

ORDINANCE NO. 19-85

AN ORDINANCE REPEALING ORDINANCE NO. 18-116
AND ADOPTING THE CITY OF COLORADO SPRINGS –
2020 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 Ordinance No. 18-116 is repealed effective December 31, 2019.

Section 2. The City of Colorado Springs – 2020 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 – 2020
Salary Schedule shall be in full force and effect on January 1, 2020 until modified by City Council.
These salary ranges must be used when making municipal employee and officer salary
adjustments effective January 1, 2020.

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 – 2020 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 – 2020 Salary Schedule as Assistant City Auditor; 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 – 2020 Salary Schedule as City Auditor, City Attorney, and Council Administrator shall remain as currently set in Ordinance Nos. 19-32, 14-20, and 17-12, respectively, 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 – 2020 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 – 2020 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 January 1, 2020, 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 12th day of November, 2019.

Finally passed: December 5th, 2019



Council President

Mayor's Action:

Approved: 12/6/2019

Disapproved: _____, based on the following objections:

John W. Suthus
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.

Council President

ATTEST:

Sarah B. Johnson
Sarah B. Johnson, City Clerk




CAO: [Signature]
COS: _____

I HEREBY CERTIFY, that the foregoing ordinance entitled "AN ORDINANCE REPEALING ORDINANCE NO. 18-116 AND ADOPTING THE CITY OF COLORADO SPRINGS – 2020 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 12th, 2019; that said ordinance was finally passed at a regular meeting of the City Council of said City, held on the 5th day of December, 2019, and that the same was published by title and summary, in accordance with Section 3-80 of Article III of the Charter, in the Transcript, a newspaper published and in general circulation in said City, at least ten days before its passage.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the City, this 9th day of December, 2019.


Sarah B. Johnson, City Clerk



1st Publication Date: November 15th, 2019

2nd Publication Date: December 13th, 2019

Effective Date: December 18th, 2019

Initial: SBS
City Clerk

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
19701	Chief of Staff/Chief Administrative Officer	1	SMG	7	\$198,631	\$238,452	\$278,989	\$16,553	\$19,871	\$23,428	\$95.50	\$114.64	\$141.50
19790	City Attorney/Chief Legal Officer	1	SMG	6	\$178,947	\$214,822	\$251,342	\$14,912	\$17,902	\$21,892	\$86.03	\$103.28	\$129.83
19644	Aviation Director	1	SMG	5	\$161,213	\$193,533	\$226,434	\$13,434	\$16,128	\$19,822	\$77.51	\$93.04	\$118.57
19680	Chief Financial Officer	1	SMG	5	\$161,213	\$193,533	\$226,434	\$13,434	\$16,128	\$19,822	\$77.51	\$93.04	\$118.57
19776	Chief Human Resource & Risk Officer	1	SMG	5	\$161,213	\$193,533	\$226,434	\$13,434	\$16,128	\$19,822	\$77.51	\$93.04	\$118.57
19999	Chief Information Officer	1	SMG	5	\$161,213	\$193,533	\$226,434	\$13,434	\$16,128	\$19,822	\$77.51	\$93.04	\$118.57
19310	Police Chief	1	SMG	5	\$161,213	\$193,533	\$226,434	\$13,434	\$16,128	\$19,822	\$77.51	\$93.04	\$118.57
19795	City Auditor	1	SMG	4	\$145,237	\$174,354	\$203,994	\$12,103	\$14,529	\$17,902	\$69.83	\$83.82	\$108.83
19667	Deputy Chief of Staff	1	SMG	4	\$145,237	\$174,354	\$203,994	\$12,103	\$14,529	\$17,902	\$69.83	\$83.82	\$108.83
19418	Fire Chief	1	SMG	4	\$145,237	\$174,354	\$203,994	\$12,103	\$14,529	\$17,902	\$69.83	\$83.82	\$108.83
19665	Parks, Recreation & Cultural Services Director	1	SMG	4	\$145,237	\$174,354	\$203,994	\$12,103	\$14,529	\$17,902	\$69.83	\$83.82	\$108.83
19661	Planning and Community Development Director	1	SMG	4	\$145,237	\$174,354	\$203,994	\$12,103	\$14,529	\$17,902	\$69.83	\$83.82	\$108.83
19635	Public Works Director/City Engineer	1	SMG	4	\$145,237	\$174,354	\$203,994	\$12,103	\$14,529	\$17,902	\$69.83	\$83.82	\$108.83
17085	Regional Emergency Management and Recovery Director	1	SMG	3	\$130,845	\$157,077	\$183,780	\$10,904	\$13,090	\$15,904	\$62.91	\$75.52	\$98.13
19793	City Clerk	1	SMG	2	\$117,877	\$141,510	\$165,566	\$9,823	\$11,792	\$14,529	\$56.67	\$68.03	\$88.83
15015	Chief Communications Officer	1	SMG	2	\$117,877	\$141,510	\$165,566	\$9,823	\$11,792	\$14,529	\$56.67	\$68.03	\$88.83
17245	Economic Development Officer	1	SMG	2	\$117,877	\$141,510	\$165,566	\$9,823	\$11,792	\$14,529	\$56.67	\$68.03	\$88.83
17596	Parking Enterprise Director	1	SMG	1	\$106,562	\$127,925	\$149,672	\$8,880	\$10,660	\$12,925	\$51.23	\$61.50	\$80.83
17634	Deputy City Attorney	2	MGR	10	\$162,979	\$195,653	\$228,914	\$13,582	\$16,304	\$19,822	\$78.36	\$94.06	\$123.83
	Reserved for Future Use	2	MGR	9	\$148,161	\$177,865	\$208,102	\$12,347	\$14,822	\$17,865	\$71.23	\$85.51	\$111.83
17631	City Attorney Division Chief	2	MGR	8	\$134,692	\$161,695	\$189,184	\$11,224	\$13,475	\$16,304	\$64.76	\$77.74	\$101.83
19309	Police Deputy Chief	2	MGR	8	\$134,692	\$161,695	\$189,184	\$11,224	\$13,475	\$16,304	\$64.76	\$77.74	\$101.83
19683	Assistant Finance Director	2	MGR	7	\$122,448	\$146,996	\$171,985	\$10,204	\$12,250	\$14,822	\$58.87	\$70.67	\$92.83
19658	Assistant Human Resources Director	2	MGR	7	\$122,448	\$146,996	\$171,985	\$10,204	\$12,250	\$14,822	\$58.87	\$70.67	\$92.83
12709	Information Systems Manager II	2	MGR	7	\$122,448	\$146,996	\$171,985	\$10,204	\$12,250	\$14,822	\$58.87	\$70.67	\$92.83
19631	Deputy Public Works Director/ City Engineer	2	MGR	7	\$122,448	\$146,996	\$171,985	\$10,204	\$12,250	\$14,822	\$58.87	\$70.67	\$92.83
19417	Fire Deputy Chief	2	MGR	7	\$122,448	\$146,996	\$171,985	\$10,204	\$12,250	\$14,822	\$58.87	\$70.67	\$92.83
18055	Fire Marshal	2	MGR	7	\$122,448	\$146,996	\$171,985	\$10,204	\$12,250	\$14,822	\$58.87	\$70.67	\$92.83
12716	Applications Development Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,632	\$53.52	\$64.25	\$84.83
19794	Assistant City Auditor	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,632	\$53.52	\$64.25	\$84.83
19672	Assistant Planning Director	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,632	\$53.52	\$64.25	\$84.83
12613	Aviation Assistant Director	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,632	\$53.52	\$64.25	\$84.83
19797	City Budget Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,632	\$53.52	\$64.25	\$84.83
12640	Engineering Division Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,632	\$53.52	\$64.25	\$84.83
19654	Human Resources Manager, Compl Benefits	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,632	\$53.52	\$64.25	\$84.83

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

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
19806	Municipal Court Administrator	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,362	\$53.52	\$64.25	\$75.38
17839	Parks/Development Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,362	\$53.52	\$64.25	\$75.38
17838	Parks Operations Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,362	\$53.52	\$64.25	\$75.38
19659	Public Works Operations Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,362	\$53.52	\$64.25	\$75.38
19655	Recreation and Administration Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,362	\$53.52	\$64.25	\$75.38
18300	Risk Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,362	\$53.52	\$64.25	\$75.38
12825	Transit Systems Manager	2	MGR	6	\$111,316	\$133,632	\$156,350	\$9,276	\$11,136	\$13,362	\$53.52	\$64.25	\$75.38
17203	City Accounting Manager	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
12643	Engineering Program Manager	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
18250	Fire Administrative Services Manager	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
16200	Human Resources Manager	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
12713	Information Technology Manager I	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
17086	OEM Deputy Director	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
18497	Police Administrative Services Manager	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
19773	Procurement Services Manager	2	MGR	5	\$101,196	\$121,484	\$142,137	\$8,433	\$10,124	\$12,148	\$48.65	\$58.41	\$69.27
17324	Air Service Development Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
15040	City Council Administrator	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
19771	Cultural Services Division Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
18050	Deputy Fire Marshal	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
17624	HUD Programs Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
17625	Legal Administrator	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
18013	Planning Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
15013	Neighborhood Services Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
14453	Police Records Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
14452	Public Safety Communications Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
17105	Real Estate Services Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
19640	Streets Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
14900	Street Operations Manager	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
13901	Transit Business Operations Administrator	2	MGR	4	\$91,997	\$110,440	\$129,215	\$7,666	\$9,203	\$10,924	\$44.23	\$53.10	\$63.97
17259	ADA Title II Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
17199	Airport Accounting Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
15093	Airport Design & Construction Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
15198	Airport IT Program Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
17207	Airport Marketing & Communications Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
15091	Airport Operations Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
12027	Finance Manager I	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
17325	City Grants Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14
15052	Crime Lab Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.14

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

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
17018	Economic Development Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
15025	Facilities Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
17144	Fleet Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
17145	Innovation & Sustainability Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
17595	Parking Systems Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
18221	Pikes Peak-America's Mountain Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
16630	Police Evidence Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
18484	Police Logistics Support Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
19350	PPRCN System Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
17291	Sales Tax Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
12770	SIMD Unit Administrator	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
17244	Small Business Development Administrator	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
19351	Urban Renewal Authority Executive Director	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
12755	Water Quality Program Manager	2	MGR	3	\$83,634	\$100,401	\$117,470	\$6,970	\$8,367	\$10,041	\$40.21	\$48.27	\$58.01
17208	Airport Properties Administrator	2	MGR	2	\$76,031	\$91,274	\$106,791	\$6,336	\$7,606	\$9,127	\$36.55	\$43.88	\$53.85
17835	City Forester	2	MGR	2	\$76,031	\$91,274	\$106,791	\$6,336	\$7,606	\$9,127	\$36.55	\$43.88	\$53.85
17595	Parking Enterprise Operations Manager	2	MGR	2	\$76,031	\$91,274	\$106,791	\$6,336	\$7,606	\$9,127	\$36.55	\$43.88	\$53.85
19660	Regional Parks Manager	2	MGR	2	\$76,031	\$91,274	\$106,791	\$6,336	\$7,606	\$9,127	\$36.55	\$43.88	\$53.85
17325	City Grants Administrator	2	MGR	1	\$69,119	\$82,976	\$97,081	\$5,760	\$6,915	\$8,298	\$33.23	\$39.89	\$48.27
	Reserved for Future Use	3	SUP	9	\$104,224	\$125,119	\$146,389	\$8,685	\$10,427	\$12,512	\$50.11	\$60.15	\$72.19
	Reserved for Future Use	3	SUP	8	\$95,617	\$114,787	\$134,300	\$7,968	\$9,566	\$11,479	\$45.97	\$55.19	\$66.23
12783	Service Desk Supervisor	3	SUP	7	\$87,722	\$105,309	\$123,211	\$7,310	\$8,776	\$10,531	\$42.17	\$50.63	\$60.15
17518	Audit Supervisor	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
18481	Crime Analysis Supervisor	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
12775	GIS Supervisor	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
14511	Golf Course Superintendent	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
17941	Human Resources Supervisor	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
18104	Public Communications Supervisor	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
18310	Risk Supervisor, Occupational Health	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
18310	Risk Supervisor, Workers Compensation	3	SUP	6	\$80,479	\$96,613	\$113,037	\$6,707	\$8,051	\$9,613	\$38.69	\$46.45	\$55.19
13460	City Accounting Supervisor	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$8,864	\$35.50	\$42.61	\$51.17
15021	Crime Lab Supervisor	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$8,864	\$35.50	\$42.61	\$51.17
17015	Deputy City Clerk	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$8,864	\$35.50	\$42.61	\$51.17
16029	Engineering Supervisor	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$8,864	\$35.50	\$42.61	\$51.17
16005	Fire Fleet Services Supervisor	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$8,864	\$35.50	\$42.61	\$51.17
17240	Innovation & Sustainability Supervisor	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$8,864	\$35.50	\$42.61	\$51.17

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11/6/2019

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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	
12025	Payroll & Pension Administrator	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$35.50	\$42.61	\$35.50	\$42.61	\$35.50
12762	Public Safety Communications Supervisor Lead	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$35.50	\$42.61	\$35.50	\$42.61	\$35.50
12776	Special Event Supervisor	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$35.50	\$42.61	\$35.50	\$42.61	\$35.50
13910	Transit Services Supervisor	3	SUP	5	\$73,834	\$88,637	\$103,705	\$6,153	\$7,386	\$35.50	\$42.61	\$35.50	\$42.61	\$35.50
12669	Accounts Receivable/ Payable Supervisor	3	SUP	4	\$67,737	\$81,317	\$95,141	\$5,645	\$6,776	\$32.57	\$39.09	\$32.57	\$39.09	\$32.57
13455	Airport Accounting Supervisor	3	SUP	4	\$67,737	\$81,317	\$95,141	\$5,645	\$6,776	\$32.57	\$39.09	\$32.57	\$39.09	\$32.57
15096	Airport Operations & Communications Supervisor	3	SUP	4	\$67,737	\$81,317	\$95,141	\$5,645	\$6,776	\$32.57	\$39.09	\$32.57	\$39.09	\$32.57
18422	Chief Probation Officer	3	SUP	4	\$67,737	\$81,317	\$95,141	\$5,645	\$6,776	\$32.57	\$39.09	\$32.57	\$39.09	\$32.57
12085	Clerk of the Court	3	SUP	4	\$67,737	\$81,317	\$95,141	\$5,645	\$6,776	\$32.57	\$39.09	\$32.57	\$39.09	\$32.57
16620	Police Evidence Supervisor	3	SUP	4	\$67,737	\$81,317	\$95,141	\$5,645	\$6,776	\$32.57	\$39.09	\$32.57	\$39.09	\$32.57
13061	Street Programs Supervisor	3	SUP	4	\$67,737	\$81,317	\$95,141	\$5,645	\$6,776	\$32.57	\$39.09	\$32.57	\$39.09	\$32.57
15095	Airport Facilities Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
14018	Cemetery Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
17830	City Horticulturist	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
15017	Code Enforcement Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
18233	Community Behavioral Health Coordinator	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
18230	Fire Prevention Section Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
11013	Municipal Court Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
16622	Police Impound Facility Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
14422	Police Quartermaster Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
12761	Public Safety Communications Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
16068	Sales Tax Investigator Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
15029	Radio Communications Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
12805	Skilled Maintenance Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
12804	Streets District Supervisor	3	SUP	3	\$62,145	\$74,603	\$87,286	\$5,179	\$6,217	\$29.88	\$35.87	\$29.88	\$35.87	\$29.88
18232	Community Health Supervisor	3	SUP	2	\$57,014	\$68,444	\$80,079	\$4,751	\$5,704	\$27.41	\$32.91	\$27.41	\$32.91	\$27.41
15302	Office Services Coordinator	3	SUP	2	\$57,014	\$68,444	\$80,079	\$4,751	\$5,704	\$27.41	\$32.91	\$27.41	\$32.91	\$27.41
14426	Park Ranger Supervisor	3	SUP	2	\$57,014	\$68,444	\$80,079	\$4,751	\$5,704	\$27.41	\$32.91	\$27.41	\$32.91	\$27.41
15019	Community Service Officer Supervisor	3	SUP	1	\$52,306	\$62,793	\$73,468	\$4,359	\$5,233	\$25.15	\$30.19	\$25.15	\$30.19	\$25.15
12738	Records Supervisor	3	SUP	1	\$52,306	\$62,793	\$73,468	\$4,359	\$5,233	\$25.15	\$30.19	\$25.15	\$30.19	\$25.15
19787	Assistant City Attorney	4	PRO	13	\$125,034	\$150,101	\$175,618	\$10,419	\$12,508	\$60.11	\$72.16	\$60.11	\$72.16	\$60.11
17630	Senior Attorney	4	PRO	12	\$115,772	\$138,982	\$162,609	\$9,648	\$11,582	\$55.66	\$66.82	\$55.66	\$66.82	\$55.66
12711	Senior Cyber Security Analyst	4	PRO	11	\$106,211	\$127,505	\$149,180	\$8,851	\$10,625	\$51.06	\$61.30	\$51.06	\$61.30	\$51.06
12726	Senior IT Solutions Engineer	4	PRO	11	\$106,211	\$127,505	\$149,180	\$8,851	\$10,625	\$51.06	\$61.30	\$51.06	\$61.30	\$51.06
17501	Senior Information Technology Architect	4	PRO	11	\$106,211	\$127,505	\$149,180	\$8,851	\$10,625	\$51.06	\$61.30	\$51.06	\$61.30	\$51.06
	Reserved for Future Use	4	PRO	10	\$97,444	\$116,979	\$136,865	\$8,120	\$9,748	\$46.85	\$56.24	\$46.85	\$56.24	\$46.85

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11/6/2019

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
15030	City Facilities Administrator	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
12719	Cyber Security Analyst II	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
17219	Information Systems Auditor Supervisor	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
12728	IT Solutions Engineer	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
12714	ITSM Coordinator	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
19664	Occupational NP/PA	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
19197	Program Administrator II	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
17410	Senior Application Programmer Analyst	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
12781	Senior Engineer	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
17411	Senior Database Administrator	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
17415	Senior ERP Systems Analyst	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
18431	Senior Human Resource Business Partner	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
12789	Senior IT Project Manager	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
17445	Senior Network Administrator	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
17475	Senior Systems Administrator	4	PRO	9	\$89,397	\$107,320	\$125,564	\$7,450	\$8,943	\$125,564	\$42.98	\$51.60	\$51.60
17654	Attorney	4	PRO	8	\$82,015	\$98,458	\$115,195	\$6,835	\$8,205	\$115,195	\$39.43	\$47.34	\$47.34
12778	Capital Project Coordinator	4	PRO	8	\$82,015	\$98,458	\$115,195	\$6,835	\$8,205	\$115,195	\$39.43	\$47.34	\$47.34
17413	Database Administrator II	4	PRO	8	\$82,015	\$98,458	\$115,195	\$6,835	\$8,205	\$115,195	\$39.43	\$47.34	\$47.34
12704	IT Project Manager II	4	PRO	8	\$82,015	\$98,458	\$115,195	\$6,835	\$8,205	\$115,195	\$39.43	\$47.34	\$47.34
12796	OEM Coordinator	4	PRO	8	\$82,015	\$98,458	\$115,195	\$6,835	\$8,205	\$115,195	\$39.43	\$47.34	\$47.34
17412	Senior Business Analyst, IT	4	PRO	8	\$82,015	\$98,458	\$115,195	\$6,835	\$8,205	\$115,195	\$39.43	\$47.34	\$47.34
12786	Applications Programmer Analyst II	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
18302	Claims Adjustor, Senior	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
18105	Community Engagement Specialist	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
15102	Construction Project Manager	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
12723	Cyber Security Analyst I	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
17910	DNA Technical Leader	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
17507	Engineer III	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
16070	Fire Medical Programs Coordinator	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
17092	Fire Protection Engineer II	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
18432	Human Resource Business Partner	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
17214	Information Systems Auditor II	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
12720	Information Technology Architect II	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
18102	Lead Public Communications Specialist	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
18494	Police Psychologist	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
18006	Principal Planner	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43
19195	Program Administrator I	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$105,684	\$36.17	\$43.43	\$43.43

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City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
12777	Senior Analyst	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$36,17	\$36,17	\$43.43	
12674	Senior Fire Life and Safety Educator	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$36,17	\$36,17	\$43.43	
17893	Senior Landscape Architect	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$36,17	\$36,17	\$43.43	
12788	Senior Systems Analyst	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$36,17	\$36,17	\$43.43	
17414	Senior Webmaster/Administrator	4	PRO	7	\$75,243	\$90,328	\$105,684	\$6,270	\$7,527	\$36,17	\$36,17	\$43.43	
17260	ADA Coordinator	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
15101	Airport Corporate Outreach Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
15204	Airport Planner	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12672	Audio Visual Specialist, Fire	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17202	City Senior Accountant	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17900	DNA Analyst	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
16071	Emergency Medical Services Field Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17506	Engineer II	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17416	ERP Systems Analyst II	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12673	Fire and Life Safety Educator	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12731	Fire Operations Research and Statistics Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
15642	Homelessness Prevention and Response Coordinator	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12705	IT Project Manager I	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17891	Landscape Architect II	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
13174	Licensed Surveyor	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12750	MS4 Permit Coordinator	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
18005	Physical Therapist II	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17638	Prosecuting Attorney	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
15027	Radio Field Engineer	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12746	Safety Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12784	Senior Applications Support Administrator	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17418	Senior Auditor	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12787	Senior Contracting Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12794	Senior Economic Development Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17320	Senior Forensic Chemist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17472	Senior GIS Analyst	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12690	Senior OD Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
18004	Senior Planner	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
18103	Senior Public Communications Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
16035	Senior Real Estate Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
18421	Senior Recruiter	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
17289	Senior Sales Tax Auditor	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	
12701	Systems Administrator II	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$33,19	\$33,19	\$39.84	

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11/6/2019

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Effective January 1, 2020

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
18489	Victim Advocate Coordinator	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$8,059	\$33.19	\$39.84	\$46.59
17802	Water Conservation Specialist	4	PRO	6	\$69,031	\$82,870	\$96,958	\$5,753	\$6,906	\$8,059	\$33.19	\$39.84	\$46.59
17894	Archaeologist	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12609	Analyst II, Finance	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
18480	Analyst II, Budget, Crime & Grant	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12819	Assistant to the Chief of Staff	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12814	Assistant to the Mayor	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17399	Business Analyst II	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
18303	Claims Adjustor II	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
18234	Community Medical Social Navigator	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17892	Construction Project Specialist	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
99999	Contract Compliance Coordinator	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17023	Economic Development Project Manager	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12857	Environmental Safety & Health Specialist	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17403	ERP Systems Analyst I	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
16064	Fire Protection Engineer I	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17319	Forensic Chemist	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17827	Forester	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12752	Homeland Security Program Coordinator	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17212	Information System Auditor I	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12751	Marketing Specialist	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17700	Museum Curator	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17702	Museum Development Coordinator	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17446	Network Administrator II	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12774	Parks Operations Administrator	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
18493	Polygraphist II	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17643	Public Safety Recruiter	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
18562	Recreation Therapist	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
12634	Senior Buyer	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
14403	Senior Fire Code Inspector	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
18476	Senior Redevelopment Specialist	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17051	Senior Volunteer Coordinator	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17406	Webmaster/Administrator II	4	PRO	5	\$63,332	\$76,028	\$88,953	\$5,278	\$6,336	\$7,434	\$30.45	\$36.55	\$42.65
17222	Airport Properties Specialist I	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$6,842	\$27.93	\$33.53	\$39.53
17407	Application Support Administrator II	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$6,842	\$27.93	\$33.53	\$39.53
17409	Applications Programmer Analyst I	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$6,842	\$27.93	\$33.53	\$39.53
17607	Associate Attorney	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$6,842	\$27.93	\$33.53	\$39.53
17318	Auditor II	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$6,842	\$27.93	\$33.53	\$39.53

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City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
18482	Civilian Criminal Investigator	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
12633	Contracting Specialist II	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
16854	Economic Development Specialist	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
17505	Engineer I	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
12649	Engineering Specialist	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
12685	GIS Analyst II	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
18492	Investigative Specialist	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
17890	Landscape Architect I	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
17801	Natural Resource Specialist	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
15007	Neighborhood Development Outreach Specialist	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
17441	Network Administrator I	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
18003	Planner II	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
18490	Polygraphist I	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
12753	Program Coordinator	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
16032	Real Estate Specialist II	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
18426	Recruiter	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
18475	Redevelopment Specialist	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
16153	Senior Probation Officer	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
12706	Systems Administrator I	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
17050	Volunteer Coordinator	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
17420	Web Coordinator	4	PRO	4	\$58,102	\$69,750	\$81,608	\$4,842	\$5,813	\$27,93	\$27,93	\$33.53	
17201	Accountant II	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
15176	Airport Marketing and Advertising Specialist	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
127460	Analyst I	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
12605	Analyst I, Finance & Grants	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
17421	Application Support Administrator I	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
12635	Buyer II	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
12881	Claims Adjustor I	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
18429	Human Resources Generalist	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
16028	Museum Exhibits Designer	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
12757	Public Communication Specialist II	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
17290	Sales Tax Auditor II	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
17803	Special Events Coordinator	4	PRO	3	\$53,304	\$63,991	\$74,869	\$4,442	\$5,333	\$25,63	\$25,63	\$30.76	
17218	Auditor I	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$23,51	\$28.22	
18231	Community Behavioral Health Clinician	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$23,51	\$28.22	
15200	GIS Analyst I	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$23,51	\$28.22	
18002	Planner I	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$23,51	\$28.22	

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City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
18106	Public Communication Specialist I	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$28,22	\$28,22	
16031	Real Estate Specialist I	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$28,22	\$28,22	
12080	Records Systems Administrator	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$28,22	\$28,22	
12885	Sales Tax Auditor I	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$28,22	\$28,22	
12707	Systems Analyst I	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$28,22	\$28,22	
14432	Training Specialist	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$28,22	\$28,22	
18488	Victim Advocate	4	PRO	2	\$48,902	\$58,706	\$68,686	\$4,075	\$4,892	\$23,51	\$28,22	\$28,22	
17200	Accountant I	4	PRO	1	\$43,856	\$53,859	\$63,015	\$3,655	\$4,488	\$21,08	\$25,89	\$25,89	
17701	Archivist	4	PRO	1	\$43,856	\$53,859	\$63,015	\$3,655	\$4,488	\$21,08	\$25,89	\$25,89	
12636	Buyer I	4	PRO	1	\$43,856	\$53,859	\$63,015	\$3,655	\$4,488	\$21,08	\$25,89	\$25,89	
12632	Contracting Specialist I	4	PRO	1	\$43,856	\$53,859	\$63,015	\$3,655	\$4,488	\$21,08	\$25,89	\$25,89	
17422	Database Administrator I	4	PRO	1	\$43,856	\$53,859	\$63,015	\$3,655	\$4,488	\$21,08	\$25,89	\$25,89	
17704	Museum Registrar	4	PRO	1	\$43,856	\$53,859	\$63,015	\$3,655	\$4,488	\$21,08	\$25,89	\$25,89	
12905	Pre-Sentence Investigator	4	PRO	1	\$43,856	\$53,859	\$63,015	\$3,655	\$4,488	\$21,08	\$25,89	\$25,89	
14400	Fire Code Inspector II	5	PAR	7	\$62,057	\$74,498	\$87,163	\$5,171	\$6,208	\$29,83	\$35,82	\$35,82	
12111	Latent Fingerprint Examiner	5	PAR	7	\$62,057	\$74,498	\$87,163	\$5,171	\$6,208	\$29,83	\$35,82	\$35,82	
18263	Registered Nurse Navigator	5	PAR	7	\$62,057	\$74,498	\$87,163	\$5,171	\$6,208	\$29,83	\$35,82	\$35,82	
12028	Finance Lead	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
14392	CMCB Coordinator	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
12803	District Crew Leader	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
16015	Engineering Technician III	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
16001	Fleet Services Coordinator	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
16013	Inspector III	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
18280	Physical Therapy Assistant	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
13902	Project Design Specialist	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
16606	Senior Crime Scene Investigator	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
13034	Senior Fleet Technician	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
14407	Senior Marshal	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
15213	Senior Paralegal	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
12801	Senior Skilled Maintenance Technician	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
12696	Senior Technical Support Analyst	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
12758	Video Production Specialist	5	PAR	6	\$56,933	\$68,347	\$79,966	\$4,744	\$5,696	\$27,37	\$32,86	\$32,86	
18275	Behavioral Health Clinical Navigator II	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25,11	\$30,15	\$30,15	
16605	Crime Scene Investigator	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25,11	\$30,15	\$30,15	
15068	Electronic Specialist	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25,11	\$30,15	\$30,15	
16025	Engineering Technician II	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25,11	\$30,15	\$30,15	
14401	Fire Code Inspector I	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25,11	\$30,15	\$30,15	

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11/6/2019

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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	
12681	Fleet Technician	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
16023	Inspector II	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
18273	Medical Navigator I	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
15211	Paralegal	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
16600	Police Court Liaison	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
14423	Police Financial Services Coordinator	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
16053	Probation Officer	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
12768	Public Safety Dispatcher Trainer	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
15086	Senior Code Enforcement Officer	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
16652	Senior Evidence Technician	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
14405	Marshal	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
15100	Senior Airport Operations Agent	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
11063	Senior Legal Secretary	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
16067	Senior Sales Tax Investigator	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
12809	Skilled Maintenance Technician II	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
19657	Streets Operations Program Assistant	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
13400	Transit Scheduler	5	PAR	5	\$52,232	\$62,704	\$73,363	\$4,353	\$5,225	\$25.11	\$30.15	\$25.11	\$30.15	\$30.15
15103	Airport Customer Relations Coordinator	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
15080	Airport Security Specialist	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
17007	Assistant to Council	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
18265	Behavioral Health Clinical Navigator I	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
14014	Cemetery Specialist	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
15016	Code Enforcement Officer	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
12722	Community Health Paramedic	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
15018	Community Service Officer	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
16610	Evidence Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
18229	Fire Prevention Compliance Coordinator	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
13035	Fleet Specialist	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
12841	Senior Forestry Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
15161	License Enforcement Officer II	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
17439	Network Administrator Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
14061	Graphics Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
12107	Police Service Representative Lead	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
12769	Public Safety Dispatcher II	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
15023	Radio Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
16522	Recreation Assistant	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
11097	Senior Finance Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66
12188	Senior Courtroom Assistant	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$23.04	\$27.66	\$23.04	\$27.66	\$27.66

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City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
17572	Senior HR Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$57,305	\$23.04	\$27.66	\$27.66
12792	Senior Payroll & Pension Technician	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$57,305	\$23.04	\$27.66	\$27.66
14066	Signs Technician II	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$57,305	\$23.04	\$27.66	\$27.66
12813	Staff Assistant	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$57,305	\$23.04	\$27.66	\$27.66
12698	Technical Support Analyst II	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$57,305	\$23.04	\$27.66	\$27.66
12730	Utilities Locator	5	PAR	4	\$47,919	\$57,525	\$67,305	\$3,993	\$4,794	\$57,305	\$23.04	\$27.66	\$27.66
12601	Administrative Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
15090	Airport Operations Agent	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
13005	Associate Fleet Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
18315	Claims Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12088	Courtroom Assistant	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
15311	Digital Imaging Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
13172	Engineering Technician I	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12837	Forestry Technician II	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
13408	GIS Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
16034	Inspector I	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12717	Legal Secretary	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
15150	License Enforcement Officer	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12589	Museum Development Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
15083	Planning Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12625	Public Communications Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12767	Public Safety Dispatcher I	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
16066	Sales Tax Investigator II	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12199	Senior Probation Technician	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
14065	Signs Technician I	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12808	Skilled Maintenance Technician I	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12150	Work Order Technician II	5	PAR	3	\$43,962	\$52,776	\$61,747	\$3,664	\$4,398	\$52,776	\$21.14	\$25.37	\$25.37
12012	Code Enforcement Technician	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
12724	Community Health Emergency Medical Technician	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
12765	Emergency Response Technician	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
12835	Forestry Technician I	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
12103	Police Services Representative	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
12099	Probation Technician	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
12097	Records Systems Coordinator	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
16065	Sales Tax Investigator I	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
18515	Senior Accounting Technician	5	PAR	2	\$40,333	\$48,419	\$56,650	\$3,361	\$4,035	\$48,419	\$19.39	\$23.28	\$23.28
13025	Parts/Supply Specialist	5	PAR	1	\$37,002	\$44,421	\$51,972	\$3,084	\$3,702	\$44,421	\$17.79	\$21.36	\$21.36

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11/6/2019

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
12697	Technical Support Analyst I	5	PAR	1	\$37,002	\$44,421	\$51,972	\$3,084	\$3,702	\$4,346	\$17.79	\$24.99	
12793	Senior Maintenance Technician	6	GNL	8	\$47,349	\$56,841	\$66,504	\$3,946	\$4,737	\$5,597	\$22.76	\$27.33	
12785	Senior Equipment Operator	6	GNL	8	\$47,349	\$56,841	\$66,504	\$3,946	\$4,737	\$5,597	\$22.76	\$27.33	
12622	Cemetery Technician	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
11095	Finance Technician II	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
17220	Contracting Technician II	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
12653	Equipment Operator II	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
12110	Fingerprint Technician	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
17582	HR Technician II	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
11073	Lead Transit Dispatcher	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
11090	Payroll & Pension Technician II	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
12780	Senior License Specialist	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
12192	Senior Municipal Court Clerk	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
14064	Senior Parking Meter Technician	6	GNL	7	\$43,440	\$52,148	\$61,014	\$3,620	\$4,346	\$5,148	\$20.88	\$25.07	
11093	Finance Technician I	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
17952	HR Technician I	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
12798	License Specialist II	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
12729	Maintenance Technician II	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
12093	Municipal Court Clerk II	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
12853	Park Ranger	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
14062	Parking Meter Technician	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
11091	Payroll & Pension Technician I	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
15310	Printing Technician	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
12732	Senior Medical Assistant	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
12797	Senior Office Specialist	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
11043	Transit Dispatcher	6	GNL	6	\$39,853	\$47,843	\$55,976	\$3,321	\$3,987	\$4,737	\$19.16	\$23.00	
11033	Communications Center Dispatcher	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
13072	Driver	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
13302	Equipment Operator I	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
12743	License Specialist I	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
12092	Municipal Court Clerk I	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
17798	Museum Customer Specialist	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
18255	Navigator Technician	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
12741	Office Specialist	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
14420	Parking Enforcement Officer	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
14023	Radio Installer	6	GNL	5	\$36,563	\$43,893	\$51,355	\$3,047	\$3,658	\$4,346	\$17.58	\$21.10	
12725	Maintenance Technician I	6	GNL	4	\$33,543	\$40,267	\$47,113	\$2,795	\$3,356	\$4,047	\$16.13	\$19.36	

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11/6/2019

City of Colorado Springs - 2020 Salary Schedule

Effective January 1, 2020

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
12734	Medical Assistant	6	GNL	4	\$33,543	\$40,267	\$47,113	\$2,795	\$3,356	\$16.13	\$19.36
12721	Maintenance Services Worker	6	GNL	3	\$30,774	\$36,944	\$43,224	\$2,565	\$3,079	\$14.80	\$17.76
12733	Office Assistant/Receptionist	6	GNL	3	\$30,774	\$36,944	\$43,224	\$2,565	\$3,079	\$14.80	\$17.76

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11/6/2019

FIRE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
56 Hours/Week			
19407	Battalion Chief	\$10,578	\$43.59
19406	Fire Captain	\$9,054	\$37.31
19405	Fire Lieutenant	\$8,431	\$34.74
19416	Fire Paramedic 1st	\$7,802	\$32.15
	Fire Paramedic 2nd	\$7,043	\$29.02
	Fire Paramedic 3rd	\$6,339	\$26.12
19404	Fire Driver Engineer	\$7,431	\$30.62
19403	Firefighter 1st	\$6,857	\$28.26
	Firefighter 2nd	\$6,220	\$25.63
	Firefighter 3rd	\$5,598	\$23.07
	Firefighter 4th	\$5,039	\$20.76
40 Hours/Week			
19407	Battalion Chief	\$10,578	\$61.03
19406	Fire Captain (Staff)	\$9,054	\$52.23
19405	Fire Lieutenant (Staff)	\$8,431	\$48.64
19409	Fire Trainee	\$4,550	\$26.25

POLICE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
19308	Police Commander	\$11,585	\$66.84
19307	Police Lieutenant	\$10,333	\$59.62
19306	Police Sergeant	\$8,857	\$51.10
19304	Police Officer 1st	\$7,221	\$41.66
	Police Officer 2nd	\$6,299	\$36.34
	Police Officer 3rd	\$5,717	\$32.98
	Police Officer 4th	\$5,187	\$29.93
19300	Police Recruit	\$4,720	\$27.23

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Unclassified Job Codes

Job Code	Job Title	Band #	Band Name	Zone #	Zone Minimum	Zone Maximum
Seasonal (6 months or less)						
50600	PT Pikes Peak HWY Ranger	SNL	Seasonal	6	\$12.00	\$26.00
50602	PT Park Ranger	SNL	Seasonal	5	\$12.00	\$23.00
50603	PT Recreation & Camp Support	SNL	Seasonal	5	\$12.00	\$23.00
50609	PT Aquatics Support	SNL	Seasonal	4	\$12.00	\$19.00
51400	PT Wildfire Mitigation and Forestry	SNL	Seasonal	4	\$12.00	\$19.00
51600	PT Maintenance Support	SNL	Seasonal	4	\$12.00	\$19.00
50400	PT Park Patrol	SNL	Seasonal	3	\$12.00	\$16.00
50604	PT Guide or Interpreter	SNL	Seasonal	3	\$12.00	\$16.00
51500	PT Cemetery Support	SNL	Seasonal	2	\$12.00	\$14.00
50606	PT Park Support	SNL	Seasonal	2	\$12.00	\$14.00
50607	PT Sport Site Supervisor	SNL	Seasonal	2	\$12.00	\$14.00
50608	PT Sports Staff	SNL	Seasonal	1	\$12.00	\$14.00
Part-Time (Year Round less than 29 hours per week)						
70100	PT Professional & IT	PRT	Part-Time	10	\$17.00	\$86.00
70200	PT Attorney	PRT	Part-Time	9	\$20.00	\$41.00
70300	PT Municipal Court Referee	PRT	Part-Time	8	\$15.00	\$38.00
70401	PT Background Investigator	PRT	Part-Time	7	\$21.00	\$32.00
70402	PT Civilian Criminal Investigator/ Analyst	PRT	Part-Time	7	\$21.00	\$32.00
70403	PT Explosives Unit Investigator	PRT	Part-Time	7	\$21.00	\$32.00
70412	PT Latent Fingerprint Examiner	PRT	Part-Time	7	\$21.00	\$32.00
70404	PT Polygraph Examiner	PRT	Part-Time	7	\$21.00	\$32.00
70405	PT Comm Center Support	PRT	Part-Time	7	\$21.00	\$32.00
70406	PT Training Academy Instructor	PRT	Part-Time	7	\$21.00	\$32.00
70500	PT Community Service Officer	PRT	Part-Time	6	\$17.00	\$26.00
70510	PT Community Health Paramedic	PRT	Part-Time	6	\$17.00	\$26.00
70407	PT Probation Officer	PRT	Part-Time	6	\$17.00	\$26.00
70600	PT Pikes Peak HWY Ranger	PRT	Part-Time	5	\$12.00	\$26.00
70700	PT Administrative Support	PRT	Part-Time	5	\$12.00	\$26.00
70408	PT Evidence Technician	PRT	Part-Time	5	\$12.00	\$26.00
70602	PT Park Ranger	PRT	Part-Time	5	\$12.00	\$26.00
70800	PT Community Health Navigator	PRT	Part-Time	5	\$12.00	\$26.00
70603	PT Recreation and Camp Support	PRT	Part-Time	5	\$12.00	\$26.00
70900	PT Code Enforcement Officer	PRT	Part-Time	4	\$12.00	\$19.00
71000	PT Internship	PRT	Part-Time	4	\$12.00	\$19.00
71100	PT Maintenance Support	PRT	Part-Time	4	\$12.00	\$19.00
71200	PT Bus Driver	PRT	Part-Time	4	\$12.00	\$19.00
71400	PT Wildfire Mitigation and Forestry	PRT	Part-Time	4	\$12.00	\$19.00
71450	PT Forestry Technician	PRT	Part-Time	4	\$12.00	\$19.00
70604	PT Guide or Interpreter	PRT	Part-Time	4	\$12.00	\$19.00
70605	PT Day Camp Support	PRT	Part-Time	3	\$12.00	\$14.00
70606	PT Park Support	PRT	Part-Time	3	\$12.00	\$14.00
70607	PT Sport Site Supervisor	PRT	Part-Time	3	\$12.00	\$14.00
71500	PT Cemetery Support	PRT	Part-Time	3	\$12.00	\$14.00
70608	PT Sports Staff	PRT	Part-Time	2	\$12.00	\$14.00
71300	PT Election Staff	PRT	Part-Time	1	\$12.00	\$14.00
Hourly (Year Round Full-time)						
10813	Hourly III	HRL	Hourly	3	\$12.00	\$14.00
10814	Hourly IV	HRL	Hourly	4	\$12.00	\$17.00
10815	Hourly V	HRL	Hourly	5	\$12.00	\$20.00
10816	Hourly VI	HRL	Hourly	6	\$17.50	\$26.00
10817	Hourly VII	HRL	Hourly	7	\$25.00	\$36.00