

ORDINANCE NO. 23 - 63

AN ORDINANCE REPEALING ORDINANCE NO. 22-89 AND  
ADOPTING THE CITY OF COLORADO SPRINGS – 2024  
SALARY STRUCTURE FOR CIVILIAN AND SWORN  
MUNICIPAL EMPLOYEES

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY  
OF COLORADO SPRINGS:

Section 1. Ordinance No. 22-89 is repealed effective December 23, 2023.

Section 2. The City of Colorado Springs – 2024 Salary Schedule is approved in  
accord with City Code § 1.4.202.

Section 3. The salary ranges set forth in the attached City of Colorado Springs  
– 2024 Salary Schedule shall be in full force and effect on December 24, 2023 until  
modified by City Council. These salary ranges must be used when making municipal  
employee and officer salary adjustments effective December 24, 2023.

Section 4. The Mayor may set the salaries of individual City employees, as  
defined by City Charter § 13-10, so long as the salary set is within the range of the job  
classification the individual will perform.

Section 5. The salary ranges for the City Attorney's assistants identified in the  
City of Colorado Springs – 2024 Salary Schedule as Deputy City Attorney; City Attorney  
Division Chief; Assistant City Attorney; Senior Attorney; Attorney; Prosecuting Attorney;  
and Associate Attorney approved by this ordinance shall satisfy the requirements of City  
Charter § 13-90(a) and City Code § 1.2.401.

Section 6. The salary ranges for the City Auditor's assistants identified in the City  
of Colorado Springs – 2024 Salary Schedule as Assistant City Auditor; Audit Manager;  
Audit Supervisor; Information Systems Auditor Supervisor; Information Systems Auditor  
II; Information System Auditor I; Senior Auditor; Auditor II; and Auditor I approved by this

ordinance shall satisfy the requirements of City Charter § 3-10(e) and City Code § 1.2.701.

Section 7. The salaries, as defined by City Code § 1.4.201(A), for the appointed officers of the City identified in the City of Colorado Springs – 2024 Salary Schedule as City Auditor and City Attorney and Council Administrator shall be set by separate ordinance in satisfaction of the requirements of City Charter § 3-10(e) and 13-80, and City Code §1.2.203. The salary ranges for all other officer salaries identified in the City of Colorado Springs – 2024 Salary Schedule approved by this ordinance shall satisfy the requirements of City Code §1.2.203 so long as the salaries are set within the applicable range.

Section 8. The Mayor may propose modifications to the City of Colorado Springs – 2024 Salary Schedule approved by this ordinance when market adjustments or other needs require. Modifications shall also be approved by ordinance.

Section 9. This ordinance shall be in full force and effect as of December 24, 2023, after its final adoption and publication as provided by Charter.

Section 10. Council deems it appropriate that this ordinance be published by title and summary prepared by the City Clerk and that this ordinance shall be available for inspection and acquisition in the office of the City Clerk.

Introduced, read, passed on first reading and ordered published this 14<sup>th</sup> day of November 2023.

Finally passed: November 28, 2023

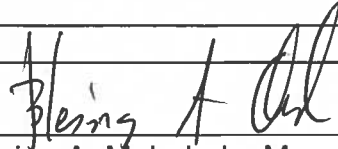
  
Randy Helms, Council President

**Mayor's Action:**

NOV 29 2023

- Approved on: \_\_\_\_\_
- Disapproved on: \_\_\_\_\_, based on the following objections:

\_\_\_\_\_  
\_\_\_\_\_



\_\_\_\_\_  
Blessing A. Mobolade, Mayor

**Council Action After Disapproval:**

- Council did not act to override the Mayor's veto.
- Finally adopted on a vote of \_\_\_\_\_, on \_\_\_\_\_.
- Council action on \_\_\_\_\_ failed to override the Mayor's veto.

\_\_\_\_\_  
Randy Helms, Council President

ATTEST:

  
\_\_\_\_\_  
Sarah B. Johnson, City Clerk



CAO: MS  
COS: \_\_\_\_\_

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
	Reserved for Future Use	1	SMG	10	\$308,777	\$370,680	\$432,584	\$25,731	\$30,890	\$148.45	\$178.21		
	Reserved for Future Use	1	SMG	9	\$278,177	\$333,946	\$389,715	\$23,181	\$27,829	\$133.74	\$160.55		
	Reserved for Future Use	1	SMG	8	\$250,610	\$300,853	\$351,095	\$20,884	\$25,071	\$120.49	\$144.64		
19701	Chief of Staff/Chief Administrative Officer	1	SMG	7	\$225,775	\$271,038	\$316,302	\$18,815	\$22,587	\$108.55	\$130.31		
19790	City Attorney/Chief Legal Officer	1	SMG	6	\$203,401	\$244,179	\$284,957	\$16,950	\$20,348	\$97.79	\$117.39		
19667	Deputy Chief of Staff	1	SMG	6	\$203,401	\$244,179	\$284,957	\$16,950	\$20,348	\$97.79	\$117.39		
19644	Aviation Director	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$88.10	\$105.76		
19680	Chief Financial Officer	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$88.10	\$105.76		
19776	Chief Human Resource & Risk Officer	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$88.10	\$105.76		
19999	Chief Information Officer	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$88.10	\$105.76		
19661	Planning and Neighborhood Services Director	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$88.10	\$105.76		
19310	Police Chief	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$88.10	\$105.76		
19635	Public Works Director/City Engineer	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$88.10	\$105.76		
19795	City Auditor	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$79.37	\$95.28		
17245	Economic Development Officer	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$79.37	\$95.28		
19418	Fire Chief	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$79.37	\$95.28		
19665	Parks, Recreation & Cultural Services Director	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$79.37	\$95.28		
18470	Chief Housing and Community Vitality Officer	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$71.50	\$85.84		
19693	Director of Business Park Development	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$71.50	\$85.84		
17085	Regional Emergency Management and Recovery Director	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$71.50	\$85.84		
19793	City Clerk	1	SMG	2	\$133,986	\$160,848	\$187,709	\$11,166	\$13,404	\$64.42	\$77.33		
15015	Chief Communications Officer	1	SMG	2	\$133,986	\$160,848	\$187,709	\$11,166	\$13,404	\$64.42	\$77.33		
17596	Parking Enterprise Director	1	SMG	1	\$121,124	\$145,407	\$169,690	\$10,094	\$12,117	\$58.23	\$69.91		
17634	Deputy City Attorney	2	MGR	10	\$185,251	\$222,390	\$259,529	\$15,438	\$18,533	\$89.06	\$106.92		
	Reserved for Future Use	2	MGR	9	\$168,409	\$202,171	\$235,934	\$14,034	\$16,848	\$80.97	\$97.20		
19995	Assistant Director of IT	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
19683	Assistant Finance Director	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
19658	Assistant Human Resources Director	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
19672	Assistant Planning Director	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
17631	City Attorney Division Chief	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
19631	Deputy Public Works Director/ City Engineer	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
19760	Multimodal Division Manager	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
19309	Police Deputy Chief	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$73.61	\$88.36		
19663	Assistant Parks, Recreation and Cultural Services Director	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33		
12613	Aviation Assistant Director	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33		

Numbers are rounded for display purposes. Actual rates go out to 6 decimal places.

11/18/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band			Annual			Monthly			Hourly		
		Band #	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
17977	City Budget Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33	\$66.91	
12709	Information Systems Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33	\$66.91	
12640	Public Works Division Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33	\$66.91	
19417	Fire Deputy Chief	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33	\$66.91	
18055	Fire Marshal	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33	\$66.91	
18300	Risk Division Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33	\$66.91	
17059	Support Services Division Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$66.91	\$80.33	\$66.91	
17994	Assistant City Auditor	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
17203	City Accounting Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
17325	City Grants Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
12716	Community Affairs Advisor, Senior	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
19656	Cultural Affairs and Outreach Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
12643	Engineering Program Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
18250	Fire Administrative Services Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
16200	Human Resources Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
19654	Human Resources Manager, Comp/ Benefits	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
19806	Municipal Court Administrator	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
17086	OEM Deputy Director	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
17839	Parks Development Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
17838	Parks Maintenance and Operations Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
18497	Police Administrative Services Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
19655	Recreation and Administration Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
12825	Transit Systems Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$60.83	\$73.03	\$60.83	
17259	ADA Title II Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
17623	Audit Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
15040	City Council Administrator	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
19351	CSURA Executive Director	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
18050	Deputy Fire Marshal	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
15013	Neighborhood Services Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
18221	Pikes Peak-America's Mountain Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
18013	Planning Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
19773	Procurement Services Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
17105	Real Estate Services Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$55.30	\$66.39	\$55.30	
17324	Administrative Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35	\$50.27	
19772	Community Affairs Advisor	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35	\$50.27	
17144	Fleet Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35	\$50.27	
19771	Cultural Services Division Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35	\$50.27	
17624	HUD Programs Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35	\$50.27	

Numbers are rounded for display purposes. Actual rates go out to 6 decimal places.

11/18/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
17625	Legal Administrator	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
15093	Operations Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
14453	Police Records Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
15022	Public Communications Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
14452	Public Safety Communications Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
17291	Sales Tax Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
14900	Street Operations Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
13901	Transit Business Operations Administrator	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$146,496	\$50.27	\$60.35	\$60.35
18422	Chief Probation Officer	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
12085	Clerk of the Court	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
15012	Community Service Officer Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
12609	Crime Analysis Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
15052	Crime Lab Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
15025	Facilities Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
17240	Innovation Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
17595	Parking Enterprise Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
16630	Police Evidence Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
18484	Police Logistics Support Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
19350	PPRCN System Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
12766	Public Works Asset Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
15028	Public Relations Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
17820	Recreation Services Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
12770	SMD Unit Administrator	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
12755	Water Quality Program Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$133,180	\$45.70	\$54.87	\$54.87
17835	City Forester	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$121,073	\$41.55	\$49.88	\$49.88
17015	Deputy City Clerk	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$121,073	\$41.55	\$49.88	\$49.88
15041	Deputy City Council Administrator	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$121,073	\$41.55	\$49.88	\$49.88
19660	Regional Parks Manager	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$121,073	\$41.55	\$49.88	\$49.88
	Reserved for Future Use	2	MGR	1	\$78,565	\$94,316	\$110,066	\$6,547	\$7,860	\$110,066	\$37.77	\$45.34	\$45.34
	Reserved for Future Use	3	SUP	10	\$129,127	\$155,015	\$180,902	\$10,761	\$12,918	\$180,902	\$62.08	\$74.53	\$74.53
12710	IT Supervisor	3	SUP	9	\$118,465	\$142,215	\$165,965	\$9,872	\$11,851	\$165,965	\$56.95	\$68.37	\$68.37
	Reserved for Future Use	3	SUP	8	\$108,684	\$130,473	\$152,262	\$9,057	\$10,873	\$152,262	\$52.25	\$62.73	\$62.73
18006	Planning Supervisor	3	SUP	7	\$99,710	\$119,700	\$139,690	\$8,309	\$9,975	\$139,690	\$47.94	\$57.55	\$57.55
12783	Service Desk Supervisor	3	SUP	7	\$99,710	\$119,700	\$139,690	\$8,309	\$9,975	\$139,690	\$47.94	\$57.55	\$57.55
17518	Audit Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$128,155	\$43.98	\$52.80	\$52.80
13460	City Accounting Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$128,155	\$43.98	\$52.80	\$52.80

Numbers are rounded for display purposes. Actual rates go out to 6 decimal places.

11/8/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
19788	City Budget Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
18481	Crime Analysis Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
16029	Engineering Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
14511	Golf Course Superintendent	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
17941	Human Resources Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
12025	Payroll & Pension Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
18104	Public Communications Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
18310	Risk Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
17288	Real Estate Services Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
12130	Sales Tax Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
13910	Transit Services Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80	
15021	Crime Lab Supervisor	3	SUP	5	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44	
16005	Fleet Services Supervisor	3	SUP	5	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44	
12762	Public Safety Communications Supervisor Lead	3	SUP	5	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44	
12689	Accounts Receivable/ Payable Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
15095	Airport Facilities Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
15099	Airport Operations & Communications Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
16620	Police Evidence Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
12760	Public Works Asset Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
15029	Radio Communications Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
12805	Skilled Maintenance Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
13061	Street Programs Supervisor	3	SUP	4	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44	
15097	Airport Maintenance Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
17830	City Horticulturist	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
18233	Community Behavioral Health Coordinator	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
15017	Code Enforcement Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
15019	Community Service Officer Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
11013	Municipal Court Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
15302	Office Services Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
17590	Parking Enterprise Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
16622	Police Impound Facility Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
14422	Police Quartermaster Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
12761	Public Safety Communications Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
12738	Records Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
12804	Streets District Supervisor	3	SUP	3	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77	
16600	Police Court Liaison	3	SUP	2	\$64,805	\$77,797	\$90,789	\$5,400	\$6,483	\$31.16	\$31.16	\$37.40	
	Reserved for Future Use	3	SUP	1	\$59,454	\$71,374	\$83,293	\$4,955	\$5,948	\$28.58	\$28.58	\$34.31	

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11/18/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
19787	Assistant City Attorney	4	PRO	13	\$143,436	\$172,192	\$200,948	\$11,953	\$14,349	\$68.96	\$82.78	\$68.96	\$82.78
17630	Attorney, Senior	4	PRO	12	\$131,593	\$157,974	\$184,356	\$10,966	\$13,165	\$63.27	\$75.95	\$63.27	\$75.95
12711	Cyber Security Analyst, Senior	4	PRO	11	\$120,726	\$144,929	\$169,132	\$10,060	\$12,077	\$58.04	\$69.68	\$58.04	\$69.68
12726	IT Solutions Engineer, Senior	4	PRO	11	\$120,726	\$144,929	\$169,132	\$10,060	\$12,077	\$58.04	\$69.68	\$58.04	\$69.68
17501	IT Technology Architect, Sr	4	PRO	11	\$120,726	\$144,929	\$169,132	\$10,060	\$12,077	\$58.04	\$69.68	\$58.04	\$69.68
12781	Engineer, Senior	4	PRO	10	\$110,760	\$132,965	\$155,170	\$9,230	\$11,080	\$53.25	\$63.93	\$53.25	\$63.93
12789	IT Project Manager, Senior	4	PRO	10	\$110,760	\$132,965	\$155,170	\$9,230	\$11,080	\$53.25	\$63.93	\$53.25	\$63.93
17410	Applications Prgm Analyst, Sr	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
19541	Business Project Manager, Sr	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
15030	City Facilities Administrator	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
12719	Cyber Security Analyst II	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
18431	HR Business Partner, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
17415	ERP Systems Analyst, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
17580	Fire Protection Engineer, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
12719	Information Systems Auditor, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
12728	IT Solutions Engineer	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
12714	ITSM Coordinator	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
19664	Occupational NP/PA	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
19197	Program Administrator, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
17445	Network Administrator, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
17475	Systems Administrator, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$48.85	\$58.65	\$48.85	\$58.65
17258	Accessibility Coordinator, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
17654	Attorney	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
17412	Business Analyst IT, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
12778	Capital Project Coordinator	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
17507	Engineer III	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
12748	Environmental Safety & Health Specialist, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
12704	IT Project Manager II	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
12796	OEM Coordinator	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
12746	Safety Specialist, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$44.82	\$53.80	\$44.82	\$53.80
17202	Accountant, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	\$41.12	\$49.36
12777	Analyst, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	\$41.12	\$49.36
12786	Applications Programmer Analyst II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	\$41.12	\$49.36
17607	Associate Attorney	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	\$41.12	\$49.36
17418	Auditor, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	\$41.12	\$49.36
18302	Claims Adjuster, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	\$41.12	\$49.36
18105	Community Engagement Specialist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	\$41.12	\$49.36

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11/18/2023



# City of Colorado Springs - 2024 Salary Schedule

# Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
15102	Construction Project Manager	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
12787	Contracting Specialist, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
12723	Cyber Security Analyst I	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
17910	DNA Technical Leader	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
12794	Economic Development Spclst Sr	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
17506	Engineer II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
12674	Fire Life & Safety Educator Sr	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
16070	Fire Medical Programs Coordinator	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
12731	Fire Operations Research and Statistics Specialist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
17092	Fire Protection Engineer II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
18432	Human Resource Business Partner	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
17214	Information Systems Auditor II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
12720	Information Technology Architect II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
17893	Landscape Architect, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
18005	Physical Therapist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
18004	Planner, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
18494	Police Psychologist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
19195	Program Administrator II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
17638	Prosecuting Attorney	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
16082	Public Safety Communications Specialist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36		
17260	Accessibility Coordinator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
17229	Airport Properties Spec, Sr	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
12784	Applications Support Admin, Sr	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
12672	Audio Visual Specialist, Fire	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
16690	Background Investigator, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
19531	Business Project Manager II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
12634	Buyer, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
17900	DNA Analyst	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
16071	Emergency Medical Services Field Specialist	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
17416	ERP Systems Analyst II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
12673	Fire and Life Safety Educator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
14403	Fire Code Inspector, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
17320	Forensic Chemist, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
18483	Forensic Interview Coordinator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
17472	GIS Analyst, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
15642	Homelessness Prevention and Response Coordinator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
16201	Human Resources Generalist, Sr	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
12705	IT Project Manager I	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		
17891	Landscape Architect II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29		

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# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
13174	Licensed Surveyor	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
12750	MS4 Permit Coordinator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
17446	Network Administrator II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
18103	Public Communication Spclst Sr	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
16035	Real Estate Specialist, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
15027	Radio Field Engineer	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
12764	Safety Specialist II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
17289	Sales Tax Auditor, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
18421	Recruiter, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
12701	Systems Administrator II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
18489	Victim Advocate Coordinator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
17802	Water Conservation Specialist	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	\$37.72	\$45.29
17201	Accountant II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17894	Archaeologist	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
18480	Analyst II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17318	Auditor II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17399	Business Analyst II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
18303	Claims Adjuster II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17892	Construction Project Specialist	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
12633	Contracting Specialist II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17505	Engineer I	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
12649	Engineering Specialist	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
12857	Environmental Safety & Health Specialist	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17403	ERP Systems Analyst I	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
12819	Executive Assistant to the Mayor's Office	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
16603	Firearms Examiner	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
16064	Fire Protection Engineer I	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17319	Forensic Chemist	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17827	Forester	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17212	Information System Auditor I	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17700	Museum Curator	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
12774	Parks Operations Administrator	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
18003	Planner II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
18493	Polygraphist II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17643	Public Safety Recruiter	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
18562	Recreation Therapist	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$41.55	\$34.61	\$41.55
17222	Airport Properties Specialist I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12	\$31.75	\$38.12
17407	Application Support Administrator II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12	\$31.75	\$38.12
17409	Applications Programmer Analyst I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12	\$31.75	\$38.12

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11/8/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
16685	Background Investigator	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
19521	Business Project Manager I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
12635	Buyer II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
18482	Civilian Criminal Investigator	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
16854	Economic Development Specialist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
12685	GIS Analyst II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
18429	Human Resources Generalist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
18492	Investigative Specialist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
17890	Landscape Architect I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
17702	Museum Development Coordinator	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
17801	Natural Resource Specialist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
17441	Network Administrator I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
18490	Polygraphist I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
12753	Program Administrator I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
12757	Public Communication Specialist II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
16032	Real Estate Specialist II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
18426	Recruiter II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
12759	Safety Specialist I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
17290	Sales Tax Auditor II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
12706	Systems Administrator I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$38.12		
17200	Accountant I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
15176	Airport Marketing and Advertising Specialist	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
12605	Analyst I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
17421	Application Support Administrator I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
12814	Assistant to the Mayor's Office	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
17218	Auditor I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
12881	Claims Adjuster I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
12632	Contracting Specialist I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
16028	Museum Exhibits Designer	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
18002	Planner I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$34.97		
12636	Buyer I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		
15200	GIS Analyst I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		
18106	Public Communication Specialist I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		
18415	Recruiter I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		
16031	Real Estate Specialist I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		
14432	Police Training Specialist	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		
12885	Sales Tax Auditor I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		
18488	Victim Advocate	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26.72	\$32.08		

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11/8/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Annual			Monthly			Hourly				
		Band #	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average	Zone Maximum
17701	Archivist	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24.52	\$29.43	\$29.43
18257	Criminal Justice Navigator I	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24.52	\$29.43	\$29.43
18260	Crisis Navigator	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24.52	\$29.43	\$29.43
17704	Museum Registrar	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24.52	\$29.43	\$29.43
12095	Pre-Sentence Investigator	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24.52	\$29.43	\$29.43
	Reserved for Future Use	5	PAR	10	\$91,348	\$109,661	\$127,975	\$7,612	\$9,138	\$43.92	\$52.72	\$52.72
	Reserved for Future Use	5	PAR	9	\$83,805	\$100,607	\$117,408	\$6,984	\$8,384	\$40.29	\$48.37	\$48.37
12111	Latent Fingerprint Examiner	5	PAR	8	\$76,886	\$92,300	\$107,714	\$6,407	\$7,692	\$36.96	\$44.37	\$44.37
16606	Crime Scene Investigator, Sr	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
14400	Fire Code Inspector II	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
13034	Fleet Technician, Senior	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
16013	Inspector III	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
14426	Park Ranger, Senior	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
18263	Registered Nurse Navigator	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
12696	Technical Support Analyst, Sr	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
12756	Utility Locator, Sr	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33.91	\$40.71	\$40.71
18275	Behavioral Health Clinical Navigator II	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
12028	Finance Lead	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
16605	Crime Scene Investigator	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
12803	District Crew Leader	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
16015	Engineering Technician III	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
16001	Fleet Services Coordinator	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
16023	Inspector II	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
15165	License Enforcement Officer, Senior	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
14407	Marshal, Senior	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
15213	Paralegal, Senior	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
18280	Physical Therapy Assistant	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
15084	Planning Technician, Sr	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
13902	Project Design Specialist	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
15024	Radio Technician, Sr	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
12801	Skilled Maint. Technician, Sr	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
12758	Video Production Specialist	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35	\$37.35
15100	Airport Operations Agent, Sr	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27
18265	Behavioral Health Clinical Navigator I	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27
15086	Code Enforcement Off, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27
12722	Community Health Paramedic	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27
15068	Electronic Specialist	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27

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11/8/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
16025	Engineering Technician II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
16652	Evidence Technician, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
11097	Finance Technician, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
14401	Fire Code Inspector I	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
12817	Fleet Service Writer	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
12681	Fleet Technician II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
17572	HR Technician, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
15161	License Enforcement Officer II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
14405	Marshal	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
18273	Medical Navigator I	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
11063	Legal Secretary, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
14424	Park Ranger II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
15211	Paralegal	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
16053	Probation Officer	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
14450	Public Safety Dispatcher, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
12768	Public Safety Dispatcher Trainer	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
17822	Recreation Assistant, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
16067	Sales Tax Investigator, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
12809	Skilled Maintenance Technician II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
12813	Staff Assistant	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
19657	Streets Operations Program Assistant	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
12698	Technical Support Analyst II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
12730	Utility Locator II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27	\$34.27	
15103	Airport Customer Relations Coordinator	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
15080	Airport Security Specialist	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
19542	Business Support Specialist Sr	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
15016	Code Enforcement Officer	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
15018	Community Service Officer II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
12188	Courtroom Assistant, Senior	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
16610	Evidence Technician	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
18229	Fire Prevention Compliance Coordinator	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
14392	Fleet Specialist	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
12112	Fleet Technician I	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
12841	Forestry Technician, Senior	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
14061	Graphics Technician	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
16034	Inspector I	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
15125	Photo Enforcement Technician	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
15083	Planning Technician II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	
12107	Police Service Representative Lead	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	\$31.44	

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11/8/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average	
12769	Public Safety Dispatcher II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	
15023	Radio Technician II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	
16522	Recreation Assistant II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	
14066	Signs Technician II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44	
19540	Administrative Assistant, Sr	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
15090	Airport Operations Agent	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
15061	Child Care Lead	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
18315	Claims Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
15011	Community Service Officer I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12088	Courtroom Assistant	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
15311	Digital Imaging Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
14435	Emergency Response Technician II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
13172	Engineering Technician I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12837	Forestry Technician II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
13408	GIS Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12717	Legal Secretary	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
15150	License Enforcement Officer I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12589	Museum Development Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12853	Park Ranger I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12199	Probation Technician, Senior	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12625	Public Communications Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12767	Public Safety Dispatcher I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
16066	Sales Tax Investigator II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
14065	Signs Technician I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12808	Skilled Maintenance Technician I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12697	Technical Support Analyst I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12727	Utility Locator I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
12150	Work Order Technician II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84	
19532	Business Support Specialist II	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
12012	Code Enforcement Technician	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
12724	Community Health Emergency Medical Technician	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
12765	Emergency Response Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
12835	Forestry Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
13025	Parts/Supply Specialist	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
15082	Planning Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
12103	Police Services Representative	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
12099	Probation Technician	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
15014	Radio Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
16521	Recreation Assistant I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	

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# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average
16065	Sales Tax Investigator I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46	
	Reserved for Future Use	6	GNL	10	\$63,942	\$76,762	\$89,581	\$5,329	\$6,397	\$30.74	\$36.90	
12780	License Specialist, Senior	6	GNL	9	\$58,663	\$70,423	\$82,114	\$4,889	\$5,869	\$28.20	\$33.86	
14421	Parking Enforcement Officer, Senior	6	GNL	9	\$58,663	\$70,423	\$82,114	\$4,889	\$5,869	\$28.20	\$33.86	
13316	Concrete Finisher, Sr	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06	
12785	Equipment Operator, Senior	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06	
11095	Finance Technician II	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06	
12793	Maintenance Technician, Senior	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06	
12622	Cemetery Technician	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
13315	Concrete Finisher II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
17220	Contracting Technician II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
12653	Equipment Operator II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
11093	Finance Technician I	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
12110	Fingerprint Technician	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
17582	HR Technician II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
12798	License Specialist II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
12192	Municipal Court Clerk, Senior	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
14427	Parking Enforcement Officer II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
14064	Parking Meter Technician, Sr	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50	
19530	Administrative Assistant II	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
17952	HR Technician I	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
16073	Inventory Control Technician	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
12729	Maintenance Technician II	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
12093	Municipal Court Clerk II	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
14062	Parking Meter Technician	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
15310	Printing Technician	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
18274	Recovery Navigator I	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14	
19520	Administrative Assistant I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
19522	Business Support Specialist I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
15039	Child Care Worker	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
11033	Communications Center Dispatcher	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
13314	Concrete Finisher I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
13072	Driver	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
13302	Equipment Operator I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12743	License Specialist I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12721	Maintenance Services Worker	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12725	Maintenance Technician I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12734	Medical Assistant	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	

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11/8/2023

# City of Colorado Springs - 2024 Salary Schedule

Effective December 24, 2023

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
12092	Municipal Court Clerk I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$4,158	\$19.98	\$23.99	\$23.99
17798	Museum Customer Specialist	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$4,158	\$19.98	\$23.99	\$23.99
18255	Navigator Technician	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$4,158	\$19.98	\$23.99	\$23.99
16523	Park Guide	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$4,158	\$19.98	\$23.99	\$23.99
14420	Parking Enforcement Officer I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$4,158	\$19.98	\$23.99	\$23.99
14532	Sports Site Technician	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$4,158	\$19.98	\$23.99	\$23.99

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11/8/2023



**FIRE - Paid by Rank**

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
<b>56 Hours/Week</b>			
19407	Battalion Chief	\$12,788	\$52.70
19406	Fire Captain	\$10,893	\$44.89
19405	Fire Lieutenant	\$9,862	\$40.64
19416	Fire Paramedic 1st	\$8,953	\$36.89
	Fire Paramedic 2nd	\$8,082	\$33.30
	Fire Paramedic 3rd	\$7,273	\$29.97
19404	Fire Driver Engineer 1st	\$8,527	\$35.14
	Fire Driver Engineer 2nd	\$7,459	\$30.74
	Fire Driver Engineer 3rd	\$6,719	\$27.69
19403	Firefighter 1st	\$7,868	\$32.42
	Firefighter 2nd	\$7,137	\$29.41
	Firefighter 3rd	\$6,424	\$26.47
	Firefighter 4th	\$5,782	\$23.83
<b>40 Hours/Week</b>			
19407	Battalion Chief	\$12,788	\$73.78
19406	Fire Captain (Staff)	\$10,893	\$62.85
19405	Fire Lieutenant (Staff)	\$9,862	\$56.90
19409	Fire Trainee	\$5,220	\$30.12

**POLICE - Paid by Rank**

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
<b>40 Hours/Week</b>			
19308	Police Commander	\$13,423	\$77.44
19307	Police Lieutenant	\$11,972	\$69.07
19306	Police Sergeant	\$10,163	\$58.63
19304	Police Officer 1st	\$8,366	\$48.26
	Police Officer 2nd	\$7,298	\$42.10
	Police Officer 3rd	\$6,623	\$38.21
	Police Officer 4th	\$6,009	\$34.67
19300	Police Recruit	\$5,417	\$31.25

Numbers are rounded for display purposes. Actual rates go out 6 decimal places.


Unclassified Job Codes


Job Code	Job Title	Band #	Band Name	Zone #	Zone Minimum	Zone Maximum
<b>Seasonal (6 months or less)</b>						
50600	PT Pikes Peak HWY Ranger	SNL	Seasonal	6	\$14.42	\$27.03
50700	PT Administrative Support	SNL	Seasonal	6	\$14.42	\$27.03
50605	PT Prkg Enforcement Ofcr	SNL	Seasonal	5	\$14.42	\$23.94
50602	PT Park Ranger	SNL	Seasonal	5	\$14.42	\$23.94
50603	PT Recreation & Camp Support	SNL	Seasonal	5	\$14.42	\$23.94
50609	PT Aquatics Support	SNL	Seasonal	4	\$14.42	\$23.94
70300	PT Municipal Court Referee	PRT	Hourly	8	\$15.00	\$38.00
51600	PT Maintenance Support	SNL	Seasonal	4	\$14.42	\$23.94
51400	PT Wildfire Mitigation and Forestry	SNL	Seasonal	4	\$14.42	\$23.94
50610	PT Bus Driver	SNL	Seasonal	3	\$14.42	\$23.94
50604	PT Guide or Interpreter	SNL	Seasonal	3	\$14.42	\$23.94
50400	PT Park Patrol	SNL	Seasonal	3	\$14.42	\$23.94
51000	PT Internship	SNL	Seasonal	3	\$14.42	\$23.94
51500	PT Cemetery Support	SNL	Seasonal	2	\$14.42	\$23.94
50606	PT Park Support	SNL	Seasonal	2	\$14.42	\$23.94
50607	PT Sport Site Supervisor	SNL	Seasonal	2	\$14.42	\$23.94
51300	Election Judge	SNL	Seasonal	1	\$14.42	\$23.94
51200	Election Worker	SNL	Seasonal	1	\$14.42	\$23.94
50608	PT Sports Staff	SNL	Seasonal	1	\$14.42	\$23.94

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I HEREBY CERTIFY that the foregoing ordinance entitled **“AN ORDINANCE REPEALING ORDINANCE NO. 22-89 AND ADOPTING THE CITY OF COLORADO SPRINGS – 2024 SALARY STRUCTURE FOR CIVILIAN AND SWORN MUNICIPAL EMPLOYEES”** was introduced and read at a regular meeting of the City Council of the City of Colorado Springs, held on November 14, 2023; that said ordinance was finally passed at a regular meeting of the City Council of said City, held on the 28<sup>th</sup> day of November 2023, and that the same was published by title and in summary, in accordance with Section 3-80 of Article III of the Charter, a newspaper published and in general circulation in the Gazette, at least ten days before its passage.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the City, this 28<sup>th</sup> day of November 2023.

  
Sarah B. Johnson, City Clerk



1<sup>st</sup> Publication Date: November 17, 2023

2<sup>nd</sup> Publication Date: December 6, 2023

Effective Date: December 11, 2023

Initial: SBS  
City Clerk