

2026	Budget 2026		New	Gr.	Step 1 (Entry)			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 (Maximum)		
RPT	FT																	
ees	ees		#		Mthly	Hourly	Annual									Monthly	Hourly	Annual
ADMINISTRATION AND FINANCE																		
		Customer Service		CS														
	1	Parking Services Technician	68	10	3609	20.82	43306	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	4691	27.07	56298
	3	Recreation Services Representative	68	10	3609	20.82	43306	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	4691	27.07	56298
	5	Customer Service Representative	72	20	3793	21.88	45517	22.54	23.22	23.91	24.63	25.37	26.13	26.91	27.72	4931	28.55	59173
	1	Customer Service Analyst	80	22	4190	24.17	50277	24.90	25.64	26.41	27.21	28.02	28.86	29.73	30.62	5447	31.42	65361
	3	Court Clerk	80	24	4190	24.17	50277	24.90	25.64	26.41	27.21	28.02	28.86	29.73	30.62	5447	31.42	65361
	1	Utilities Customer Service Specialist	80	24	4190	24.17	50277	24.90	25.64	26.41	27.21	28.02	28.86	29.73	30.62	5447	31.42	65361
	1	Court Administrator	108	30	5934	34.23	71203	35.26	36.32	37.41	38.53	39.68	40.88	42.10	43.36	7714	44.50	92564
	3	Customer Service Supervisor	112	33	6234	35.97	74811	37.05	38.16	39.30	40.48	41.70	42.95	44.23	45.56	8105	46.93	97254
0	18																	
		Financial		AU														
	1	Parking Coordinator/Admin	100	10	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.28	83789
	0	Accountant/Analyst I	100	10	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.28	83789
	2	Grant Specialist	108	12	5934	34.23	71203	35.26	36.32	37.41	38.53	39.68	40.88	42.10	43.36	7714	44.50	92564
	1	Auditor	108	12	5934	34.23	71203	35.26	36.32	37.41	38.53	39.68	40.88	42.10	43.36	7714	44.50	92564
	11	Accountant/Analyst	108	12	5934	34.23	71203	35.26	36.32	37.41	38.53	39.68	40.88	42.10	43.36	7714	44.50	92564
	1	Budget Coordinator	112	14	6234	35.97	74811	37.05	38.16	39.30	40.48	41.70	42.95	44.23	45.56	8105	46.76	97254
	0	Grant Administrator	120	17	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	1	Business Intelligence Analyst	120	17	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	1	Business Analyst	120	17	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	1	Finance Supervisor	124	25	7235	41.74	86822	42.99	44.28	45.61	46.98	48.39	49.84	51.34	52.88	9406	54.26	112868
	1	Grant Supervisor	124	25	7235	41.74	86822	42.99	44.28	45.61	46.98	48.39	49.84	51.34	52.88	9406	54.26	112868
	1	Controller	136	27	8429	48.45	100778	49.90	51.40	52.94	54.53	56.17	57.85	59.59	61.38	10958	62.99	131011
	1	Budget Manager	136	27	8429	48.45	100778	49.90	51.40	52.94	54.53	56.17	57.85	59.59	61.38	10958	62.99	131011
	1	Deputy Finance Director	144	30	9276	53.51	111311	55.12	56.77	58.48	60.23	62.04	63.90	65.82	67.79	12059	69.82	144704
0	23																	
		Procurement		BU														
	0	Warehouse Administrative Coordinator	80	10	4190	24.17	50277	24.90	25.64	26.41	27.21	28.02	28.86	29.73	30.62	5447	31.42	65361
	1	Buyer	100	12	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.28	83789
	2	Senior Buyer	108	14	5934	34.23	71203	35.26	36.32	37.41	38.53	39.68	40.88	42.10	43.36	7714	44.50	92564
	1	Contract Administrator	124	16	7235	41.74	86822	42.99	44.28	45.61	46.98	48.39	49.84	51.34	52.88	9406	54.26	112868
	4																	
		Human Resources		HA														
	2	Human Resources Technican	79	05	4138	23.88	49662	24.59	25.33	26.09	26.87	27.68	28.51	29.36	30.25	5380	31.04	64560
	1	Safety Programs Coordinator	99	11	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.93	82760
	1	Recruiting Coordinator	99	11	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.93	82760
	0	Wellness Coordinator	99	11	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.93	82760
	1	Claims Specialist	99	11	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.93	82760
1	1	Benefits & Leave Specialist	115	14	6470	37.33	77639	38.45	39.60	40.79	42.01	43.27	44.57	45.91	47.28	8411	48.66	100931
	1	Risk and Safety Analyst	115	14	6470	37.33	77639	38.45	39.60	40.79	42.01	43.27	44.57	45.91	47.28	8411	48.52	100931
	0	Talent Acquisition & Engagement Specialist	115	14	6470	37.33	77639	38.45	39.60	40.79	42.01	43.27	44.57	45.91	47.28	8411	48.52	100931
	4	Human Resources Analyst	115	14	6470	37.33	77639	38.45	39.60	40.79	42.01	43.27	44.57	45.91	47.28	8411	48.52	100931
	1	Risk and Safety Administrator	123	25	7146	41.23	85751	42.46	43.74	45.05	46.40	47.79	49.23	50.70	52.22	9290	53.59	111476
	1	Benefits Administrator	123	25	7146	41.23	85751	42.46	43.74	45.05	46.40	47.79	49.23	50.70	52.22	9290	53.59	111476
	1	Organizational Develop & Training Administrator	123	25	7146	41.23	85751	42.46	43.74	45.05	46.40	47.79	49.23	50.70	52.22	9290	53.59	111476
	1	Human Resources Supervisor	135	35	8294	47.85	99534	49.29	50.77	52.29	53.86	55.47	57.14	58.85	60.62	10783	62.21	129394
	1	Risk Manager	135	35	8294	47.85	99534	49.29	50.77	52.29	53.86	55.47	57.14	58.85	60.62	10783	62.21	129394
	1	Deputy Human Resources Director	143	37	9161	52.85	109937	54.44	56.07	57.76	59.49	61.27	63.11	65.00	66.95	11910	68.71	142918
	17																	
		Information Technology (IT)		SA														
	3	IT Support Specialist	89	6	4685	27.03	56225	27.84	28.68	29.54	30.42	31.34	32.28	33.24	34.24	6091	35.27	73092
	1	GIS Technician	89	6	4685	27.03	56225	27.84	28.68	29.54	30.42	31.34	32.28	33.24	34.24	6091	35.27	73092
	1	Lead IT Support Specialist	97	7	5174	29.85	62090	30.75	31.67	32.62	33.60	34.61	35.64	36.71	37.81	6726	38.94	80717
	2	GIS Analyst	105	8	5715	32.97	68584	33.96	34.98	36.03	37.11	38.23	39.37	40.55	41.77	7430	43.02	89160
	15	Systems/Network Analyst	121	10	6970	40.21	83644	41.42	42.66	43.94	45.26	46.62	48.02	49.46	50.94	9061	52.47	108738
	3	Information Technology Supervisor	133	14	8091	46.68	97091	48.08	49.52	51.01	52.54	54.11	55.74	57.41	59.13	10518	60.68	126219
	1	Information Security Officer	141	18	8937	51.56	107239	53.10	54.70	56.34	58.03	59.77	61.56	63.41	65.31	11618	67.02	139411

2026	Budget 2026		New	Gr.	Step 1 (Entry)			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 (Maximum)		
RPT	FT																	
ees	ees		#		Mthly	Hourly	Annual									Monthly	Hourly	Annual
	1	Deputy IT Director	145	25	9392	54.19	112707	55.81	57.49	59.21	60.99	62.82	64.70	66.64	68.64	12210	70.44	146519
	27																	

2026	Budget 2026		New	Gr.	Step 1 (Entry)			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 (Maximum)		
RPT	FT																	
ees	ees		#		Mthly	Hourly	Annual									Monthly	Hourly	Annual
		Legal		AT														
	0	Paralegal		TBD														
	3	Staff Attorney	131	10	7922	45.53	95058	46.90	48.30	49.75	51.24	52.78	54.37	56.00	57.68	10298	59.41	123576
	1	Sr. Staff Attorney - Public Safety	147	15	9629	55.55	115542	57.22	58.93	60.70	62.52	64.40	66.33	68.32	70.37	12517	72.21	150205
	4																	
		Business Support		AA														
	0	Best & Brightest Fellowship (2YR)	66	5	3521	20.31	42247	20.92	21.55	22.19	22.86	23.55	24.25	24.98	25.73	4577	26.40	54921
	0	Administrative Assistant	71	09	3747	21.61	44959	22.26	22.93	23.62	24.33	25.06	25.81	26.58	27.38	4871	28.10	58446
	2	Records Technician	75	11	3938	22.72	47251	23.40	24.10	24.82	25.57	26.34	27.13	27.94	28.78	5119	29.53	61427
1	16	Senior Administrative Assistant	79	13	4153	23.88	49837	24.60	25.33	26.09	26.88	27.68	28.51	29.37	30.25	5399	31.15	64788
	5	Administrative Specialist	87	15	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.27	71292
	2	Deputy City Clerk	91	20	4803	27.71	57633	28.54	29.40	30.28	31.19	32.12	33.08	34.08	35.10	6244	36.02	74923
	1	City Records Manager	107	25	5881	33.93	70569	34.95	35.99	37.07	38.19	39.33	40.51	41.73	42.98	7645	44.11	91740
	1	Management Analyst	107	25	5881	33.93	70569	34.95	35.99	37.07	38.19	39.33	40.51	41.73	42.98	7645	44.11	91740
1	27																	
		Marketing and Communications		MC														
	1	Visitor Center & Administrative Coordinator	84	21	4403	25.40	52838	26.16	26.95	27.76	28.59	29.45	30.33	31.24	32.18	5724	33.02	68689
	1	Creative Content Specialist	92	28	4863	28.06	58354	28.90	29.76	30.66	31.58	32.52	33.50	34.50	35.54	6322	36.47	75861
	2	Communications Specialist	92	28	4863	28.06	58354	28.90	29.76	30.66	31.58	32.52	33.50	34.50	35.54	6322	36.47	75861
	1	Content Specialist	92	28	4863	28.06	58354	28.90	29.76	30.66	31.58	32.52	33.50	34.50	35.54	6322	36.47	75861
	2	Community Outreach Specialist	100	30	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.42	83789
	1	Brand Engagement Coordinator	100	30	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.42	83789
	1	Public Information Officer	100	30	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.42	83789
	1	Community Engagement Coordinator	100	30	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.42	83789
	1	Communications Supervisor	116	32	6550	37.79	78605	38.92	40.09	41.30	42.53	43.81	45.12	46.48	47.87	8516	49.13	102187
	0	Brand Manager	121	33	6970	40.21	83644	41.42	42.66	43.94	45.26	46.62	48.02	49.46	50.94	9061	52.28	108738
	0	Data Analyst	125	34	7325	42.26	87904	43.53	44.84	46.18	47.57	48.99	50.46	51.98	53.54	9523	54.94	114275
	0	Data Scientist	133	35	8091	46.68	97091	48.08	49.52	51.01	52.54	54.11	55.74	57.41	59.13	10518	60.68	126219
	1	Communications and Engagement Mgr.	136	36	8429	48.63	101151	50.09	51.59	53.14	54.73	56.38	58.07	59.81	61.60	10958	63.22	131496
	0	Chief Marketing Officer	141	37	8937	51.56	107239	53.10	54.70	56.34	58.03	59.77	61.56	63.41	65.31	11618	67.02	139411
	12																	
		Facilities		CU														
	13	Custodian	62	10	3361	19.33	40329	19.91	20.51	21.12	21.76	22.41	23.08	23.77	24.49	4369	25.21	52428
	4	Lead Custodian (Parks)	70	12	3700	21.35	44400	21.99	22.65	23.33	24.03	24.75	25.49	26.25	27.04	4810	27.75	57720
	3	Facilities Maintenance Technician	90	16	4744	27.37	56923	28.19	29.03	29.90	30.80	31.73	32.68	33.66	34.67	6167	35.58	74000
	1	Night Maintenance Supervisor	98	17	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.29	81731
	1	HVAC Technician	98	17	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.29	81731
	1	Facilities Crew Leader	106	19	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.56	90279
	1	Facilities Supervisor	118	20	6714	38.74	80572	39.90	41.10	42.33	43.60	44.91	46.25	47.64	49.07	8729	50.54	104744
	24																	
		Parks Maintenance		PE														
	23	Parks Equipment Operator	73	25	3841	22.16	46088	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	4993	28.91	59914
	1	Golf Equipment Operator	73	25	3841	22.16	46088	22.82	23.51	24.21	24.94	25.69	26.46	27.25	28.07	4993	28.91	59914
	0	Parks Fleet and Equipment Coordinator	94	29	5002	28.86	60028	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	6503	37.52	78036
	12	Parks Crew Leader	94	29	5002	28.86	60028	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	6503	37.52	78036
	1	Plant Health Specialist	94	29	5002	28.86	60028	29.73	30.62	31.54	32.48	33.46	34.46	35.49	36.56	6503	37.52	78036
	1	Assistant Golf Superintendent	102	29A	5506	31.76	66071	32.72	33.70	34.71	35.75	36.82	37.93	39.07	40.24	7158	41.29	85892
	5	Parks Maintenance Supervisor	118	30	6714	38.74	80572	39.90	41.10	42.33	43.60	44.91	46.25	47.64	49.07	8729	50.36	104744
	0	Chief Argronomist	118	30	6714	38.74	80572	39.90	41.10	42.33	43.60	44.91	46.25	47.64	49.07	8729	50.36	104744
	1	Golf Superintendent	118	30	6714	38.74	80572	39.90	41.10	42.33	43.60	44.91	46.25	47.64	49.07	8729	50.36	104744
	1	Parks Superintendent	130	32	7795	44.97	93540	46.32	47.71	49.14	50.62	52.13	53.70	55.31	56.97	10133	58.46	121601
	0	Deputy Parks and Rec Director	142	35	9048	52.20	108579	53.77	55.38	57.04	58.75	60.52	62.33	64.20	66.13	11763	67.86	141153
	45																	

2026	Budget 2026		New	Gr.	Step 1 (Entry)			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 (Maximum)		
RPT	FT																	
ees	ees		#		Mthly	Hourly	Annual									Monthly	Hourly	Annual
		Maintenance and Operations		CC														
	7	Apprentice Equipment Operator	64	10	3434	19.81	41211	20.41	21.02	21.65	22.30	22.97	23.66	24.37	25.10	4465	25.76	53575
	0	Recycling Technician	64	10	3434	19.81	41211	20.41	21.02	21.65	22.30	22.97	23.66	24.37	25.10	4465	25.76	53575
	15	Equipment Operator	76	15A	3987	23.00	47845	23.69	24.40	25.14	25.89	26.67	27.47	28.29	29.14	5183	30.01	62199
	7	Recycling Operator	76	15A	3987	23.00	47845	23.69	24.40	25.14	25.89	26.67	27.47	28.29	29.14	5183	30.01	62199
	23	Specialty Equipment Operator	88	17	4645	26.70	55745	27.50	28.33	29.18	30.05	30.95	31.88	32.84	33.82	6039	34.84	72468
	9	Project/SW/Recycling/Streets Crew Leader	96	19A	5129	29.48	61551	30.36	31.28	32.21	33.18	34.18	35.20	36.26	37.34	6668	38.47	80016
	1	Operations and Project Coordinator	104	22	5645	32.56	67735	33.54	34.55	35.58	36.65	37.75	38.88	40.05	41.25	7338	42.33	88055
	1	Waste Reduction Coordinator	104	22	5645	32.56	67735	33.54	34.55	35.58	36.65	37.75	38.88	40.05	41.25	7338	42.33	88055
	1	Operational Data Coordinator	104	22	5645	32.56	67735	33.54	34.55	35.58	36.65	37.75	38.88	40.05	41.25	7338	42.33	88055
	4	Operations & Maintenance Supervisor	120	25	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	1	Recycling & Waste Reduction Supervisor	120	25	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	1	General Services Manager	136	30	8429	48.63	101151	50.09	51.59	53.14	54.73	56.38	58.07	59.81	61.60	10958	63.22	131496
	0	Deputy General Services Director	144	32	9276	53.51	111311	55.12	56.77	58.48	60.23	62.04	63.90	65.82	67.79	12059	69.57	144704
	70																	
		Traffic Signal Technician		TR														
	4	Traffic Technician	81	10	4242	24.47	50906	25.21	25.96	26.74	27.55	28.37	29.22	30.10	31.00	5515	31.93	66178
	1	Traffic Signal Technician	89	12	4685	27.03	56225	27.84	28.68	29.54	30.42	31.34	32.28	33.24	34.24	6091	35.14	73092
	1	Traffic Crew Leader	101	14	5438	31.37	65256	32.31	33.28	34.28	35.31	36.37	37.46	38.58	39.74	7069	40.78	84833
	1	Traffic Signal Crew Leader	105	15	5715	32.97	68584	33.96	34.98	36.03	37.11	38.23	39.37	40.55	41.77	7430	42.87	89160
	1	Traffic Supervisor	121	16	6970	40.21	83644	41.42	42.66	43.94	45.26	46.62	48.02	49.46	50.94	9061	52.47	108738
	8																	
		Fleet		EM														
	1	Fleet Support Technician	72	12	3793	21.88	45517	22.54	23.22	23.91	24.63	25.37	26.13	26.91	27.72	4931	28.45	59173
	1	Fleet Services Coordinator	80	15	4190	24.17	50277	24.90	25.64	26.41	27.21	28.02	28.86	29.73	30.62	5447	31.42	65361
	2	Fleet Parts Coordinator	80	15	4190	24.17	50277	24.90	25.64	26.41	27.21	28.02	28.86	29.73	30.62	5447	31.42	65361
	13	Automotive and Equipment Tech	88	18	4645	26.70	55745	27.50	28.33	29.18	30.05	30.96	31.89	32.85	33.83	6039	34.84	72468
	2	Automotive and Equipment Crew Leader	100	19	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.28	83789
	1	Automotive and Equipment Supervisor	124	20	7235	41.74	86822	42.99	44.28	45.61	46.98	48.39	49.84	51.34	52.88	9406	54.26	112868
	1	Automotive and Equipment Manager	132	22	7991	46.10	95893	47.49	48.91	50.38	51.89	53.45	55.05	56.70	58.40	10388	59.93	124661
	21																	
		Community Development		SP														
	3	Planning Technician	87	5	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	0	Sustainability Specialist	99	8	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.79	82760
	3	Associate Planner	111	10	6158	35.52	73892	36.59	37.69	38.82	39.98	41.18	42.42	43.69	45.00	8005	46.18	96059
	2	Housing Specialist	111	10	6158	35.52	73892	36.59	37.69	38.82	39.98	41.18	42.42	43.69	45.00	8005	46.18	96059
	1	Development Coordinator	111	10	6158	35.52	73892	36.59	37.69	38.82	39.98	41.18	42.42	43.69	45.00	8005	46.18	96059
	3	Senior Planner	119	14	6799	39.22	81584	40.40	41.61	42.86	44.15	45.47	46.83	48.24	49.69	8838	50.99	106060
	0	Mobility Planner	119	14	6799	39.22	81584	40.40	41.61	42.86	44.15	45.47	46.83	48.24	49.69	8838	50.99	106060
	0	Sustainability Coordinator	119	14	6799	39.22	81584	40.40	41.61	42.86	44.15	45.47	46.83	48.24	49.69	8838	50.99	106060
	1	Assistant to City Manager	119	14	6799	39.22	81584	40.40	41.61	42.86	44.15	45.47	46.83	48.24	49.69	8838	50.99	106060
	2	Principal Planner	123	16	7146	41.23	85751	42.46	43.74	45.05	46.40	47.79	49.23	50.70	52.22	9290	53.59	111476
	1	Zoning Supervisor	131	20	7892	45.53	94708	46.90	48.31	49.75	51.25	52.78	54.37	56.00	57.68	10260	59.19	123120
	1	Housing Supervisor	131	20	7892	45.53	94708	46.90	48.31	49.75	51.25	52.78	54.37	56.00	57.68	10260	59.19	123120
	1	Planning Manager	139	25	8717	50.29	104607	51.80	53.35	54.96	56.60	58.30	60.05	61.85	63.71	11332	65.38	135990
	0	Deputy Community Development Director	143	27	9161	52.85	109937	54.44	56.07	57.76	59.49	61.27	63.11	65.00	66.95	11910	68.71	142918
	18																	
		Engineering Inspection		EE														
	2	Utility Locator	91	8	4803	27.71	57633	28.54	29.40	30.28	31.19	32.12	33.08	34.08	35.10	6244	36.02	74923
	1	Stormwater Inspector	95	10	5066	29.23	60794	30.10	31.01	31.94	32.90	33.88	34.90	35.95	37.02	6586	38.00	79032
	1	Utility Locator Crew Leader	99	13	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.79	82760
	5	Construction Inspector	99	13	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.79	82760
	1	Cross Connection Coordinator	99	13	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.79	82760
	10																	

2026	Budget 2026		New	Gr.	Step 1 (Entry)			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 (Maximum)		
RPT	FT																	
ees	ees		#		Mthly	Hourly	Annual									Monthly	Hourly	Annual
		Engineering Support		ET														
	3	Engineering Technician	94	14	5002	28.76	60028	29.62	30.51	31.43	32.37	33.34	34.34	35.37	36.43	6503	37.52	78036
	1	Survey Technician	98	15	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.29	81731
	0	Senior Engineering Technician	102	18	5506	31.76	66071	32.72	33.70	34.71	35.75	36.82	37.93	39.07	40.24	7158	41.29	85892
	2	Transportation Systems Analyst II	114	22	6390	36.87	76685	37.97	39.11	40.29	41.49	42.74	44.02	45.34	46.70	8308	48.10	99690
	6																	
		Engineering		LL														
	4	Engineering Specialist	112	13	6234	35.97	74811	37.05	38.16	39.30	40.48	41.70	42.95	44.23	45.56	8105	46.93	97254
	1	Utilities Asset Management Specialist	116	16	6550	37.79	78605	38.92	40.09	41.30	42.53	43.81	45.12	46.48	47.87	8516	49.13	102187
	0	Project Manager	120	20	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	7	Project Engineer	128	21	7622	43.87	91468	45.18	46.54	47.93	49.37	50.85	52.38	53.95	55.57	9909	57.24	118908
	1	Wastewater Project Manager	128	21	7622	43.87	91468	45.18	46.54	47.93	49.37	50.85	52.38	53.95	55.57	9909	57.24	118908
	3	Development Engineer	136	22	8429	48.63	101151	50.09	51.59	53.14	54.73	56.38	58.07	59.81	61.60	10958	63.22	131496
	2	City Surveyor	136	22	8429	48.63	101151	50.09	51.59	53.14	54.73	56.38	58.07	59.81	61.60	10958	63.22	131496
	1	Senior Right-of-Way Agent	136	22	8429	48.63	101151	50.09	51.59	53.14	54.73	56.38	58.07	59.81	61.60	10958	63.22	131496
	2	Engineering Program Supervisor (Transportation)	144	25	9276	53.51	111311	55.12	56.77	58.48	60.23	62.04	63.90	65.82	67.79	12059	69.57	144704
	1	Engineering Manager	152	30	10246	59.11	122946	60.88	62.71	64.59	66.53	68.52	70.58	72.70	74.88	13319	76.84	159830
	22																	
		Police Records		PR														
	6	Police Records Specialist	74	10	3889	22.44	46670	23.11	23.80	24.52	25.25	26.01	26.79	27.60	28.42	5056	29.27	60670
	1	Lead Police Records Specialist	82	14	4296	24.78	51546	25.53	26.29	27.08	27.89	28.73	29.59	30.48	31.39	5584	32.22	67010
	0	Police Records Supervisor	106	20	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.40	90279
	7																	
		Comm Center Non-exempt		SS														
	42	Emergency Communications Specialist	92	5	4863	28.06	58354	28.90	29.76	30.66	31.58	32.52	33.50	34.50	35.54	6322	36.61	75861
	1	Quality Assurance Analyst	100	8	5371	30.99	64453	31.92	32.87	33.86	34.88	35.92	37.00	38.11	39.25	6982	40.42	83789
	1	Admin/QA Supervisor	120	10	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	8	Dispatch Shift Supervisor	120	10	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	1	Communications Center Mgr	136	33	8429	48.63	101151	50.09	51.59	53.14	54.73	56.38	58.07	59.81	61.60	10958	63.22	131496
	53																	
		Police Civilian - Operations		EV														
	1	Audio Clerk	70	12	3700	21.35	44400	21.99	22.65	23.33	24.03	24.75	25.49	26.25	27.04	4810	27.75	57720
	6	Municipal Park Ranger	79	13	4153	23.96	49837	24.68	25.42	26.18	26.97	27.78	28.61	29.47	30.35	5399	31.15	64788
	1	Police Quartermaster	79	13	4153	23.96	49837	24.68	25.42	26.18	26.97	27.78	28.61	29.47	30.35	5399	31.15	64788
	0	Lead Municipal Park Ranger	87	14	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	3	Code Compliance Officer	87	14	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	4	Evidence Technician	87	14	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
1	6	Police Services Technician	87	14	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	4	Animal Control Specialist	87	14	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	6	Civilian Investigator	87	14	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
1	0	Municipal Court Marshal	87	14	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	1	Lead Code Compliance Officer	95	16	5066	29.12	60794	29.99	30.89	31.82	32.77	33.76	34.77	35.81	36.89	6586	38.00	79032
	1	Lead Evidence Technician	95	16	5066	29.12	60794	29.99	30.89	31.82	32.77	33.76	34.77	35.81	36.89	6586	38.00	79032
	2	Digital Forensic Analyst	127	18	8201	48.16	98412	49.60	51.09	52.63	54.20	55.83				9677	55.83	116126
	2	Criminalist	127	18	8201	48.16	98412	49.60	51.09	52.63	54.20	55.83				9677	55.83	116126
2	37																	
		Police Civilian - Services		CR														
	1	Victim Advocate Specialist	99	11	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.79	82760
	1	Police Statistician	99	11	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.79	82760
	1	Volunteer Coordinator	99	11	5305	30.61	63661	31.52	32.47	33.44	34.45	35.48	36.55	37.64	38.77	6897	39.79	82760
	1	Victims Services Coordinator	107	20	5881	33.81	70569	34.82	35.87	36.95	38.05	39.20	40.37	41.58	42.83	7645	44.11	91740
	3	Co-Responder Clinician	107	20	5881	33.81	70569	34.82	35.87	36.95	38.05	39.20	40.37	41.58	42.83	7645	44.11	91740
	2	Crime Analyst	107	20	5881	33.81	70569	34.82	35.87	36.95	38.05	39.20	40.37	41.58	42.83	7645	44.11	91740
	2	Police Civilian Manager	136	30	8429	48.45	101151	49.90	51.40	52.94	54.53	56.17	57.85	59.59	61.38	10958	63.22	131496
	11																	

2026	Budget 2026		New	Gr.	Step 1 (Entry)			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 (Maximum)		
RPT	FT																	
ees	ees		#		Mthly	Hourly	Annual									Monthly	Hourly	Annual
		Police Sworn		II													Max Step	
		Police Officer Academy Recruit		10	6072	35.03	72862									6071.87	35.03	72862
	89	Police Officer	108	13	6880	39.69	82555	40.88	42.11	43.37	50.25	56.64				9818	56.64	117811
	2	Police Motor Technician	115	17	10308	59.47	123698									10308	59.47	123698
	7	Core Investigations Detective	115	17	10308	59.47	123698									10308	59.47	123698
	10	Police Corporal	115	17	10308	59.47	123698									10308	59.47	123698
	18	Police Sergeant	131	20	11341	65.43	136094									11341	65.43	136094
	7	Police Commander (Lt)	143	25	13608	78.51	163301									13608	78.51	163301
	3	Deputy Police Chief (Captain)	155	30	16328	94.20	195936									16328	94.20	195936
	136																	
		Fire - Non Exempt		FF														
	11	EMT	72	02	3793	18.00	45517	18.54	19.10	19.67	20.26	20.87	21.49	22.14	22.80	4931	23.48	59173
	1	Paramedic	92	03	4863	23.00	58354	23.69	24.40	25.13	25.89	26.66	27.46	28.29	29.14	6322	30.01	75861
	1	Fire Apparatus and Equipment Coordinator	103	8	5575	32.16	66897	33.13	34.12	35.14	36.20	37.28	38.40	39.56	40.74	7247	41.81	86966
	2	Fire Inspector	112	10	6234	35.97	74811	37.05	38.16	39.30	40.48	41.70	42.95	44.23	45.56	8105	46.76	97254
	3	Fire Prevention Specialist	120	11	6884	39.72	82609	40.91	42.13	43.40	44.70	46.04	47.42	48.85	50.31	8949	51.63	107391
	3	Community Paramedic	106	12	7027	40.54	84323	41.76	43.01							7523	43.01	90279
	21																	
		Fire Sworn		FF														
		Firefighter Academy Recruit	52	01	6067	25.00	72800									6066.67	25.00	72800
	51	Firefighter	108	05	6067	25.00	72800	26.25	27.56	28.94	30.39	31.91				7743	31.91	92922
	21	Fire Engineer	117	09	8128	33.50	97539	34.51	35.54							8624	35.54	103492
	60	Firefighter / Paramedic	117	09	8128	33.50	97539	34.51	35.54							8624	35.54	103492
	21	Fire Unit Supervisor (Captain)	129	15	9489	39.10	113871	40.27	41.48							10066	41.48	120790
	3	SAM Officer	129	15	9489	39.10	113871	40.27	41.48							10066	41.48	120790
	3	Training Officer/Fire & EMS	133	17	9774	56.39	117287	58.08	59.82							10369	59.82	124426
	3	Admin Fire Officer (Battalion Chief - 2912)	141	21	11072	45.63	132869	46.99	48.40							11745	48.40	140941
	2	Admin Fire Officer (Battalion Chief - 2080)	141	21A	11071	63.87	132848	65.79	67.76							11745	67.76	140941
	1	Emergency Medical Services Chief (2080)	141	21A	11071	63.87	132848	65.79	67.76							11745	67.76	140941
	1	Fire Marshal (2080)	141	21A	11071	63.87	132848	65.79	67.76							11745	67.76	140941
	2	Deputy Fire Chief (Ops & Admin)	153	27	13509	77.93	162103	80.27	82.68							14331	82.68	171974
	168																	
RECREATION																		
		Recreation		RC														
	10	Early Childhood Education Teacher	75	6	3938	22.72	47251	23.40	24.10	24.82	25.57	26.34	27.13	27.94	28.78	5119	29.53	61427
	3	Recreation Specialist	75	6	3938	22.72	47251	23.40	24.10	24.82	25.57	26.34	27.13	27.94	28.78	5119	29.53	61427
	1	Daycare Director	87	10	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	7	Recreation Coordinator	87	10	4570	26.37	54840	27.16	27.97	28.81	29.67	30.56	31.48	32.43	33.40	5941	34.40	71292
	2	Recreation Supervisor	111	14	6158	35.52	73892	36.59	37.69	38.82	39.98	41.18	42.42	43.69	45.00	8005	46.35	96059
	1	Community Rec Center Manager	124	17	7235	41.74	86822	42.99	44.28	45.61	46.98	48.39	49.84	51.34	52.88	9406	54.43	112868
	1	Recreation Superintendent	132	20	7991	46.10	95893	47.49	48.91	50.38	51.89	53.45	55.05	56.70	58.40	10388	59.93	124661
	25																	
GOLF		Golf		RC														
	0	Golf Shop Associate	68	1	3609	20.82	43306	21.44	22.09	22.75	23.43	24.14	24.86	25.61	26.37	4691	27.07	56298
	0	1st Assistant Golf Professional	76	8	3987	23.00	47845	23.69	24.40	25.14	25.89	26.67	27.47	28.29	29.14	5183	29.90	62199
	0	Lead Golf Pro	76	8	3987	23.00	47845	23.69	24.40	25.14	25.89	26.67	27.47	28.29	29.14	5183	29.90	62199
	1	Head Golf Professional	95	9	5066	29.23	60794	30.10	31.01	31.94	32.90	33.88	34.90	35.95	37.02	6586	38.00	79032
	1	Director of Golf	112	13	6234	35.97	74811	37.05	38.16	39.30	40.48	41.70	42.95	44.23	45.56	8105	46.93	97254
	2																	

2026	Budget 2026		New	Gr.	Step 1 (Entry)			Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10 (Maximum)		
RPT	FT																	
ees	ees		#		Mthly	Hourly	Annual									Monthly	Hourly	Annual
WATER AND WASTEWATER OPERATIONS																		
		Utilities Maintenance and Operations		WO														
	18	Utilities Maintenance Technician	88	14	4645	26.80	55745	27.60	28.43	29.29	30.16	31.07	32.00	32.96	33.95	6039	34.84	72468
	3	Utilities Maintenance Crew Leader	96	17	5129	29.48	61318	30.36	31.28	32.21	33.18	34.18	35.20	36.26	37.34	6668	38.33	80016
	7	Plant Mechanic	98	18A	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.44	81731
	1	Plant Electrician	98	18A	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.44	81731
	5	Wastewater Plant Operator	98	18A	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.44	81731
	4	Water Plant Operator	98	18A	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.44	81731
	2	Water System Operator	98	18A	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.44	81731
	1	Water Quality Specialist	102	20	5506	31.76	66071	32.72	33.70	34.71	35.75	36.82	37.93	39.07	40.24	7158	41.29	85892
	2	Lead Plant Mechanic	106	26	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.51	90279
	1	Lead Wastewater Plant Operator	106	26	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.40	90279
	3	SCADA Technician	106	26	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.40	90279
	1	Wastewater Operations Supervisor	122	30	7058	40.72	84692	41.94	43.20	44.49	45.83	47.20	48.62	50.08	51.58	9175	53.12	110099
	1	Utilities Maintenance Supervisor	122	30	7058	40.72	84692	41.94	43.20	44.49	45.83	47.20	48.62	50.08	51.58	9175	53.12	110099
	1	Water Operations Supervisor	122	30	7058	40.72	84692	41.94	43.20	44.49	45.83	47.20	48.62	50.08	51.58	9175	53.12	110099
	1	Water Supply Supervisor	122	30	7058	40.72	84692	41.94	43.20	44.49	45.83	47.20	48.62	50.08	51.58	9175	53.12	110099
	3	Wastewater Maintenance Supervisor	122	30	7058	40.72	84692	41.94	43.20	44.49	45.83	47.20	48.62	50.08	51.58	9175	53.12	110099
	1	Wastewater Svcs Manager	142	35	9048	52.20	108579	53.77	55.38	57.04	58.75	60.52	62.33	64.20	66.13	11763	67.86	141153
	1	Water Services Manager	142	35	9048	52.20	108579	53.77	55.38	57.04	58.75	60.52	62.33	64.20	66.13	11763	67.86	141153
	56																	
		Laboratory		MM														
	1	Laboratory Technician	82	15	4296	24.78	51546	25.53	26.29	27.08	27.89	28.73	29.59	30.48	31.39	5584	32.22	67010
	2	Laboratory Analyst	98	16	5239	30.23	62870	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	6811	39.29	81731
	2	Environmental Compliance Specialist	102	18	5506	31.76	66071	32.72	33.70	34.71	35.75	36.82	37.93	39.07	40.24	7158	41.29	85892
	1	Water Conservation Specialist	106	20	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.40	90279
	2	Laboratory Chemist	106	20	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.40	90279
	1	Wastewater System Maintenance and Inventory	106	20	5787	33.39	69446	34.39	35.42	36.48	37.58	38.71	39.87	41.06	42.29	7523	43.40	90279
	1	Laboratory Supervisor	122	21	7058	40.72	84692	41.94	43.20	44.49	45.83	47.20	48.62	50.08	51.58	9175	53.12	110099
	1	Environmental Compliance & Sustainability Man	138	23	8609	49.67	103313	51.16	52.69	54.28	55.90	57.58	59.31	61.09	62.92	11192	64.57	134307
	11																	
EXECUTIVE																		
		Executive		RR														
	1	City Manager		R09		125.05		131.25								22750	131.25	273000
	1	City Attorney		R06												20583	118.75	247000
	1	Deputy City Manager		R08	17500	100.96	209997	103.99	107.11	110.32	113.63	117.04				20287	117.04	243443
	1	Police Chief		R08	17500	100.96	209997	103.99	107.11	110.32	113.63	117.04				20287	117.04	243443
	1	Chief Financial Officer		R07	15834	91.35	190008	94.09	96.91	99.82	102.82	105.90				18356	105.90	220272
	1	Fire Chief		R08	17500	100.96	209997	103.99	107.11	110.32	113.63	117.04				20287	117.04	243443
	1	Parks and Recreation Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	1	Utilities Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	1	Engineering and Transportation Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	1	General Services Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	1	Human Resources Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	1	Community Development Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	1	Visit Grand Junction Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	1	Information Technology Director		R01	12199	70.38	146392	72.49	74.67	76.91	79.21	81.59	84.04	86.56	89.16	15917	91.83	191008
	2	Assistant City Attorney		R10	11697	67.48	140366	69.51	71.59	73.74	75.95	78.23	80.58	83.00	85.49	15262	88.05	183146
	1	City Clerk		R11	11141	64.27	133686	66.20	68.19	70.23	72.34	74.51	76.74	79.05	81.42	14536	83.86	174430
	0	Municipal Court Judge		R03												Vacant		
	17																	
4	900	TOTAL APPROVED POSITIONS																