| | New | Gr. | Step 1 (Entry) | | | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 (Maximum) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | | Mthly | Hourly | Annual | | | | | | | | | Monthly | Hourly | Annual |
| **FINANCE** | | | | | | | | | | | | | | | | |
| **Customer Service** | | **CS** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Financial** | | **AU** | | | | | | | | | | | | | | |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Procurement** | | **BU** | | | | | | | | | | | | | | |
| 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 |
| **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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Human Resources** | | **HA** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Information Technology (IT)** | | **SA** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |

| | New | Gr. | Step 1 (Entry) | | | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 (Maximum) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | | | | | | | |
| | # | | Mthly | Hourly | Annual | | | | | | | | | Monthly | Hourly | Annual |
| 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 |
| | | | | | | | | | | | | | | | | |

| | New | Gr. | Step 1 (Entry) | | | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 (Maximum) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | | Mthly | Hourly | Annual | | | | | | | | | Monthly | Hourly | Annual |
| **Legal** | | **AT** | | | | | | | | | | | | | | |
| Paralegal | | **TBD** | | | | | | | | | | | | | | |
| **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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| **Business Support** | | **AA** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Marketing and Communications** | | **MC** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Facilities** | | **CU** | | | | | | | | | | | | | | |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Parks Maintenance** | | **PE** | | | | | | | | | | | | | | |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |

## City of Grand Junction - 03/15/2026 - 03/13/2027

| | New | Gr. | Step 1 (Entry) | | | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 (Maximum) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | | Mthly | Hourly | Annual | | | | | | | | | Monthly | Hourly | Annual |
| **Maintenance and Operations** | | **CC** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Traffic Signal Technician** | | **TR** | | | | | | | | | | | | | | |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Fleet** | | **EM** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Community Development** | | **SP** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Engineering Inspection** | | **EE** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| | | | | | | | | | | | | | | | | |

## City of Grand Junction - 03/15/2026 - 03/13/2027

| | New | Gr. | Step 1 (Entry) | | | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 (Maximum) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | | Mthly | Hourly | Annual | | | | | | | | | Monthly | Hourly | Annual |
| **Engineering Support** | | **ET** | | | | | | | | | | | | | | |
| **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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Engineering** | | **LL** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| Engineering Program Supervisor (Transportatior | 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Police Records** | | **PR** | | | | | | | | | | | | | | |
| **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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Comm Center Non-exempt** | | **SS** | | | | | | | | | | | | | | |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Police Civilian - Operations** | | **EV** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| Digital Forensic Analyst | 127 | 18 | 8201 | 48.16 | 98412 | 49.60 | 51.09 | 52.63 | 54.20 | 55.83 | | | | 9677 | 55.83 | 116126 |
| Criminalist | 127 | 18 | 8201 | 48.16 | 98412 | 49.60 | 51.09 | 52.63 | 54.20 | 55.83 | | | | 9677 | 55.83 | 116126 |
| | | | | | | | | | | | | | | | | |
| **Police Civilian - Services** | | **CR** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| | | | | | | | | | | | | | | | | |

| | New | Gr. | Step 1 (Entry) | | | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 (Maximum) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | | 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 |
| **Police Officer** | **108** | 13 | 6880 | 39.69 | 82555 | 40.88 | 42.11 | 43.37 | 50.25 | 56.64 | | | | 9818 | 56.64 | 117811 |
| Police Motor Technician | 115 | 17 | 10308 | 59.47 | 123698 | | | | | | | | | 10308 | 59.47 | 123698 |
| Core Investigations Detective | 115 | 17 | 10308 | 59.47 | 123698 | | | | | | | | | 10308 | 59.47 | 123698 |
| Police Corporal | 115 | 17 | 10308 | 59.47 | 123698 | | | | | | | | | 10308 | 59.47 | 123698 |
| Police Sergeant | 131 | 20 | 11341 | 65.43 | 136094 | | | | | | | | | 11341 | 65.43 | 136094 |
| Police Commander (Lt) | 143 | 25 | 13608 | 78.51 | 163301 | | | | | | | | | 13608 | 78.51 | 163301 |
| Deputy Police Chief (Captain) | 155 | 30 | 16328 | 94.20 | 195936 | | | | | | | | | 16328 | 94.20 | 195936 |
| | | | | | | | | | | | | | | | | |
| **Fire - Non Exempt** | | **FF** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| Community Paramedic | 106 | 12 | 7027 | 40.54 | 84323 | 41.76 | 43.01 | | | | | | | 7523 | 43.01 | 90279 |
| | | | | | | | | | | | | | | | | |
| **Fire Sworn** | | **FF** | | | | | | | | | | | | | | |
| Firefighter Academy Recruit | 52 | 01 | 6067 | 25.00 | 72800 | | | | | | | | | 6066.67 | 25.00 | 72800 |
| **Firefighter** | **108** | 05 | 6067 | 25.00 | 72800 | 26.25 | 27.56 | 28.94 | 30.39 | 31.91 | | | | 7743 | 31.91 | 92922 |
| Fire Engineer | 117 | 09 | 8128 | 33.50 | 97539 | 34.51 | 35.54 | | | | | | | 8624 | 35.54 | 103492 |
| Firefighter / Paramedic | 117 | 09 | 8128 | 33.50 | 97539 | 34.51 | 35.54 | | | | | | | 8624 | 35.54 | 103492 |
| Fire Unit Supervisor (Captain) | 129 | 15 | 9489 | 39.10 | 113871 | 40.27 | 41.48 | | | | | | | 10066 | 41.48 | 120790 |
| SAM Officer | 129 | 15 | 9489 | 39.10 | 113871 | 40.27 | 41.48 | | | | | | | 10066 | 41.48 | 120790 |
| Training Officer/Fire & EMS | 133 | 17 | 9774 | 56.39 | 117287 | 58.08 | 59.82 | | | | | | | 10369 | 59.82 | 124426 |
| Admin Fire Officer (Battalion Chief - 2912) | **141** | 21 | 11072 | 45.63 | 132869 | 46.99 | 48.40 | | | | | | | 11745 | 48.40 | 140941 |
| Admin Fire Officer (Battalion Chief - 2080) | **141** | 21A | 11071 | 63.87 | 132848 | 65.79 | 67.76 | | | | | | | 11745 | 67.76 | 140941 |
| Emergency Medical Services Chief (2080) | 141 | 21A | 11071 | 63.87 | 132848 | 65.79 | 67.76 | | | | | | | 11745 | 67.76 | 140941 |
| Fire Marshal (2080) | 141 | 21A | 11071 | 63.87 | 132848 | 65.79 | 67.76 | | | | | | | 11745 | 67.76 | 140941 |
| Deputy Fire Chief (Ops & Admin) | 153 | 27 | 13509 | 77.93 | 162103 | 80.27 | 82.68 | | | | | | | 14331 | 82.68 | 171974 |
| | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| **Recreation** | | **RC** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Golf** | | **RC** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |

City of Grand Junction - 03/15/2026 - 03/13/2027

| | New | Gr. | Step 1 (Entry) | | | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 (Maximum) | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | # | | Mthly | Hourly | Annual | | | | | | | | | Monthly | Hourly | Annual |
| **ATER OPERATIONS** | | | | | | | | | | | | | | | | |
| **Utilities Maintenance and Operations** | | **WO** | | | | | | | | | | | | | | |
| Utilities Maintenance Technician | 88 | 14 | 4645 | 26.70 | 55745 | 27.50 | 28.32 | 29.17 | 30.05 | 30.95 | 31.88 | 32.83 | 33.82 | 6039 | 34.84 | 72468 |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| Lead Water 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
| **Laboratory** | | **MM** | | | | | | | | | | | | | | |
| 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 |
| 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 |
| 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 |
| 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 |
| **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 |
| 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 |
| 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 |
| 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 |
| | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | | | |
| **Executive** | | **RR** | | | | | | | | | | | | | | |
| City Manager | | R09 | | 125.05 | | 131.25 | | | | | | | | 22750 | 131.25 | 273000 |
| City Attorney | | R06 | | | | | | | | | | | | 20583 | 118.75 | 247000 |
| Deputy City Manager | | R08 | 17500 | 100.96 | 209997 | 103.99 | 107.11 | 110.32 | 113.63 | 117.04 | | | | 20287 | 117.04 | 243443 |
| Police Chief | | R08 | 17500 | 100.96 | 209997 | 103.99 | 107.11 | 110.32 | 113.63 | 117.04 | | | | 20287 | 117.04 | 243443 |
| Fire Chief | | R08 | 17500 | 100.96 | 209997 | 103.99 | 107.11 | 110.32 | 113.63 | 117.04 | | | | 20287 | 117.04 | 243443 |
| Chief Financial Officer | | R07 | 15834 | 91.35 | 190008 | 94.09 | 96.91 | 99.82 | 102.82 | 105.90 | | | | 18356 | 105.90 | 220272 |
| Community Development Director | | R07 | 15834 | 91.35 | 190008 | 94.09 | 96.91 | 99.82 | 102.82 | 105.90 | | | | 18356 | 105.90 | 220272 |
| Utilities Director | | R07 | 15834 | 91.35 | 190008 | 94.09 | 96.91 | 99.82 | 102.82 | 105.90 | | | | 18356 | 105.90 | 220272 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| 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 |
| Municipal Court Judge | | R03 | | | | | | | | | | | | Vacant | | |
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| **TOTAL APPROVED POSITIONS** | | | | | | | | | | | | | | | | |