Appointing Her as a Municipal Court Relief Judge for 2026, be (approved) (rejected).

Prepared by:

Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Rachel Morris, City Attorney 10/27/2025

Padraic Emerine, Assistant City Attorney I 10/28/2025

Kathryn Kurtz, Municipal Judge 10/28/2025

Don Wick, City Manager 10/28/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-113

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY
OF ARVADA AND MICHELLE WEAVER APPOINTING HER AS A MUNICIPAL COURT
RELIEF JUDGE FOR 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Michelle Weaver as a relief judge for the municipal court, and Michelle Weaver has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Michelle Weaver Appointing her as a Municipal Court Relief Judge for 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Michelle Weaver from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
MICHELLE WEAVER APPOINTING HER AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Michelle Weaver, Colorado Attorney Registration #25184 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Michelle Weaver as a municipal court relief judge, and Michelle Weaver wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Michelle Weaver
Attorney Registration No. 25184



REPORT TO CITY COUNCIL RESOLUTION

**AGENDA ITEM
8.A.12.**

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-114, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Aly Harmon Appointing Her as a Municipal Court Relief Judge for 2026

Report in Brief

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Aly Harmon under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-114, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Aly Harmon Appointing Her as a Municipal Court Relief Judge for 2026.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-114, a Resolution Authorizing an Employment Agreement Between the City of Arvada and Aly Harmon Appointing Her as a Municipal Court Relief Judge for 2026.

Suggested Motion:

I move that R25-114, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Aly Harmon Appointing Her as a Municipal Court Relief Judge for 2026, be (approved) (rejected).

Prepared by:
Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Rachel Morris, City Attorney	10/27/2025
Kathryn Kurtz, Municipal Judge	10/27/2025
Don Wick, City Manager	10/28/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-114

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND ALY HARMON APPOINTING HER AS A MUNICIPAL COURT RELIEF JUDGE FOR 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Aly Harmon as a relief judge for the municipal court, and Aly Harmon has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Aly Harmon Appointing her as a Municipal Court Relief Judge for 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Aly Harmon from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
ALY HARMON APPOINTING HER AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Aly Harmon, Colorado Attorney Registration #52016 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Aly Harmon as a municipal court relief judge, and Aly Harmon wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Aly Harmon
Attorney Registration No. 52016



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.B.1.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-115, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Joscelyn Shively Appointing Her as a Municipal Court Relief Judge for 2025 and 2026 (Presenter: Padraic Emerine, Senior Assistant City Attorney; Presiding Municipal Court Judge Katie Kurtz)

Report in Brief

PRESENTER: Padraic Emerine, Senior Assistant City Attorney; Presiding Municipal Court Judge Katie Kurtz

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Joscelyn Shively under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-115, A Resolution for An Employment Agreement Between the City of Arvada and Joscelyn Shively Appointing Her as a Municipal Court Relief Judge for 2025 and 2026..

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

Alternative Courses of Action

SUBJECT: R25-115, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Joscelyn Shively Appointing Her as a Municipal Court Relief Judge for 2025 and 2026 (Presenter: Padraic Emerine, Senior Assistant City Attorney; Presiding Municipal Court Judge Katie Kurtz)

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N/A

Recommendation for Action

The Arvada team recommends that the City Council approve City Council approve R25-115, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Joscelyn Shively Appointing Her as a Municipal Court Relief Judge for 2025 and 2026.

Suggested Motion:

I move that City Council approve R25-115, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Joscelyn Shively Appointing Her as a Municipal Court Relief Judge for 2025 and 2026, be (approved) (rejected).

Prepared by:

Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Alyssa Gleinn, Legal Specialist-Prosecution 10/21/2025

Kathryn Kurtz, Municipal Judge 10/21/2025

Rachel Morris, City Attorney 10/27/2025

Don Wick, City Manager 10/28/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-115

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF ARVADA AND JOSCELYN SHIVELY
APPOINTING HER AS A MUNICIPAL COURT RELIEF JUDGE FOR 2025 AND 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Joscelyn Shively as a relief judge for the municipal court, and Joscelyn Shively has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Joscelyn Shively Appointing her as a Municipal Court Relief Judge for 2025 and 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Joscelyn Shively from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
JOSCELYN SHIVELY APPOINTING HER AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2025 and 2026**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Joscelyn Shively, Colorado Attorney Registration #43511 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Joscelyn Shively as a municipal court relief judge, and Joscelyn Shively wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Joscelyn Shively



REPORT TO CITY COUNCIL RESOLUTION

AGENDA ITEM
8.B.2.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: R25-116, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Ernest Fuller Appointing him as a Municipal Court Relief Judge for 2025 and 2026 (Presenter: Padraic Emerine, Senior Assistant City Attorney; Presiding Municipal Court Judge Katie Kurtz)

Report in Brief

PRESENTER: Padraic Emerine Senior Assistant City Attorney; Presiding Municipal Court Judge Kathryn Kurtz

Arvada City Code Section (ACC) 58-74 provides for the City Council to appoint relief municipal court judges to substitute for the presiding judge as needed. ACC Section 58-79 further provides that relief judges will be appointed pursuant to the terms of an annual employment agreement. This resolution authorizes the appointment of Ernest Fuller under the terms of the attached employment agreement.

The Arvada team recommends that the City Council approve R25-116, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Ernest Fuller Appointing him as a Municipal Court Relief Judge for 2025 and 2026. As there is a little over a month left in the 2025 calendar year, this resolution encompasses 2026 as well.

Following approval of the resolution, there will be a swearing-in of the relief judge.

Financial Impact

This resolution has no new fiscal impact. Relief judges are funded by existing municipal court accounts.

Background

Relief judges substitute for the presiding judge as necessary. Each relief judge serves under the terms of an employment agreement in accordance with ACC 58-79.

Discussion

Relief judges allow the presiding judge to attend to other duties as required, while maintaining an appropriate flow of cases through the municipal court docket.

Public Contact

Posting of the City Council agenda.

Commission Recommendation

N/A

Strategic Alignment

The City Council's appointment of relief judges aligns with the Safe Community Priority Area of the City Council Strategic Plan goals by ensuring an efficient flow of cases through the municipal court system.

SUBJECT: R25-116, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Ernest Fuller Appointing him as a Municipal Court Relief Judge for 2025 and 2026 (Presenter: Padraic Emerine, Senior Assistant City Attorney; Presiding Municipal Court Judge Katie Kurtz)

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ITEM: 8.B.2.

Alternative Courses of Action

N/A

Recommendation for Action

The Arvada team recommends that the City Council approve R25-116,

Suggested Motion:

I move that R25-116, A Resolution Authorizing an Employment Agreement Between the City of Arvada and Ernest Fuller Appointing him as a Municipal Court Relief Judge for 2025 and 2026, be (approved) (rejected).

Prepared by:

Padraic Emerine, Assistant City Attorney I

Reviewed by:

Approved by:

Alyssa Gleinn, Legal Specialist-Prosecution 10/21/2025

Kathryn Kurtz, Municipal Judge 10/28/2025

Rachel Morris, City Attorney 11/03/2025

Don Wick, City Manager 11/04/2025

Enclosure, exhibits & attachments required to support the report

RESOLUTION NO. R25-116

A RESOLUTION AUTHORIZING AN EMPLOYMENT AGREEMENT
BETWEEN THE CITY OF ARVADA AND ERNEST FULLER
APPOINTING HIM AS A MUNICIPAL COURT RELIEF JUDGE FOR 2025 AND 2026

WHEREAS, under Section 58-74 of the Arvada City Code, the City Council may appoint relief judges to substitute for the presiding judge; and

WHEREAS, under Section 58-79 of the Arvada City Code, each such Relief Municipal Court Judge shall be appointed by City Council pursuant to an annual employment agreement; and

WHEREAS, the City Council wishes to appoint Ernest Fuller as a relief judge for the municipal court, and Ernest Fuller has agreed to serve as a relief judge.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. The Mayor or the Mayor Pro Tem is authorized to sign and the City Clerk to attest, in form approved by the City Attorney, an Employment Agreement between the City of Arvada and Ernest Fuller Appointing him as a Municipal Court Relief Judge for 2025 and 2026. The Agreement is in substantially the same form as that attached hereto.

Section 2. This resolution shall in no way restrict the authority of the City Council to terminate this employment agreement or prohibit Ernest Fuller from voluntarily resigning at any time.

Section 3. This resolution shall be effective upon its approval by the City Council.

APPROVED AND ADOPTED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

**AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF ARVADA AND
ERNEST FULLER APPOINTING THEM AS A
MUNICIPAL COURT RELIEF JUDGE FOR 2025 and 2026.**

THIS AGREEMENT is made and entered into this ____ day of _____, 2025, between the City of Arvada, Colorado, a municipal corporation ("City"), and Ernest Fuller, Colorado Attorney Registration #50517 ("Contract Employee"), both of whom understand as follows:

WHEREAS, The City has appointed Kathryn Kurtz as presiding municipal judge of the City of Arvada, as provided in Section 8.2 of the Arvada Home Rule Charter and Section 58-72 of the Arvada City Code for the City of Arvada; and

WHEREAS, under Section 58-74 of the Arvada City Code, the city council may appoint relief judges to substitute for the presiding judge from time to time; and

WHEREAS, the city council wishes to appoint Ernest Fuller as a municipal court relief judge, and Ernest Fuller wishes to serve in that capacity.

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the parties agree as follows:

1.0 DUTIES. The city council appoints, and Contract Employee accepts appointment, as a municipal court relief judge for the City of Arvada. The city council authorizes the Contract Employee to perform and the Contract Employee agrees to perform the functions and duties specified in Section 8.2 of the Home Rule Charter of the City of Arvada; C.R.S. § 13-10-101, *et seq.*, as amended; and in Chapter 58 of the Arvada City Code, as amended, and to perform such other legal and proper duties and functions as the city council shall from time to time assign.

2.0 TERM.

2.1 The term of this Agreement shall commence upon its full execution by City and Contract Employee, and shall end when this Agreement is either not renewed by action of the City Council prior to the last calendar day of 2026, or when Contract Employee is terminated or resigns, whichever occurs first.

2.2 Nothing in this Agreement shall prevent, limit, or otherwise interfere with the right of the City Council to terminate the services of the Contract Employee at any time.

3.0 COMPENSATION. The City agrees to pay Contract Employee for services rendered as a municipal court relief judge at a rate of \$100.00 per hour worked, to be paid at the same time as are other employees of the City. Contract Employee shall be paid a minimum of two hours for presiding over any video advisement session, regardless of such session's actual duration. Contract Employee shall not receive any benefits in addition to this monetary sum.

4.0 COLORADO CODE OF JUDICIAL CONDUCT. Contract Employee shall comply with the Colorado Code of Judicial Conduct. In addition, and in order to maintain the integrity and independence of the judiciary in Arvada, Contract Employee shall refrain from engaging in any political activity except on behalf of measures to improve the law, the legal system, the administration of justice, registering to vote, or voting. All other local or municipal political activity is expressly prohibited. City council may impose discipline on Contract Employee for conduct city council deems in violation of the Code of Judicial Conduct, or otherwise as city council sees fit.

5.0 HOURS OF WORK. The hours of work are generally between 8:00 a.m. through 5:00 p.m. Monday through Friday (lunch hours excepted) on an as-needed basis, and as agreed upon by the Contract Employee and the municipal court administrator or designee thereof. Both parties acknowledge that on days with a light docket, Contract Employee may not be required to work a full day. Both parties acknowledge that occasional after hours work may be required.

6.0 EVALUATION OF JOB PERFORMANCE. The city council may evaluate Contract Employee at any time.

7.0 GENERAL PROVISIONS.

- 7.0** The parties agree, except as specifically provided herein, that Contract Employee is not an employee of the City of Arvada, and nothing herein shall be deemed to have vested such status upon Contract Employee.
- 7.1** Contract Employee is not entitled to unemployment insurance benefits unless unemployment compensation coverage is provided by Contract Employee.
- 7.2** This Agreement contains the complete understanding of the parties hereto and may not be amended, supplemented, or varied except by instrument in writing, and may not be assigned or transferred without the written consent of city council.
- 7.3** This Agreement, upon execution, shall be binding upon the parties, their heirs, successors, and assigns, as the case may be.
- 7.4** If any provision or any portion thereof, contained in this Agreement is held to be unconstitutional, invalid, or unenforceable, the remainder of this Agreement, or portion thereof, shall be deemed severable, shall not be affected, and shall remain in full force and effect.
- 7.5** Nothing herein shall be deemed a promise of continued appointment, or to have created a right in or to such future appointment.

IN WITNESS WHEREOF, the City of Arvada, Colorado, has caused this Agreement to be signed and executed on its behalf by its Mayor, and duly attested by its City Clerk, and the Contract Employee has signed and executed this Agreement as of the date set forth above.

CITY OF ARVADA, a Colorado home
rule municipal corporation

Lauren Simpson, Mayor
8101 Ralston Road
Arvada, CO 80002

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

CONTRACT EMPLOYEE

Ernest Fuller



REPORT TO CITY COUNCIL ORDINANCE FIRST READING

**AGENDA ITEM
8.C.1.**

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: CB25-027, An Ordinance Repealing and Reenacting Various Sections of Chapter 70, Personnel Rules, of the Arvada City Code (Public Hearing to be set for December 2, 2025 at 6:15 p.m.)

Report in Brief

PRESENTER: Gabriella Bommer, Director of Human Resources

The Human Resources Department and City Attorney's Office have partnered to recommend updates to Chapter 70, Personnel Rules, of the Arvada City Code to comply with state and federal laws, and to reflect current market and City practices.

The Arvada team recommends that the City Council approve CB25-027, An Ordinance Repealing and Reenacting Various Sections of Chapter 70, Personnel Rules, of the Arvada City Code.

Financial Impact

The Arvada team does not anticipate significant impacts to the City's budget as a result of the updates to the Personnel Rules. Any costs associated with these updates will be managed within existing personnel budgets and monitored continuously for future adjustments.

Background

The updates to Chapter 70, Personnel Rules, of the Arvada City Code are recommended to comply with state and federal employment laws and to reflect current market and City practices. While preparing these updates, the team took the time to make additional housekeeping changes, such as adding, deleting, or combining sections to reduce redundancy, updating outline formats and grammar, and removing procedural language that can be found in the City's policies and procedures. A complete accounting of every change is available in the included redlined version of the sections that were updated. The most substantial changes are described below:

Article I - In General

Sec.70-4. Application

- This is a new section that clarifies the Personnel Rules apply only to employees of the City and exclude elected officials or members of city boards, commissions, or committees. This section also notes that department directors are exempt from certain sections in accordance with City policy.

Article II - Employment

Sec. 70-32. Definitions and Employment Status

- Updates definitions for clarity and to better comply with existing laws and practices. Changes include: added Base Pay, deleted For Cause Employee, and updated At Will, Regular, Seasonal and Variable Hour employee definitions.

Sec. 70-34. Job Vacancy and Posting

- Removes a statement indicating that vacancies may be posted internally only if a qualified pool of current employees is identified, as this statement contradicts with requirements of the Colorado Equal Pay for Equal Work Act.

Sec. 70-61. Pay Rates for Temporary Acting Assignments

- Clarifies that employees serving in a temporary acting assignment, who become eligible for a pay increase for their performance in their regularly assigned position, will receive the pay increase upon returning to their regular role. (The pay increase cannot be issued retroactively.)

Article III - Employee Compensation

Sec. 70-62. Longevity Pay

- Removes reference to a past practice of longevity pay which is no longer applicable.

Article IV - Attendance and Leave

Sec. 70-104. Vacation Leave

- Updates to vacation accrual rates and accrual maximums. The City proposes to increase vacation accrual rates and maximums for civilian employees to match those of sworn staff. This recommendation is based on market comparisons showing that current civilian vacation benefits fall below average. Aligning these rates will enhance the City's competitiveness and promote equity across all employee groups.
- Removes wording related to accrual rates from 1985-1997 that are no longer applicable.

Sec. 70-107. Extended Medical Leave

- Clarifies that Extended Medical Leave is for a maximum of 14 calendar weeks and refers to existing City policy for procedures.

Sec. 70-108. Injury Leave

- Removes procedural language and makes reference to existing City policy.

Sec. 70-114. Jury Duty

- Removes procedural language and makes reference to existing City policy.

Article VII – Separation and Termination of Employment

Sec. 70-183. Retirement

- Requires employees to give a 30-day notice of intent to retire in order to receive the benefit of being able to extend their last day by their vacation accruals.

Sec. 70-184. Last Day of Employment

- Clarifies that employees extending their last day by their vacation accrual will receive base pay only after their last physical day of work.

Sec. 70-186. Layoffs and Reductions in Force

- Removes reference to longevity pay, which is no longer applicable; clarifies that seniority is based on an employee's anniversary date of employment.

Discussion

Public Contact

Posting of the City Council Agenda

Commission Recommendation

Strategic Alignment

Updates to the City's Personnel Rules are aligned to the City Council Strategic Plan Organizational and Service Effectiveness Services, including:

- OSE1 Provides leadership, policy and guidance, communication and engagement services to City Council, the community and the organization by utilizing a values-driven culture, ethical behavior, and transparency to maintain trust.
- OSE8 Fosters an employer of choice work environment that attracts and retains a highly engaged, inclusive workforce and promotes a culture of wellness, safety, cycles of learning, and performance excellence.

Alternative Courses of Action

Recommendation for Action

The Arvada team recommends that the City Council approve CB25-027, An Ordinance Repealing and Reenacting Various Sections of Chapter 70, Personnel Rules, of the Arvada City Code. (Public Hearing to be set for December 2, 2025 at 6:15 p.m.)

Suggested Motion:

SUBJECT: CB25-027, An Ordinance Repealing and Reenacting Various Sections of Chapter 70, Personnel Rules, of the Arvada City Code (Public Hearing to be set for December 2, 2025 at 6:15 p.m.)

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I move that CB25-027, An Ordinance Repealing and Reenacting Various Sections of Chapter 70, Personnel Rules, of the Arvada City Code, be (approved on first reading, ordered published in full, and a public hearing set for December 2, 2025, at 6:15 p.m.) (rejected).

Prepared by:
Gail Walker, Legal Specialist-Contracts

Reviewed by:

Approved by:

Gabriella Bommer, Director of Human Resources	10/23/2025
Bryan Archer, Chief Financial Officer	10/23/2025
Gail Walker, Legal Specialist-Contracts	10/23/2025
Janelle Miller, Assistant City Attorney	10/23/2025
Rachel Morris, City Attorney	10/27/2025
Linda Haley, Deputy City Manager	10/27/2025
Don Wick, City Manager	10/28/2025

Enclosure, exhibits & attachments required to support the report

COUNCIL BILL NO. 25-027
ORDINANCE NO. _____

AN ORDINANCE REPEALING AND REENACTING VARIOUS SECTIONS OF CHAPTER
70, PERSONNEL RULES, OF THE ARVADA CITY CODE

WHEREAS, the City of Arvada, Colorado (“City”) is a home rule municipality, organized and existing under Article XX, Section 6 of the Colorado Constitution; and

WHEREAS, Section 7.5 of Chapter 7 of the Arvada City Charter permits the Arvada City Council to adopt ordinances establishing personnel rules and regulations; and

WHEREAS, amendments to the City’s personnel rules and regulations are needed to comply with updates in state and federal laws, and to reflect current city practices.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Section 70-4, Application, of Article I, In General, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby enacted to read as follows:

“Sec. 70-4. Application.

This chapter shall apply to all employees of the City of Arvada. This chapter does not apply to members of city council nor to members of city boards, commissions, or committees. Department directors are exempt from certain sections of this chapter in accordance with a policy established by the city manager.”

Section 2. Section 70-32, Definitions and Employment Status, of Article II, Employment, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

“Sec. 70-32. Definitions and employment status.

The following terms, as used throughout this chapter, shall have the following meanings:

Anniversary date of employment means the date that a probationary, regular full-time or regular part-time employee began employment with the city and is the date used in calculating eligibility and accruals for sick leave and vacation leave. An employee who is rehired within 12 calendar months after voluntarily resigning will retain their former anniversary date of employment. An employee rehired more than 12 calendar months after voluntarily resigning will have an anniversary date of employment based on the date of rehire.

Applicant means a person seeking employment with the city regardless of whether the person is an internal or external candidate.

Appointing authority means the city manager or any designee thereof who has the authority to appoint, suspend, transfer, demote, remove, or otherwise discipline employees of the city. Typically, the appointing authority is the department director of each administrative department.

At-will employee means an employee who may be terminated at any time, with or without cause, and is not subject to the pre-disciplinary, disciplinary, and administrative review processes. Probationary, health plan eligible, variable hour, seasonal employees, and employees designated as an appointing authority are designated “at-will” employees.

Base pay means a fixed rate of pay the employee receives for performing work, excluding bonuses, overtime, or any additional types of compensation.

Benefits means compensation for employment in addition to salary or wages offered by the city from time to time that may include health, dental, vision, life insurance, participation in a city-sponsored retirement plan, authorized leave accruals and paid holidays. Generally, when qualifying under the terms described in this article, an employee is eligible for benefits on the first day of the month following one full calendar month of employment.

Career progression means a system for advancement from one position to another in a career progression model based on time in a specific role and/or other objective metrics set by the appointing authority.

City means the City of Arvada.

Day means a calendar day unless otherwise specifically stated.

Demotion means a placement of an employee from one position to another position that has a lower maximum salary rate than the original position and less authority or responsibility.

Disciplinary action means a disciplinary suspension without pay, demotion, or other similar employment action taken in response to an employee's job performance or conduct.

Emergency service status means an employee designated by the appointing authority as an employee subject to call-back on a 24-hour basis in order to respond to an emergency.

Emergency situation means an unexpected event that requires immediate action to prevent or minimize harm to people, property, or the environment, as declared by the city manager or appointing authority.

Exempt employee means an employee who is not eligible for overtime pay under the Fair Labor Standards Act (FLSA), as determined by the city. All exempt employees shall be deemed salaried employees.

Good standing means that an employee has an overall positive performance appraisal either from their annual review if available or as documented by the employee's immediate supervisor; the employee is not on extended probation nor a performance improvement plan; and the employee has no written reprimands or disciplinary actions in their official personnel file within the 12-month period prior to the assessment of good standing.

Health plan eligible employee means a variable hour or seasonal employee who has met the requirements to participate in the city sponsored health plan but is not otherwise eligible for city benefits.

Job-share employee means a probationary or regular employee who is scheduled to work between 20 and 29 hours per week, and whose position is denoted under the city's budget as a single full-time position, but whose duties are performed by two different employees. A job-share employee is scheduled to work a minimum of 20 hours per week.

Non-exempt employee means an employee eligible for overtime pay or compensatory time under the FLSA, as determined by the city.

Probationary employee means an employee hired into a regular full-time or regular part-time position identified in the city's budget and pay plan who has not been formally evaluated and officially removed from probation by the appointing authority. Probationary employees are eligible for city benefits provided the employee meets the minimum hourly threshold for benefit eligibility set forth in this article.

Promotion means the appointment of an employee to a job in a pay grade with a higher maximum rate and additional authority or responsibility, outside of a career progression model.

Reclassification or reclassified means change in a position's pay grade based on the results of a job evaluation. A position may be reclassified if there are significant changes in the duties, skills, qualifications, effort, or responsibilities of the position and such changes significantly affect the position's internal and market value.

Regular employee means an employee who has completed a probationary period and who has been removed from probationary status by the appointing authority, and is subject to the pre-disciplinary, disciplinary, and administrative review processes. A regular employee may be a full-time employee, a part-time employee, or a job-share employee.

Regular full-time employee means an employee who is normally scheduled to work at least 40 hours per week and has successfully completed their probationary period. A regular full-time employee is eligible for city benefits.

Regular part-time employee means an employee who is normally scheduled to work less than 40 hours per week and has successfully completed their probationary period. A regular part-time employee is eligible for city benefits on a pro-rata basis. Regular part-time employees hired on or prior to December 31, 2014, must work a minimum of 20 hours per

week to be eligible for benefits. Regular part-time employees, excluding job-share employees, hired or rehired on or after January 1, 2015, must work a minimum of 30 hours per week to be eligible for benefits.

Seasonal employee means an employee who is hired generally at the same time each year to perform work related to seasonal operations. Unless otherwise required by law or city policy, seasonal employees are not eligible for benefits. Eligibility for health care coverage will be determined in accordance with a policy established by the city manager.

Transfer means placement of an employee in a different position but with the same pay grade as the employee's original position.

Variable hour employee means an employee whose work schedule may not be uniform in the number of hours worked and who, at the time of hire, is expected to work an average of 29 hours or less per week. Unless otherwise required by law or city policy, seasonal employees are not eligible for benefits. Eligibility for health care coverage will be determined in accordance with a policy established by the city manager.”

Section 3. Section 70-34, Job Vacancy and Posting, of Article II, Employment, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

“Sec. 70-34. Job vacancy and posting.

- (a) The appointing authority, or designee thereof, will submit a vacancy questionnaire to the human resources department for approval to post a vacant position.
- (b) The city will make reasonable efforts to post all vacant positions and vacant promotional opportunities for a minimum of five business days, unless there is a business reason approved by the human resources director, or designee thereof. Vacant positions will be posted internally and may be advertised externally as well. The posting will specify:
 - (1) The title, salary range, benefits, duties of the position, and minimum qualifications;
 - (2) The time, place, and manner of making an application;
 - (3) The closing date for receiving applications; and
 - (4) Any other pertinent information related to the vacant position.
- (c) An appointing authority may consider internal candidates who do not meet the minimum qualifications for a vacant position based on past performance and demonstration of aptitude to perform at a proficient level. If selected, the internal candidate must meet the minimum requirements within a stated period of time.”

Section 4. Section 70-61, Pay Rates for Temporary Acting Assignments, of Article III, Employee Compensation, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and

reenacted to reads as follows:

“Sec. 70-61. Pay rates for temporary acting assignments.

- (a) An employee may be temporarily assigned in an acting or interim capacity to a position in a higher pay grade than the position the employee normally occupies. If the employee assumes all authority and responsibility for the new position and the assignment exceeds three calendar weeks, the employee will be granted a temporary increase to the step in the new grade based on an assessment of the employee's qualifications, including relevant education, training, experience, and seniority as compared to others in similar positions. This increase cannot be less than the minimum or greater than the maximum rate of the pay grade of the position the employee is filling. Temporary assignment pay will be paid for the full period of the temporary assignment, retroactive to the first day.
- (b) If an employee is serving in a temporary assignment and the employee is eligible for a pay increase based on performance in their regular position, the pay increase may be applied upon the employee's return to their regular position.
- (c) If a temporary acting assignment exceeds a period of 12 months, the employee may be considered for a pay increase upon completion of 12 months in the temporary acting assignment, or at a time designated by the city manager as the annual salary review date.
- (d) Notification of acting status and requests for pay increases during a temporary assignment must be made by the appointing authority to the director of human resources.”

Section 5. Section 70-62, Longevity Pay, of Article III, Employee Compensation, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reserved.

Section 6. Section 70-104, Vacation Leave, of Article IV, Attendance and Leave, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

“Sec. 70-104. Vacation leave.

- (a) Each regular or probationary full-time employee will accrue vacation leave with pay at the rates set forth in this section, and may not accrue vacation leave in the excess of the maximum rates without the express written consent of the city manager.

Years of Service	Monthly Accruals (Hours)	Accrual Maximums (Hours)
0 through 4	9.33	224
5 through 9	10.66	256
10 through 14	12.66	304

15 or more	14.66	352
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- (b) For a regular or probationary part-time employee, the vacation accrual rate and maximum accrual will be determined on a pro rata basis, as determined by the part-time employee's work schedule.
- (c) If a regular or probationary employee's scheduled hours are reduced resulting in a lower maximum (for example, from full-time to 50 percent part-time), the employee will be paid the dollar value of any vacation hour accruals in excess of the new, pro-rata maximum. This payment will occur at the time of the change in hours.
- (d) Vacation time may not be taken until after it is earned. The time at which an employee takes vacation will be determined by the employee's supervisor at a time convenient to both the employee and the city.
- (e) If an illness occurs while an employee is on vacation and would normally justify allowance for sick leave, then that time will not be counted against vacation leave if so requested by the employee and approved as provided for in the appropriate leave section.
- (f) A regular and probationary employee who is separated from the city will be compensated for vacation accrued to the date of separation at the employee's rate of pay at the time of separation."

Section 7. Section 70-107, Extended Medical Leave, of Article IV, Attendance and Leave, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

"Sec. 70-107. Extended medical leave.

The city may authorize up to 14 calendar weeks of extended medical leave for serious health conditions that extend past the 12 weeks of leave protected by the Family and Medical Leave Act (FMLA), taken by an employee. The decision whether to authorize extended medical leave will depend on the business needs of the organization and is subject to approval by the appointing authority, in accordance with a policy established by the city manager."

Section 8. Section 70-108, Injury Leave, of Article IV, Attendance and Leave, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

"Sec. 70-108. Injury leave.

A probationary or regular employee who suffers a work-related injury or illness will be paid injury leave if the work-related injury or illness renders the employee unable to perform the employee's regular duties, in accordance with a policy established by the city manager."

Section 9. Section 70-114, Jury Duty, of Article IV, Attendance and Leave, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

“Sec. 70-114. Jury duty.

The city recognizes jury duty as a civic responsibility of our community. Employees are eligible for payment from the city during part or all of the employee’s jury duty service in accordance with a policy established by the city manager.”

Section 10. Section 70-183, Retirement, of Article VII, Separation and Termination of Employment, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

“Sec. 70-183. Retirement.

To be eligible for retirement from employment at the city, an employee must meet the eligibility requirements set forth in their respective retirement plan. An employee must provide written notice of their intent to retire to both their supervisor and the human resources department at least 30 days prior to their anticipated retirement date. An employee who wishes to extend their last day of employment using accrued vacation leave must also provide at least 30 days notice. If a 30-day notice is not given, the employee may not be permitted to extend their last day with vacation leave, unless otherwise approved by the appointing authority.”

Section 11. Section 70-184, Last Day of Employment, of Article VII, Separation and Termination of Employment, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

“Sec. 70-184. Last day of employment.

- (a) The last effective date of employment is the date of the employee’s last physical day of work. An exception may be made for good business reasons by the director of human resources. Payment for eligible accrued leaves and other applicable pay, if any, will be paid on the next regularly scheduled payday.
- (b) An employee retiring from the city or leaving employment due to a layoff or reduction in force may use their vacation leave accruals to extend their last day of employment. An employee may only extend their last day of employment by the amount of vacation leave accruals they have on their last physical day of work. An employee who is extending their last day in this manner will only receive base pay after their last physical day of work.
- (c) On or before the employee’s last day of work, all city property must be returned to the employee’s department. Failure to return city property can result in a deduction in pay. If an employee fails to return any city property, and the supervisor wishes to deduct the value of the property from the employee’s final paycheck, the supervisor must first provide written notice to the employee within ten days after employment terminates, informing the employee that the property was not returned; the replacement value of the property; and date when the property was provided to the employee. If not returned within 14 days from the date the notice is provided to the employee, the city may deduct the value from the

employee's final paycheck. If the employee subsequently returns the property within 14 days of the deduction of their wages, the city must then repay the employee within 14 days of the receipt of the returned property."

Section 12. Section 70-186, Layoffs and Reductions in Force, of Article VII, Separation and Termination of Employment, of Chapter 70, Personnel Rules, of the Arvada City Code is hereby repealed and reenacted to read as follows:

"Sec. 70-186. Layoffs and reductions in force.

- (a) In the event the city must reduce the workforce for any reason, as determined by the city, employees may be laid off.
- (b) In the event of a layoff, a reduction in force (RIF) will be limited to the department within which layoffs take place. The primary factors to be used in determining which employees are affected by the RIF are the individual employee's skill and ability to perform their job and veteran's preference according to state law. In those positions in which employees possess differing skills and abilities, the city will retain the employee who is more capable of performing the job, regardless of seniority. Among the factors to be considered in evaluating employee skill and ability are performance appraisals, disciplinary actions, and related information or references to such information filed in employee personnel files within the human resources department or the supervisor's file. Such determination will be made by the department's management with agreement from the human resources department and city attorney's office. In situations in which incumbents' skills and abilities are relatively equal, seniority will determine the order in which employees are affected by a RIF. Seniority will be calculated based upon an employee's anniversary date.
- (c) When only one employee has a particular job title, and the service or program provided by that employee is a service or program that has been eliminated as part of the RIF, that employee's position will also be eliminated.
- (d) An appointing authority may, with the approval of the city manager, elect either to reduce the total working hours of employees or reduce the level of payment and responsibility of the current classification, or both, in order to minimize the effect of general layoffs as determined by the operational needs of the city.
- (e) Employees who have been promoted, but who are serving a probationary period at the time of a RIF, shall be considered to hold the position in the highest classification in which they have completed the probationary period."

Section 13. Severability. Should any provision of this ordinance be declared by a court to be unconstitutional or invalid, such decision shall not affect the validity of the ordinance as a whole, or any part thereof, other than the part so declared to be unconstitutional or invalid.

Section 14. This ordinance shall take effect on January 1, 2026.

INTRODUCED, READ, AND ORDERED PUBLISHED this 18th day of November, 2025.

PASSED, ADOPTED, AND APPROVED this ____ day of _____, 2025.

Laureen Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

By: _____

Publication Dates: November 20, 2025

REDLINE/STRIKETHROUGH VERSION

FOR INFORMATION ONLY -- NOT PART OF THE ORDINANCE

Underlined indicates new material

~~Strikethrough~~ indicates deleted material

Sec. 70-4. ~~Reserved.~~ Application.

This chapter shall apply to all employees of the City of Arvada. This chapter does not apply to members of city council nor to members of city boards, commissions, or committees. Department directors are exempt from certain sections of this chapter in accordance with a policy established by the city manager.

Sec. 70-32. Definitions and employment status.

The following terms, as used throughout this chapter, shall have the following meanings:

Anniversary date of employment means the date that a probationary, regular full-time or regular part-time employee began employment with the city and is the date used in calculating eligibility and accruals for sick leave, vacation leave, and longevity pay. An employee who is rehired within 12 calendar months after voluntarily resigning will retain their former anniversary date of employment. An employee rehired more than 12 calendar months after voluntarily resigning will have an anniversary date of employment based on the date of rehire.

Applicant means a person seeking employment with the city regardless of whether the person is an internal or external candidate.

Appointing authority means the city manager or any designee thereof who has the authority to appoint, suspend, transfer, demote, remove, or otherwise discipline employees of the city. Typically the appointing authority is the department director of each administrative department.

At-will employee means an employee who may be terminated at any time, ~~or who may terminate employment,~~ with or without cause a reason, and is not subject to the pre-disciplinary, disciplinary, and administrative review processes. Probationary, health plan eligible, variable hour, ~~and~~ seasonal employees, and employees designated as an appointing authority are designated “at-will” employees.

Base pay means a fixed rate of pay the employee receives for performing work, excluding bonuses, overtime, or any additional types of compensation.

Benefits means compensation for employment in addition to salary or wages offered by the city from time to time that may include health, dental, vision, life insurance, participation in a city-sponsored retirement plan, authorized leave accruals and paid holidays. Generally,

when qualifying under the terms described in this article, an employee is eligible for benefits on the first day of the month following one full calendar month of employment.

Career progression means a system for advancement from one position to another in a career progression model based on time in a specific role and/or other objective metrics set by the appointing authority.

City means the City of Arvada.

Day means a calendar day unless otherwise specifically stated.

~~*Emergency service status position employee* means an employee designated by the appointing authority as an employee who is subject to call back on a 24-hour basis in order to respond to an emergency.~~

~~*Emergency situation* means an unexpected event that requires immediate action to prevent or minimize harm to people, property, or the environment, as declared by the city manager or appointing authority.~~

~~*Exempt employee* means an employee who is not eligible for overtime pay under the Fair Labor Standards Act (FLSA), as determined by the city. All exempt employees shall be deemed salaried employees.~~

Demotion means a placement of an employee from one position to another position that has a lower maximum salary rate than the original position and less authority or responsibility.

Disciplinary action means a disciplinary suspension without pay, demotion, or other similar employment action taken in response to an employee's job performance or conduct.

~~*Emergency service status* means an employee designated by the appointing authority as an employee subject to call-back on a 24-hour basis in order to respond to an emergency.~~

~~*Emergency situation* means an unexpected event that requires immediate action to prevent or minimize harm to people, property, or the environment, as declared by the city manager or appointing authority.~~

~~*Exempt employee* means an employee who is not eligible for overtime pay under the Fair Labor Standards Act (FLSA), as determined by the city. All exempt employees shall be deemed salaried employees.~~

~~*For-cause employee* means a regular employee who has successfully completed their probationary period and is subject to the pre-disciplinary, disciplinary, and administrative review processes.~~

Good standing means that an employee has an overall positive performance appraisal

either from their annual review if available or as documented by the employee's immediate supervisor; the employee is not on extended probation nor a performance improvement plan; and the employee has no written reprimands or disciplinary actions in their official personnel file within the 12-month period prior to the assessment of good standing.

Health plan eligible employee means a variable hour or seasonal employee who has met the requirements to participate in the city sponsored health plan but is not otherwise eligible for city benefits.

Job-share employee means a probationary or regular employee who is scheduled to work between 20 and 29 hours per week, and whose position is denoted under the city's budget as a single full-time position, but whose duties are performed by two different employees. A job-share employee is scheduled to work a minimum of 20 hours per week.

Non-exempt employee means an employee eligible for overtime pay or compensatory time under the FLSA, as determined by the city.

Probationary employee means an employee hired into a regular full-time or regular part-time position identified in the city's budget and pay plan who has not been formally evaluated and officially removed from probation by the appointing authority. Probationary employees are eligible for city benefits provided the employee meets the minimum hourly threshold for benefit eligibility set forth in this article.

Promotion means the appointment of an employee to a job in a pay grade with a higher maximum rate and additional authority or responsibility, outside of a career progression model.

Reclassification or reclassified means change in a position's pay grade based on the results of a job evaluation. A position may be reclassified if there are significant changes in the duties, skills, qualifications, effort, or responsibilities of the position and such changes significantly affect the position's internal and market value.

Regular employee means an employee who has completed a probationary period and who has been removed from probationary status by the appointing authority, and is subject to the pre-disciplinary, disciplinary, and administrative review processes. A regular employee may be a full-time employee, a part-time employee, or a job-share employee.

Regular full-time employee means an employee who is normally scheduled to work at least 40 hours per week and has successfully completed their probationary period. A regular full-time employee is eligible for city benefits.

Regular part-time employee means an employee who is normally scheduled to work less than 40 hours per week and has successfully completed their probationary period. A regular part-time employee is eligible for city benefits on a pro-rata basis. Regular part-time employees hired on or prior to December 31, 2014, must work a minimum of 20 hours per week to be eligible for benefits. Regular part-time employees, excluding job-share

employees, hired or rehired on or after January 1, 2015, must work a minimum of 30 hours per week to be eligible for benefits.

Seasonal employee means an employee who is hired generally at the same time each year, ~~such as in the spring or in the winter, and whose duties are typically associated with a function or operation that is performed during or because of~~ to perform work related to seasonal operations conditions. ~~A seasonal employee will not normally be deemed a health plan eligible employee unless, at the conclusion of a 12-month measurement designated by the city manager, the employee has worked an average of 30 or more hours per week during said measurement period.~~ Unless otherwise required by law or city policy, seasonal employees are not eligible for benefits. Eligibility for health care coverage will be determined in accordance with a policy established by the city manager.

Transfer means placement of an employee in a different position but with the same pay grade as the employee's original position.

Variable hour employee means an employee whose work schedule may not be uniform in the number of hours worked, ~~but and~~ who, at the time of hire, is expected to work an average of 29 hours or less per week ~~when hired.~~ ~~A variable hour employee will not normally be deemed a health plan eligible employee unless, at the conclusion of a 12-month measurement period designated by the city manager, the employee has worked an average of 30 or more hours per week during said measurement period.~~ Unless otherwise required by law or city policy, seasonal employees are not eligible for benefits. Eligibility for health care coverage will be determined in accordance with a policy established by the city manager.

Sec. 70-34. Job vacancy and posting.

- (a) The appointing authority, or designee thereof, will submit a vacancy questionnaire to the human resources department for approval to post a vacant position.
- (b) The city will make reasonable efforts to post all vacant positions and vacant promotional opportunities for a minimum of five business days, unless there is a business reason approved by the human resources director, or their designee. ~~Vacant positions may be posted for internal applicants only if a qualified pool of current employees has been identified by the hiring supervisor and human resources. The appointing authority may consider internal candidates who do not meet the minimum qualifications for a position based on past performance and demonstration of aptitude to perform at a proficient level. If selected, the internal candidate must meet the minimum requirements within a stated period of time.~~
- (e) Vacant positions will be posted internally and may be advertised externally as well. The posting will specify:
 - (1) The title, salary range, benefits, duties of the position, and minimum qualifications;

- (2) The time, place, and manner of making an application;
- (3) The closing date for receiving applications; and
- (4) Any other pertinent information related to the vacant position.

(c) An appointing authority may consider internal candidates who do not meet the minimum qualifications for a position based on past performance and demonstration of aptitude to perform at a proficient level. If selected, the internal candidate must meet the minimum requirements within a stated period of time.

Sec. 70-61. Pay rates for temporary acting assignments.

- (a) An employee may be temporarily assigned in an acting or interim capacity to a position in a higher pay grade than the position the employee normally occupies. If the employee assumes all authority and responsibility for the new position and the assignment exceeds three calendar weeks, the employee will be granted a temporary increase to the step in the new grade based on an assessment of the employee's qualifications, including relevant education, training, experience, and seniority as compared to others in similar positions. This increase cannot be less than the minimum or greater than the maximum rate of the pay grade of the position the employee is filling. Temporary assignment pay will be paid for the full period of the temporary assignment, retroactive to the first day.
- (b) If an employee is serving in a temporary assignment and the employee is eligible ~~due to be considered~~ for a pay increase based on ~~their~~ performance in their regular position ~~they normally occupy~~, the ~~employee may be considered for a~~ pay increase may be applied upon the employee's ~~upon their~~ return to their normal regular position ~~and the pay increase will be issued retroactive to the date it was originally due.~~
- (c) If a temporary acting assignment exceeds a period of 12 months, the employee may be considered for a pay increase upon completion of 12 months in the temporary acting assignment, or at a time designated by the city manager as the annual salary review date.
- (d) Notification of acting status and requests for pay increases during a temporary assignment must be made by ~~memorandum from~~ the appointing authority to the director of human resources.

Sec. 70-62. Longevity Pay. Reserved.

~~Certain employees hired prior to December 31, 1978, are entitled to longevity pay. Such pay is recognized and ratified for these employees. The city manager may establish administrative procedures for the administration of this compensation.~~

Sec. 70-104. Vacation leave.

- (a) Each regular and probationary full-time employee will accrue ~~earns and is allowed to take annual~~ vacation leave with pay ~~as follows: at the rates set forth in this section, and may not accrue vacation leave in the excess of the maximum rates without the express written consent of the city manager.~~

Years of Service	Monthly Accruals (Hours)	
	Civilian Monthly Accruals (Hours)	Sworn Police Accrual Maximums (Hours)
0 through 4	8-9.33	9.33 224
5 through 9	10-10.66	10.66 256
10 through 14	12 12.66	12.66 304
15 or more	13.33 14.66	14.66 352

- (b) ~~For a r~~Regular ~~or and~~ probationary part-time employees, ~~will receive the~~ vacation ~~leave accrual rate and maximum accrual will be determined~~ on a pro rata basis, as determined by the part-time employee's work schedule.
- (c) ~~If a regular or probationary employee's scheduled hours are reduced resulting in a lower maximum (for example, from full-time to 50 percent part-time), the employee will be paid the dollar value of any vacation hour accruals in excess of the new, pro-rata maximum. This payment will occur at the time of the change in hours. Vacation time may not be taken until after it is earned. The time at which an employee takes vacation will be determined by the employee's supervisor at a time convenient to both the employee and the city. If an illness occurs while an employee is on vacation and would normally justify allowance for sick leave, then that time will not be counted against vacation leave if so requested by the employee and approved as provided for in the appropriate leave section. Regular and probationary employees who are separated from the city will be compensated for vacation accrued to the date of separation at the employee's rate of pay at the time of separation. The only exception to this rate of pay is the excess vacation accruals referred to at the end of this section.~~
- (d) ~~Vacation time may not be taken until after it is earned. The time at which an employee takes vacation will be determined by the employee's supervisor at a time convenient to both the employee and the city. No employee shall, without the express written consent of the city manager, accrue at any time more vacation leave for civilian or sworn police employees respectively than the following:~~

Years of Service	Accrual Maximums (Hours)	
	Civilian	Sworn Police
0 through 4	192	224
5 through 9	240	256
10 through 14	288	304
15 or more	320	352

- (e) If an illness occurs while an employee is on vacation and would normally justify allowance for sick leave, then that time will not be counted against vacation leave if so requested by the employee and approved as provided for in the appropriate leave section. For regular and probationary part-time employees, such maximums are determined on a pro rata basis, as determined by the part-time employee's work schedule. If a regular or probationary employee's scheduled hours are reduced resulting in a lower maximum (for example, from full-time to 50 percent part-time), the employee will be paid the dollar value of any vacation hour accruals in excess of the new, pro-rata maximum. This payment will occur at the time of the change in hours.
- (f) A regular and probationary employee who is separated from the city will be compensated for vacation accrued to the date of separation at the employee's rate of pay at the time of separation. Certain employees are entitled to excess vacation accrual amounts from 1985 and 1997. Such leave accruals are recognized and ratified. The city manager may establish administrative procedures for the administration of this benefit.

Sec. 70-107. Extended medical leave.

The city recognizes that some illnesses may extend past the 12 weeks that FMLA allows for serious health conditions. Regular full-time and part-time employees who have been on FMLA for 12 weeks may request an extended leave up to an additional 14 weeks to recuperate and recover from the serious health condition underlying the FMLA leave. The city may authorize up to 14 calendar weeks of extended medical leave for serious health conditions that extend past the 12 weeks of leave protected by the Family and Medical Leave Act (FMLA), taken by an employee. The decision whether to extend authorize extended the medical leave will depend on the business needs of the organization and is subject to approval by the appointing authority, in accordance with a policy established by the city manager.

Sec. 70-108. Injury leave.

A probationary or regular employee who suffers a work-related injury or illness will be paid injury leave if the work-related injury or illness renders the employee unable to perform the employee's regular duties, in accordance with a policy established by the city manager.

- ~~(a) Any probationary or regular employee who suffers an injury or illness in the line of duty and is covered by the Workers' Compensation Act is granted up to 720 hours of paid injury leave (pro-rated for probationary and regular part-time employees) if the work-related injury or illness renders the employee unable to perform the employee's regular duties. If the work-related injury or illness is the result of the carelessness or negligence of the injured employee, or, if the employee fails to notify the city in writing within 48 hours of the occurrence of the incident, the employee is not eligible for injury leave. If the employee's claim is not covered under the Workers' Compensation Act, such that the employee is not entitled to injury leave, the employee may use other applicable accrued leave for which the employee is eligible.~~
- ~~(b) Paid injury leave may not be taken for doctor-ordered hospitalization, recuperation, office visits or physical therapy appointments that occur outside the employee's regular working hours. Supervisors may allow employees to flex hours for these appointments in instances where the employee works a non-traditional work schedule, such as nights or weekends.~~
- ~~(c) Paid injury leave is not available to health plan eligible, variable hour, and seasonal employees. Notwithstanding the preceding, all employees, including health plan eligible, variable hour, and seasonal employees with work-related injuries or work-related illnesses are subject to the same reporting, transitional, and modified duty requirements as are probationary and regular employees, as set forth below. In the case of health plan eligible, variable hour, and seasonal employees, all work time missed due to doctor-ordered hospitalization, recuperation, office visits or physical therapy appointments, will be reported and tracked as non-paid injury leave per instructions from the city's finance department. Such tracked time may be reported to Colorado's Division of Labor and Employment in accordance with any then current state requirements. Qualifying wage reimbursement, if any, will be provided by Colorado's Division of Labor and Employment.~~
- ~~(d) Injury leave ceases upon the occurrence of one or more of the following situations:~~
- ~~(1) The employee is returned to regular or modified duty;~~
 - ~~(2) The employee reaches maximum medical improvement;~~
 - ~~(3) The employee refuses a transitional or a temporary modified duty assignment, and such employment is offered to the employee in writing and is within the restrictions provided by the authorized physician; or~~
 - ~~(4) A physician, approved by the city, determines that the employee is no longer capable of performing the essential functions of the position.~~
- ~~(e) If, for the purpose of obtaining any order, benefit, award, compensation, or payment under the provisions of the Workers' Compensation Act, either for self-gain or for the benefit of any other person, anyone makes a false statement or representation material to the claim, the city shall report such person to the proper authorities. Such person may be punished pursuant to state or federal law and shall forfeit all rights to workers' compensation benefits~~

~~upon conviction. Furthermore, such action may result in disciplinary action, up to and including termination from employment. If a child support obligation is owed, compensation benefits may be attached and payment of the child support obligation may be withheld and forwarded to the obligee pursuant to state statute.~~

Sec. 70-114. Jury duty.

- ~~(a) The city recognizes jury duty as a civic responsibility of our community. Health plan eligible, variable hour, seasonal, probationary, and regular employees, who have worked for the city for a minimum of three months within the previous 12 months of receiving a jury summons, are eligible for payment from the city during part or all of the employee's jury duty service in accordance with a policy established by the city manager.~~
- ~~(b) All probationary and regular employees will be paid their normal salary for scheduled workdays of jury duty. The salary paid will be based on the employee's scheduled hours. The employee may keep any additional pay received from the court.~~
- ~~(c) If the employee has been selected for grand jury duty, the court pays a set amount plus expenses beginning with the first day of service. In addition, the city will pay a probationary or regular employee their regular scheduled salary. The employee may keep any additional pay received from the court.~~
- ~~(d) The city will pay health plan eligible, variable hour, or seasonal employees for the first three days of jury duty only. The health plan eligible, variable hour, or seasonal employee will only be paid for time scheduled on those days. The employee may keep any additional pay received from the court. Beginning with the fourth day of service, the health plan eligible, variable hour, or seasonal employee will be paid a set amount each day as predetermined by the State of Colorado for jury duty service.~~
- ~~(e) If the employee is not scheduled to work on a day in which the employee is scheduled to participate in jury duty, there will be no compensation from the city for that day.~~
- ~~(f) The city will not reimburse employees for mileage, parking, or meals. Any payment from the court may be kept.~~
- ~~(g) All employment benefits will remain the same during jury duty.~~
- ~~(h) If an employee is involved as a party or as a witness in litigation to which the city is not a party, the employee may use any accrued vacation, holiday, or compensatory time or, if no leave is available, seek approval for leave without pay.~~

Sec. 70-183. Retirement.

~~To be eligible for retirement from employment at the city, An employee must meeting the retirement eligibility requirements set forth in of their respective retirement plan may choose to retire from employment at the city. It is ~~t~~The employee's responsibility to notify must provide~~

written notice of their intent to retire to both their supervisor and the human resources department ~~when they are contemplating retirement. A~~ at least 30-days prior to their anticipated retirement date written notice is requested. ~~Upon being qualified under the employee's respective retirement plan, the employee may be eligible for retirement health benefits as described in the following sections. An employee who wishes to extend their last day of employment using accrued vacation leave must also provide at least 30 days notice. If a 30-day notice is not given, the employee may not be permitted to extend their last day with vacation leave, unless otherwise approved by the appointing authority.~~

Sec. 70-184. Last day of employment.

- (a) The last effective date of employment is the date of the employee's last physical day of work. ~~An~~ Exceptions may be made for good business reasons by the director of human resources. Payment for eligible accrued leaves and other ~~termination~~ applicable pay, if any, ~~is will be~~ paid on the next regularly scheduled payday. ~~An employee retiring from the city or leaving employment due to a layoff or reduction in force may use their vacation leave accruals to extend their last day of employment. A retiring employee may only extend their last day of employment by the amount of vacation leave accruals they have on the day they give notice to the city. An employee subject to a layoff or reduction in force may only extend their last day of employment by the amount of vacation leave accruals they have on the day they are given official notice of their position being eliminated. Retiring employees and those subject to layoff or reduction in force extending their last day in this manner will no longer receive any car allowance, assignment pay, or shift differential after their last day of work.~~
- (b) An employee retiring from the city or leaving employment due to a layoff or reduction in force may use their vacation leave accruals to extend their last day of employment. An employee may only extend their last day of employment by the amount of vacation leave accruals they have on their last physical day of work. An employee who is extending their last day in this manner will only receive base pay after their last physical day of work.
- (c) On or before the employee's last day of work, all city property must be returned to the employee's department. Failure to return city property can result in a deduction in pay. If an employee fails to return any city property, and the ~~manager~~ supervisor wishes to deduct the value of the property from the employee's final paycheck, the ~~manager~~ supervisor must first provide written notice to the employee within ten days after employment terminates, informing the employee that the property was not returned; the replacement value of the property; and date when the property was provided to the employee. If not returned within 14 days from the date the notice is provided to the employee, the city may deduct the value from the employee's final paycheck. If the employee subsequently returns the property within 14 days of the deduction of their wages, the city must then repay the employee within 14 days of the receipt of the returned property.

Sec. 70-186. Layoffs and reductions in force.

- (a) In the event the city must reduce the workforce for any reason, as determined by the city, employees may be laid off.
- (b) In the event of a layoff, a reduction in force (RIF) will be limited to the department within which layoffs take place. The primary factors to be used in determining which employees are affected by the RIF are the individual employee's skill and ability to perform their job and veteran's preference according to state law. In those positions in which employees possess differing skills and abilities, the city will retain the employee who is more capable of performing the job, regardless of seniority. Among the factors to be considered in evaluating employee skill and ability are performance appraisals, disciplinary actions, and related information or references to such information filed in employee personnel files within the human resources department or the supervisor's file. Such determination will be made by the department's management with agreement from the human resources department and ~~legal~~ city attorney's office. In situations in which ~~incumbents'~~ employee's skills and abilities are relatively equal, seniority will determine the order in which employees are affected by a RIF. Seniority will be calculated based upon an employee's anniversary date. date of hire as a benefitted employee. Date of hire is the date on which a regular or probationary employee began employment with the city, and which is used to calculate eligibility and accruals for sick leave, vacation leave, pension vesting, and longevity pay.
- (c) When only one ~~employee individual~~ has a particular job title, and the service or program provided by that ~~individual~~ is a service or program that has been eliminated as part of the RIF, that employee's ~~individual's~~ position will also be eliminated.
- (d) An appointing authority may, with the approval of the city manager, elect either to reduce the total working hours of employees or reduce the level of payment and responsibility of the current classification, or both, in order to minimize the effect of general layoffs as determined by the operational needs of the city.
- (e) Employees who have been promoted, but who are serving a probationary period at the time of a RIF, shall be considered to hold the position in the highest classification in which they have completed the probationary period.



REPORT TO CITY COUNCIL PUBLIC HEARING

AGENDA ITEM
10.A.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: CB25-026, An Ordinance Repealing and Reenacting Article XI (Micromobility Program) of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code (Ordinance No. 4912) (Presenter: Aislinn Droski, Transportation Planner)

Report in Brief

The Arvada Team is requesting an update of City Code (ACC) Article XI (of Chapter 54, Motor Vehicles and Traffic) which regulates the City's Micromobility Program.

On July 8, 2025, the Arvada Team presented a City Council Workshop to discuss the future of the Micromobility Program. Council provided direction to remove the 'pilot' language from the program's regulating documents and allow the program to continue to operate on an annually permitted basis, as well as to implement parking infrastructure and service area expansion.

The proposed updates will remove the 'pilot' language and add clarity around the Program's status as an annually permitted program and requirements for reference checks for new vendors. Language was also added to make it easier for staff to utilize maintenance bonds to pay unpaid invoices from vendors when a permit is suspended, revoked, or terminated.

The Arvada team recommends that the City Council approve CB25-026, An Ordinance Repealing and Reenacting Article XI (Micromobility Program) of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code.

Financial Impact

There is no financial impact to the City.

Background

In 2019, following the opening of the G Line stations in the City of Arvada, the City's Citizen Transportation Advisory Committee (TAC) initiated an evaluation process to consider "first and last mile" solutions to transit. While several solutions were considered, the TAC landed on a three-prong approach: 1) Focus on 1-Mile areas of the G Line Stations; 2) Encourage Private Sector Mobility Investments; and 3) Pilot a Traffic Calming Program for Neighborhoods.

As a result of extensive community outreach and planning, the Pilot Program was launched in September 2021. The program is designed to permit vendors where a limited number of Shared Micromobility devices are permitted to operate within a limited pilot project area. The program was launched in January 2022 during winter, with its first vendor, Bird. Bird left the Arvada market in September 2023 and Lime has been the City's sole micromobility vendor since this time. An initial report to the City Manager was provided in February 2022 and there was a follow-up presentation to Council in October 2022 and at that time Council recommended program continuance under the pilot and service area expansion.

The Arvada team reported most recently to City Council at a workshop on July 8, 2025. The workshop offered an opportunity to consider four options: 1) Extend: Remove 'pilot' from the program name and continue the program on an annually permitted basis. 2) Educate: Staff continues and improves educational programming around micromobility rules and rules of the road. 3) Establish: Staff works with the vendor to establish parking locations for micromobility devices where rider density encourages

doing so. 4) Expand: Staff works with the vendor, the Arvada team, and regional partners to implement service area expansions. At this workshop, Council let the team know that all four recommendations should be implemented.

Discussion

Article XI of Chapter 54 was established in 2021 to provide for the management and creation of the pilot micromobility program. This section detailed the origins of the pilot program and established basic rules for its management. The updates proposed to Article XI are intended to reflect direction from Council to remove the 'pilot' language as well as to make it easier to manage. The specific updates include:

- Removal of the word 'pilot' and the removal of any out-of-date background information.
- Revision of 'Public Works' to 'Infrastructure' to reflect recent naming changes.
- Addition of language to allow staff to utilize the maintenance bond for unpaid invoices from vendors that have had their permits revoked, suspended, or terminated.
- Addition of language to require that new vendors submit three references upon requesting a permit.

Public Contact

The Arvada Team attended a City Council Workshop on July 8.

Commission Recommendation

N/A

Strategic Alignment

The Ordinance presented here will ensure the continued management of the Micromobility Program for Arvada residents and visitors, increasing transportation options and access to services, transit, and recreation. This aligns with City Council's Strategic Plan priority area and work system services of Infrastructure, including INF4 Innovates safe, accessible, and efficient connections to modes of transportation, including transit, streets, sidewalks, and bikeways, with a focus on enhanced technology at high-priority intersections improving safety, minimizing traffic congestion, and making first and last-mile connections.

Alternative Courses of Action

1. Approve the Ordinance as written.
2. Take no action.

Recommendation for Action

The Arvada team recommends City Council approve CB25-026, An Ordinance Repealing and Reenacting Article XI of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code.

Suggested Motion:

I move that CB25-026, An Ordinance Repealing and Reenacting Article XI of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code, be (approved on final reading, numbered 4912 and ordered published by title only) (rejected).

Prepared by:
Chris Koch, CCO Admin

SUBJECT: CB25-026, An Ordinance Repealing and Reenacting Article XI (Micromobility Program) of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code (Ordinance No. 4912) (Presenter: Aislinn Droski, Transportation Planner)

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ITEM: 10.A.

Reviewed by:

Approved by:

Claudia Vaughan, City Engineer	10/28/2025
Jacqueline Rhoades, Director of Infrastructure	10/30/2025
Bryan Archer, Chief Financial Officer	11/04/2025
Tammy Hedlund, Legal Specialist	11/04/2025
Kelsy Sargent, Assistant City Attorney	11/04/2025
Rachel Morris, City Attorney	11/06/2025
Allison Scheck, Deputy City Manager	11/06/2025
Don Wick, City Manager	11/06/2025

Enclosure, exhibits & attachments required to support the report

COUNCIL BILL NO. 25-026
ORDINANCE NO. 4912

AN ORDINANCE REPEALING AND REENACTING ARTICLE XI, MICROMOBILITY
PROGRAM, OF CHAPTER 54, MOTOR VEHICLES AND TRAFFIC, OF THE ARVADA
CITY CODE

WHEREAS, the City of Arvada, Colorado, (“City”), is a home rule municipality, organized and existing under Article XX, Section 6 of the Colorado Constitution; and

WHEREAS, on or about August 16, 2021, Article XI, Micromobility Program, of Chapter 54, Motor Vehicles and Traffic, of the Arvada City Code was enacted pursuant to CB 21-020; and

WHEREAS, the Micromobility as a Service Program ran initially as a pilot program in the City; and

WHEREAS, City Council has determined that it is in the best interest of the City to continue the program in a permanent capacity; and

WHEREAS, the City now wishes to amend Article XI, Micromobility Program, of Chapter 54, Motor Vehicles and Traffic to reflect the program’s permanent status and to clarify, update, and correct obligations of the City and the operators.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF ARVADA, COLORADO:

Section 1. Article XI, Micromobility Program, of Chapter 54, Motor Vehicles and Traffic, is hereby repealed and reenacted to read as follows:

“ARTICLE XI. MICROMOBILITY PROGRAM

Sec. 54-301. Definitions.

For purposes of this article, the following words and phrases have the following meaning, unless otherwise indicated:

City means the City of Arvada.

Decommissioning means the process initiated by the City upon revocation or suspension of a micromobility permit, requiring the permit holder to cease all operations and withdraw all micromobility devices from service from all public rights-of-way and other publicly accessible areas within the City's jurisdiction.

Devices means bicycles, scooters, electrical assisted bicycles, electric scooters, and other small, wheeled vehicles designed specifically for shared-use and deployed by micromobility operators.

Director means the director of Infrastructure or his or her designee.

Micromobility means a network or system of devices, placed in the public right-of-way and for rent in short time increments, that provides increased mobility options over short distances in urban areas.

Mobility as a service permit program or program means a program allowing for the implementation and operation of micromobility within the city through annual permit applications.

Operator means a person or entity who offers devices to be used for micromobility.

Permit means a document issued by the director to an operator that allows the operator to offer micromobility devices and services in the city.

Sec. 54-302. Micromobility operator permit program.

To assist with the implementation and operation of micromobility within the city, the director shall create the "mobility as a service permit program." The director shall establish a permit application process, and develop program criteria and requirements for micromobility operation within the city's rights-of-way.

Sec. 54-303. Rules and regulations.

- (a) The director may promulgate rules and regulations consistent with this chapter to govern the program, including, but not limited to, permitting obligations, the operation of devices, and rules necessary to enhance public safety.
- (b) All persons must comply with the rules and regulations adopted pursuant to this chapter.

Sec. 54-304. Permit required.

No person or entity shall conduct or carry on the business of offering devices without first obtaining a permit from the director under this article.

Sec. 54-305. Permit application.

- (a) An operator desiring a permit must submit a permit application and three references with current contact information to the director under the rules and regulations adopted pursuant to section 54-303 of this article, and must pay the fee(s) prescribed in section 54-306 of this article.
- (b) In accordance with the program criteria established under this article, the director is authorized to review, approve, and issue a micromobility permit to an operator who applies for a permit.

Sec. 54-306. Permit fees.

- (a) An operator must pay the initial, maintenance, and renewal fees associated with a program permit as prescribed in the rules and regulations adopted pursuant to section 54-303 of this article.
- (b) Fees prescribed pursuant to this article are non-refundable.

Sec. 54-307. Denial, suspension, or revocation of permits.

- (a) The director may deny an application for a permit under this chapter if the applicant fails to demonstrate that it meets all of the requirements for a permit as provided in the rules and regulations adopted pursuant to section 54-303.
- (b) The director may suspend or revoke a permit issued under this chapter if the operator fails to comply with the requirements of this chapter. After receiving a notice of suspension or revocation, an operator may request an appeal to the director within seven calendar days of receipt of suspension or revocation. Appeals to the director must be in writing and sent via certified mail. An operator not satisfied with the director's decision may request a final appeal hearing with a hearing officer pursuant to chapter 2, article V, division 3 of this Code. Such hearing shall be set before the end of the 30-day decommissioning period set by Arvada in the original notice provided via certified mail. The decision made by the hearing officer is final.
- (c) Any operator whose permit is suspended or revoked must reclaim and remove their entire fleet of devices within 30 days of notice of suspension or revocation.
- (d) Any operator whose permit is suspended or revoked must pay all unpaid fees within 30 days of said suspension or revocation. Outstanding fees not paid within 30 days of said suspension or revocation may, at the Director's discretion, be withdrawn from the maintenance bonds provided by the operator."

Section 2. This repeal shall not affect or prevent the prosecution or punishment of any person for any act done or committed prior to the effective date of this ordinance and that is in violation of the section repealed by this ordinance.

Section 3. Severability. Should any provision of this ordinance be declared by a court to be unconstitutional or invalid, such decision shall not affect the validity of the ordinance as a whole, or any part thereof, other than the part so declared unconstitutional or invalid. The City Council declares it would have adopted this ordinance and each part or parts hereof irrespective of the fact that any one part or parts be declared unconstitutional or invalid.

Section 4. This ordinance shall be effective five days after publication following final passage.

INTRODUCED, READ, AND ORDERED PUBLISHED this 21st day of October, 2025.

PASSED, ADOPTED AND APPROVED this 18th day of November, 2025.

Lauren Simpson, Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:
Rachel A. Morris, City Attorney

BY: _____

Publication Dates: October 23, 2025
 November 20, 2025

~~REDLINE/STRIKETHROUGH VERSION~~

FOR INFORMATION ONLY -- NOT PART OF THE ORDINANCE

Underlined indicates new material
~~Strikethrough~~ indicates deleted material

ARTICLE XI. MICROMOBILITY PROGRAM

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Director means the director of ~~public works~~ Infrastructure or his or her designee.

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Mobility as a service permit program or program means a program allowing for the implementation and operation of micromobility within the city ~~for a prescribed period of time.~~ through annual permit applications.

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- (b) The director may suspend or revoke a permit issued under this chapter if the operator fails to comply with the requirements of this chapter. A request for appeal must be provided in writing to the director no less than seven days after receiving the termination letter via certified mail. After receiving a notice of suspension or revocation, an operator may request an appeal to the director within seven calendar days of receipt of suspension or revocation. Appeals to the director must be in writing and sent via certified mail. Any operator not satisfied with the director's decision may request a final appeal hearing with a hearing officer pursuant to chapter 2, article V, division 3 of this Code. Such hearing shall be set before the end of the 30 day decommissioning period set by Arvada in the original notice provided via certified mail. The decision made by the hearing officer is final.
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- (d) Any operator whose permit is suspended or revoked must pay all unpaid fees within 30 days of said suspension or revocation. Outstanding fees not paid within 30 days of said suspension or revocation may, at the director's discretion, be withdrawn from the maintenance bonds provided by the operator.

~~Sec. 54-308. Status of program.~~

~~The director will file with the city manager no later than January 31, 2022, a report assessing the program for city council's six month review. City council may terminate the pilot program on February 16, 2022 or allow the pilot program to continue. The program described herein will operate as a pilot program through and including September 13, 2022 with the possibility of extending to December 31, 2022. Unless terminated by city council action prior to that date, the micromobility program will operate as a city program on the same terms set forth in this article beginning on January 1, 2023.~~



REPORT FROM CITY COUNCIL

AGENDA ITEM
12.A.

DATE: November 18, 2025

SUBJECT: Council Committee Reports

Report in Brief

City Council members are appointed to various committees and boards as set out on the attached listing. As meetings are held, individual council members will report back to the full City Council any relevant discussions and issues that occurred.

Prepared by:
Chris Koch, CCO Admin

Lauren Simpson	Arvada City Attorney Committee Arvada Municipal Court/Judicial Committee Arvada Urban Renewal Authority Arvada Visitors Center Committee *Metro Mayors' Caucus Urban Drainage and Flood Control District West Connect Coalition E-470 Authority (Alternate)
Randy Moorman	Arvada Audit Committee Arvada Center for the Arts and Humanities Arvada Sustainability Committee CML Policy Committee Jefferson Parkway Public Highway Authority Northwest Parkway Authority (Alternate)
Shawna Ambrose	Adams County Regional Economic Partnership (ACREP) Arvada Audit Committee Bond Oversight Committee CML Policy Committee Housing Advisory Committee Jefferson County R-1 Schools Coordinating Committee Arvada Visitors Center Committee (Alternate) Olde Town Business Improvement (BID) (Alternate)

Sharon Davis	Apex Coordinating Committee Arvada Municipal Court/Judicial Committee Denver Regional Council of Governments (DRCOG) Jefferson County Community Corrections Board Jefferson Economic Development Council (JDEC) Jeffco Transportation Action & Advisory Group (JEFFTAAG) E-470 Authority (Alternate)
Bob Fifer	Arvada City Attorney Committee Arvada Fire Protection District Coordinating Committee Arvada Transportation Committee Jefferson Parkway Public Highway Authority Smart City Advisory Committee Northwest Parkway Authority (Alternate)
John Marriott	Arvada Economic Development Association Board Bond Oversight Committee Olde Town Business Improvement (BID)
Brad Rupert	Arvada Chamber of Commerce Government Affairs Committee Arvada Fire Protection District Coordinating Committee Jefferson County R-1 Schools Coordinating Committee Smart City Advisory Committee Adams County Regional Economic Partnership (ACREP) (Alternate) Denver Regional Council of Governments (DRCOG) (Alternate) Jeffco Transportation Action & Advisory Group (JEFFTAAG) (Alternate) Jefferson County Community Corrections Board (Alternate) West Connect Coalition (Alternate)

*asterisked committees are not appointed by Council



REPORT TO CITY COUNCIL

AGENDA ITEM
13.A.

TO: THE HONORABLE CITY COUNCIL

DATE: November 18, 2025

SUBJECT: Review of Future Workshops and Presentations

Report in Brief

The City Manager's Office maintains a list of upcoming workshops and presentations to be scheduled for City Council meetings. During City Manager Reports, at the end of City Council business meetings, City Manager Don Wick, will review with City Council the tentative schedule and make any adjustments necessary.

Prepared by:
Chris Koch, CCO Admin

Reviewed by:

Approved by:

Rachel Morris, City Attorney	10/27/2025
Linda Haley, Deputy City Manager	10/27/2025
Don Wick, City Manager	10/28/2025

Enclosure, exhibits & attachments required to support the report

2025 CITY COUNCIL WORKSHOPS, STUDY SESSIONS, PRESENTATIONS AND RETREATS (TENTATIVE)

WORKSHOPS	Date	Lead
JPPHA Presentation	Dec 9	CMO
Comp Plan Update	Dec 9	CED
2026		
Storm Water 101	Jan 13	INFRA
Parks Rules and Regulations Code Update	Jan 13	VCN
Infrastructure Annual Report	Jan 27	INFRA
International Building Codes update and Wildland Urban Interface Code	Jan 27	CED
ADA Transition Plan Updates	Feb 10	INFRA
Climate Action Plan The City team and consultants will be providing an update on the draft Climate Action and Sustainability Plan. We will be seeking input from the Council on direction and priorities to include in the final plan we intend to bring forward for adoption in January.	Feb 10	INFRA
No Meeting – Board and Commission Interviews	Feb 24	
Solid Waste Rates and Fees	Mar 10	INFRA
Business meeting – no workshops	Mar 24	
Annual Update for City Attorney’s Office	Apr 14	CAO
Annual Update for Municipal Court	Apr 14	MC
SW Rate Structure	Apr 28	INFRA
W/WW/SW Rates and Fees – Why and How	May 12	INFRA
	May 26	
System Development Charges	June 9	INFRA
No meeting – CML Conference	June 23	
No Meeting – Appointee Evaluations	July 14	
W/WW/SW Rates and Fees – Financial Scenario	July 28	INFRA
W/WW/SW Rates and Fees – Final Scenario	Aug 25	INFRA
	Sept 8	
Place holder for additional W/WW/SW Rates and Fees (if needed)	Sept 22	INFRA
	Oct 13	
	Oct 27	
	Nov 10	
No Meeting – Holiday Week	Nov 24	
Infrastructure Annual Report	Dec 8	INFRA
No Meeting – Holiday Week	Dec 22	
Harvest Festival	TBD	
End of Year City Council Strategic Plan Update	TBD	CMO
Building Code Update	TBD	CED
Parks Master Plan	TBD	VCN
Pavement Program	TBD	INFRA
PRESENTATIONS		
STUDY SESSIONS		

Council Bylaws	Dec 2	CAO
City Expenditures, BID and Chamber funding	TBD	Finance
Waste Diversion Plan	TBD	INFRA
COUNCIL JOINT MEETINGS/DINNERS:		
Denver Water Board Apex Board AURA Board Arvada Center Board—Per Coop Agreement - Annually after October 1 of each year Jefferson Parkway Meeting with Jeffco and Broomfield Council Annual Retreat		