City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| 19790 | City Attorney/Chief Legal Officer | 1 | SMG | 7 | \$184,919 | \$221,991 | \$259,063 | \$15,410 | \$18,499 | \$88.90 | \$106.73 |
| 19701 | Chief of Staff/Chief Administrative Officer | 1 | SMG | 6 | \$166,593 | \$199,992 | \$233,391 | \$13,883 | \$16,666 | \$80.09 | \$96.15 |
| $\begin{array}{\|l\|} \hline 19644 \\ 19680 \\ 19776 \\ 19999 \\ 19310 \\ \hline \end{array}$ | Aviation Director <br> Chief Financial Officer <br> Chief Human Resource Officer <br> Chief Information Officer <br> Police Chief | $\begin{aligned} & 1 \\ & 1 \\ & 1 \\ & 1 \\ & 1 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \text { SMG } \\ & \text { SMG } \\ & \text { SMG } \\ & \text { SMG } \\ & \text { SMG } \end{aligned}$ | $\begin{aligned} & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \end{aligned}$ | $\$ 150,084$ $\$ 150,084$ $\$ 150,084$ $\$ 150,084$ $\$ 150,084$ | $\begin{aligned} & \hline \$ 180,173 \\ & \$ 180,173 \\ & \$ 180,173 \\ & \$ 180,173 \\ & \$ 180,173 \\ & \hline \end{aligned}$ | $\$ 210,262$ $\$ 210,262$ $\$ 210,262$ $\$ 210,262$ $\$ 210,262$ | $\begin{aligned} & \hline \$ 12,507 \\ & \$ 12,507 \\ & \$ 12,507 \\ & \$ 12,507 \\ & \$ 12,507 \end{aligned}$ | $\begin{aligned} & \hline \$ 15,014 \\ & \$ 15,014 \\ & \$ 15,014 \\ & \$ 15,014 \\ & \$ 15,014 \end{aligned}$ | \$72.16 <br> \$72.16 <br> \$72.16 <br> \$72.16 <br> \$72.16 | $\$ 86.62$ $\$ 86.62$ $\$ 86.62$ $\$ 86.62$ $\$ 86.62$ |
| $\begin{array}{\|l\|} \hline 19667 \\ 19418 \\ 19661 \\ 19635 \\ \hline \end{array}$ | Deputy Chief of Staff <br> Fire Chief <br> Planning and Community Development Director <br> Public Works Director/City Engineer | $\begin{aligned} & 1 \\ & 1 \\ & 1 \\ & 1 \\ & \hline \end{aligned}$ | SMG <br> SMG <br> SMG <br> SMG | $\begin{aligned} & 4 \\ & 4 \\ & 4 \\ & 4 \end{aligned}$ | $\begin{aligned} & \$ 135,211 \\ & \$ 135,211 \\ & \$ 135,211 \\ & \$ 135,211 \end{aligned}$ | $\begin{aligned} & \hline \$ 162,318 \\ & \$ 162,318 \\ & \$ 162,318 \\ & \$ 162,318 \\ & \hline \end{aligned}$ | $\$ 189,425$ $\$ 189,425$ $\$ 189,425$ $\$ 189,425$ | $\begin{aligned} & \hline \$ 11,268 \\ & \$ 11,268 \\ & \$ 11,268 \\ & \$ 11,268 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 13,527 \\ & \$ 13,527 \\ & \$ 13,527 \\ & \$ 13,527 \end{aligned}$ | $\begin{aligned} & \hline \$ 65.01 \\ & \$ 65.01 \\ & \$ 65.01 \\ & \$ 65.01 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 78.04 \\ & \$ 78.04 \\ & \$ 78.04 \\ & \$ 78.04 \\ & \hline \end{aligned}$ |
| $\begin{array}{\|l\|} \hline 19795 \\ 17085 \\ 19665 \\ \hline \end{array}$ | City Auditor <br> Emergency Management and Recovery Director <br> Parks, Recreation \& Cultural Services Director | $\begin{array}{r} 1 \\ 1 \\ 1 \\ \hline \end{array}$ | SMG <br> SMG <br> SMG | 3 3 3 | $\begin{aligned} & \hline \$ 121,811 \\ & \$ 121,812 \\ & \$ 121,811 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 146,232 \\ & \$ 146,233 \\ & \$ 146,232 \end{aligned}$ | $\begin{aligned} & \hline \$ 170,653 \\ & \$ 170,654 \\ & \$ 170,653 \end{aligned}$ | $\begin{aligned} & \hline \$ 10,151 \\ & \$ 10,151 \\ & \$ 10,151 \end{aligned}$ | $\begin{aligned} & \hline \$ 12,186 \\ & \$ 12,186 \\ & \$ 12,186 \end{aligned}$ | $\begin{aligned} & \hline \$ 58.56 \\ & \$ 58.56 \\ & \$ 58.56 \end{aligned}$ | $\begin{aligned} & \$ 70.30 \\ & \$ 70.30 \\ & \$ 70.30 \end{aligned}$ |
| 15015 | Chief Communications Officer | 1 | SMG | 2 | \$109,740 | \$131,741 | \$153,742 | \$9,145 | \$10,978 | \$52.76 | \$63.34 |
| 19793 | City Clerk | 1 | SMG | 1 | \$99,205 | \$119,094 | \$138,983 | \$8,267 | \$9,925 | \$47.69 | \$57.26 |
| 17634 | Deputy City Attorney | 2 | MGR | 10 | \$153,187 | \$183,898 | \$214,609 | \$12,766 | \$15,325 | \$73.65 | \$88.41 |
|  | Reserved for Future Use | 2 | MGR | 9 | \$139,260 | \$167,179 | \$195,098 | \$11,605 | \$13,932 | \$66.95 | \$80.37 |
| 17631 | City Attorney Division Chief | 2 | MGR | 8 | \$126,600 | \$151,981 | \$177,362 | \$10,550 | \$12,665 | \$60.87 | \$73.07 |
| $\begin{array}{\|l\|} \hline 19683 \\ 19658 \\ 12709 \\ 19631 \\ 19309 \\ \hline \end{array}$ | Assistant Finance Director <br> Assistant Human Resources Director Information Systems Manager II Deputy Public Works Director/ City Engineer Police Deputy Chief | $\begin{aligned} & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & \hline \end{aligned}$ | MGR <br> MGR <br> MGR <br> MGR <br> MGR | $\begin{aligned} & 7 \\ & 7 \\ & 7 \\ & 7 \\ & 7 \\ & \hline \end{aligned}$ | \$115,091 <br> \$115,091 <br> \$115,091 <br> \$115,091 <br> \$115,091 | $\begin{aligned} & \hline \$ 138,164 \\ & \$ 138,164 \\ & \$ 138,164 \\ & \$ 138,164 \\ & \$ 138,164 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 161,237 \\ & \$ 161,237 \\ & \$ 161,237 \\ & \$ 161,237 \\ & \$ 161,237 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 9,591 \\ & \$ 9,591 \\ & \$ 9,591 \\ & \$ 9,591 \\ & \$ 9,591 \\ & \hline \end{aligned}$ | \$11,514 <br> \$11,514 <br> \$11,514 <br> \$11,514 <br> \$11,514 | $\begin{aligned} & \$ 55.33 \\ & \$ 55.33 \\ & \$ 55.33 \\ & \$ 55.33 \\ & \$ 55.33 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 66.43 \\ & \$ 66.43 \\ & \$ 66.43 \\ & \$ 66.43 \\ & \$ 66.43 \\ & \hline \end{aligned}$ |
| $\begin{array}{\|l\|} \hline 12716 \\ 19794 \\ 19672 \\ 12613 \\ 12640 \\ 19417 \\ 19806 \\ 17839 \\ 17838 \\ 19659 \end{array}$ | Applications Development Manager Assistant City Auditor <br> Assistant Planning Director <br> Aviation Assistant Director <br> Engineering Division Manager <br> Fire Deputy Chief <br> Municipal Court Administrator <br> ParksDevelopment Manager <br> Parks Operations Manager <br> Public Works Operations Manager | 2 2 2 2 2 2 2 2 2 2 | MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR | 6 6 6 6 6 6 6 6 6 6 | $\begin{aligned} & \hline \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \\ & \$ 104,628 \end{aligned}$ | \$125,604 <br> \$125,604 <br> \$125,604 <br> \$125,604 <br> \$125,604 <br> \$125,604 <br> \$125,604 <br> \$125,604 <br> \$125,604 <br> \$125,604 | \$146,580 <br> \$146,580 <br> \$146,580 <br> \$146,580 <br> \$146,580 <br> \$146,580 <br> \$146,580 <br> \$146,580 <br> \$146,580 <br> \$146,580 | $\begin{aligned} & \hline \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \\ & \$ 8,719 \end{aligned}$ | $\begin{aligned} & \hline \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \\ & \$ 10,467 \end{aligned}$ | $\begin{aligned} & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \\ & \$ 50.30 \end{aligned}$ | $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ $\$ 60.39$ |

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| $\begin{aligned} & 19655 \\ & 12825 \\ & \hline \end{aligned}$ | Recreation and Administration Manager Transit Systems Manager | $\begin{aligned} & 2 \\ & 2 \\ & \hline \end{aligned}$ | MGR <br> MGR | $\begin{aligned} & 6 \\ & 6 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 104,628 \\ & \$ 104,628 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 125,604 \\ & \$ 125,604 \end{aligned}$ | $\begin{aligned} & \$ 146,580 \\ & \$ 146,580 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 8,719 \\ & \$ 8,719 \end{aligned}$ | $\begin{aligned} & \$ 10,467 \\ & \$ 10,467 \end{aligned}$ | $\begin{aligned} & \$ 50.30 \\ & \$ 50.30 \end{aligned}$ | $\begin{aligned} & \$ 60.39 \\ & \$ 60.39 \end{aligned}$ |
| $\begin{aligned} & \hline 19797 \\ & 19654 \\ & 12643 \\ & 18250 \\ & 18055 \\ & 12713 \\ & 17086 \\ & 18497 \\ & 19773 \end{aligned}$ | City Budget Manager <br> City Human Resources Manager, Comp/Benefits <br> Engineering Program Manager <br> Fire Administrative Services Manager <br> Fire Marshal <br> Information Technology Manager I <br> OEM Deputy Director <br> Police Administrative Services Manager <br> Procurement Services Manager | $\begin{aligned} & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \end{aligned}$ | MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR | $\begin{aligned} & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \end{aligned}$ | $\begin{aligned} & \hline \$ 95,117 \\ & \$ 95,117 \\ & \$ 95,117 \\ & \$ 95,117 \\ & \$ 95,117 \\ & \$ 95,117 \\ & \$ 95,117 \\ & \$ 95,117 \\ & \$ 95,117 \end{aligned}$ | \$114,186 <br> \$114,186 <br> \$114,186 <br> \$114,186 <br> \$114,186 <br> \$114,186 <br> \$114,186 <br> \$114,186 <br> \$114,186 | $\$ 133,255$ $\$ 133,255$ $\$ 133,255$ $\$ 133,255$ $\$ 133,255$ $\$ 133,255$ $\$ 133,255$ $\$ 133,255$ $\$ 133,255$ | $\begin{aligned} & \hline \$ 7,926 \\ & \$ 7,926 \\ & \$ 7,926 \\ & \$ 7,926 \\ & \$ 7,926 \\ & \$ 7,926 \\ & \$ 7,926 \\ & \$ 7,926 \\ & \$ 7,926 \end{aligned}$ | $\$ 9,516$ $\$ 9,516$ $\$ 9,516$ $\$ 9,516$ $\$ 9,516$ $\$ 9,516$ $\$ 9,516$ $\$ 9,516$ $\$ 9,516$ | $\begin{aligned} & \hline \$ 45.73 \\ & \$ 45.73 \\ & \$ 45.73 \\ & \$ 45.73 \\ & \$ 45.73 \\ & \$ 45.73 \\ & \$ 45.73 \\ & \$ 45.73 \\ & \$ 45.73 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 54.90 \\ & \$ 54.90 \\ & \$ 54.90 \\ & \$ 54.90 \\ & \$ 54.90 \\ & \$ 54.90 \\ & \$ 54.90 \\ & \$ 54.90 \\ & \$ 54.90 \end{aligned}$ |
| 15091 17203 16200 18473 17145 14453 14452 17105 18300 19640 19351 | Airport Operations and Airfield Maintenance Manager <br> City Accounting Manager <br> City Human Resources Manager <br> Community Development Manager <br> Sustainability \& Support Services Manager <br> Police Records Manager <br> Public Safety Communications Manager <br> Real Estate Services Manager <br> Risk Manager <br> Streets Manager <br> Urban Renewal Authority Executive Director | 2 2 2 2 2 2 2 2 2 2 2 | $\begin{aligned} & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \\ & \text { MGR } \end{aligned}$ |  | $\begin{aligned} & \hline \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \$ 86,470 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \$ 103,805 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \\ & \$ 121,140 \end{aligned}$ | $\begin{aligned} & \hline \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \\ & \$ 7,206 \end{aligned}$ | $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ $\$ 8,650$ | $\$ 41.57$ <br> \$41.57 <br> \$41.57 <br> \$41.57 <br> \$41.57 <br> \$41.57 <br> \$41.57 <br> \$41.57 <br> \$41.57 <br> \$41.57 <br> \$41.57 | $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ $\$ 49.91$ |
| 17199 15093 15198 17207 17234 12027 17325 19771 18050 17018 17625 17595 18221 18013 | Airport Accounting Manager <br> Airport Design \& Construction Manager <br> Airport IT Program Manager <br> Airport Marketing \& Communications Manager <br> Airport Service Development Manager <br> Central Finance Manager I <br> City Grants Manager <br> Cultural Services Division Manager <br> Deputy Fire Marshal <br> Economic Development Manager <br> Legal Administrator <br> Parking Systems Manager <br> Pikes Peak-America's Mountain Manager <br> Planning Manager | $\begin{aligned} & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \end{aligned}$ | MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR | 3 3 3 3 3 3 3 3 3 3 3 3 3 | $\begin{aligned} & \hline \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \end{aligned}$ | \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 <br> \$94,369 | $\begin{aligned} & \hline \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \end{aligned}$ | $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ $\$ 6,551$ | $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ $\$ 7,864$ | $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ $\$ 37.79$ | $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ $\$ 45.37$ |


|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| $\begin{array}{\|l\|} \hline 18484 \\ 19350 \\ 17291 \\ 12770 \\ 14900 \\ 12755 \end{array}$ | Police Logistics Support Manager PPRCN System Manager <br> Sales Tax Manager <br> SIMD Unit Administrator <br> Street Operations Manager <br> Water Quality Program Manager | $\begin{aligned} & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \end{aligned}$ | MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR | $\begin{aligned} & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \end{aligned}$ | $\begin{aligned} & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \\ & \$ 78,609 \end{aligned}$ | $\begin{aligned} & \hline \$ 94,369 \\ & \$ 94,369 \\ & \$ 94,369 \\ & \$ 94,369 \\ & \$ 94,369 \\ & \$ 94,369 \end{aligned}$ | $\begin{aligned} & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \\ & \$ 110,129 \end{aligned}$ | $\begin{aligned} & \hline \$ 6,551 \\ & \$ 6,551 \\ & \$ 6,551 \\ & \$ 6,551 \\ & \$ 6,551 \\ & \$ 6,551 \end{aligned}$ | $\begin{aligned} & \hline \$ 7,864 \\ & \$ 7,864 \\ & \$ 7,864 \\ & \$ 7,864 \\ & \$ 7,864 \\ & \$ 7,864 \end{aligned}$ | $\begin{aligned} & \$ 37.79 \\ & \$ 37.79 \\ & \$ 37.79 \\ & \$ 37.79 \\ & \$ 37.79 \\ & \$ 37.79 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 45.37 \\ & \$ 45.37 \\ & \$ 45.37 \\ & \$ 45.37 \\ & \$ 45.37 \\ & \$ 45.37 \\ & \hline \end{aligned}$ |
| $\begin{aligned} & 14016 \\ & 15040 \\ & 17835 \\ & 15052 \\ & 15013 \\ & 16630 \end{aligned}$ | Cemetery Division Manager <br> City Council Administrator <br> City Forester <br> Crime Lab Manager <br> Neighborhood Services Manager <br> Police Evidence Manager | $\begin{aligned} & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \end{aligned}$ | MGR <br> MGR <br> MGR <br> MGR <br> MGR <br> MGR | $\begin{aligned} & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \\ & 2 \end{aligned}$ | \$71,463 <br> \$71,463 <br> \$71,463 <br> \$71,463 <br> \$71,463 <br> \$71,463 | $\begin{aligned} & \$ 85,790 \\ & \$ 85,790 \\ & \$ 85,790 \\ & \$ 85,790 \\ & \$ 85,790 \\ & \$ 85,790 \end{aligned}$ | $\begin{aligned} & \$ 100,117 \\ & \$ 100,117 \\ & \$ 100,117 \\ & \$ 100,117 \\ & \$ 100,117 \\ & \$ 100,117 \end{aligned}$ | $\$ 5,955$ $\$ 5,955$ $\$ 5,955$ $\$ 5,955$ $\$ 5,955$ $\$ 5,955$ | \$7,149 <br> \$7,149 <br> \$7,149 <br> \$7,149 <br> \$7,149 <br> \$7,149 | $\$ 34.36$ $\$ 34.36$ $\$ 34.36$ $\$ 34.36$ $\$ 34.36$ $\$ 34.36$ | $\$ 41.25$ $\$ 41.25$ $\$ 41.25$ $\$ 41.25$ $\$ 41.25$ $\$ 41.25$ |
| 17325 | City Grants Administrator | 2 | MGR | 1 | \$64,966 | \$77,990 | \$91,014 | \$5,414 | \$6,499 | \$31.23 | \$37.50 |
|  | Reserved for Future Use | 3 | SUP | 9 | \$97,962 | \$117,602 | \$137,242 | \$8,164 | \$9,800 | \$47.10 | \$56.54 |
|  | Reserved for Future Use | 3 | SUP | 8 | \$89,872 | \$107,890 | \$125,908 | \$7,489 | \$8,991 | \$43.21 | \$51.87 |
|  | Reserved for Future Use | 3 | SUP | 7 | \$82,452 | \$98,982 | \$115,512 | \$6,871 | \$8,249 | \$39.64 | \$47.59 |
| $\begin{array}{\|l} \hline 17518 \\ 12775 \\ 14511 \\ 18310 \\ 18310 \\ 12783 \\ \hline \end{array}$ | Audit Supervisor <br> GIS Supervisor <br> Golf Course Superintendent <br> Risk Supervisor, Occupational Health <br> Risk Supervisor, Workers Compensation <br> Service Desk Supervisor | $\begin{aligned} & \hline 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \end{aligned}$ | SUP <br> SUP <br> SUP <br> SUP <br> SUP <br> SUP | $\begin{aligned} & 6 \\ & 6 \\ & 6 \\ & 6 \\ & 6 \\ & 6 \end{aligned}$ | $\begin{aligned} & \hline \$ 75,644 \\ & \$ 75,644 \\ & \$ 75,644 \\ & \$ 75,644 \\ & \$ 75,644 \\ & \$ 75,644 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 90,809 \\ & \$ 90,809 \\ & \$ 90,809 \\ & \$ 90,809 \\ & \$ 90,809 \\ & \$ 90,809 \end{aligned}$ | $\begin{aligned} & \hline \$ 105,974 \\ & \$ 105,974 \\ & \$ 105,974 \\ & \$ 105,974 \\ & \$ 105,974 \\ & \$ 105,974 \end{aligned}$ | $\$ 6,304$ $\$ 6,304$ $\$ 6,304$ $\$ 6,304$ $\$ 6,304$ $\$ 6,304$ | $\begin{aligned} & \hline \$ 7,567 \\ & \$ 7,567 \\ & \$ 7,567 \\ & \$ 7,567 \\ & \$ 7,567 \\ & \$ 7,567 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 36.37 \\ & \$ 36.37 \\ & \$ 36.37 \\ & \$ 36.37 \\ & \$ 36.37 \\ & \$ 36.37 \end{aligned}$ | $\$ 43.66$ $\$ 43.66$ $\$ 43.66$ $\$ 43.66$ $\$ 43.66$ $\$ 43.66$ |
| 18481 17015 16005 17941 12025 12762 12776 13910 | Crime Analysis Supervisor <br> Deputy City Clerk <br> Fire Fleet Services Supervisor <br> HR Supervisor <br> Payroll \& Pension Administrator <br> Public Safety Communications Supervisor Lead <br> Special Event Supervisor <br> Transit Services Supervisor | $\begin{aligned} & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \end{aligned}$ | SUP <br> SUP <br> SUP <br> SUP <br> SUP <br> SUP <br> SUP <br> SUP | $\begin{aligned} & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \\ & 5 \end{aligned}$ | $\$ 69,399$ $\$ 69,399$ $\$ 69,399$ $\$ 69,399$ $\$ 69,399$ $\$ 69,399$ $\$ 69,399$ $\$ 69,399$ | $\begin{aligned} & \hline \$ 83,312 \\ & \$ 83,312 \\ & \$ 83,312 \\ & \$ 83,312 \\ & \$ 83,312 \\ & \$ 83,312 \\ & \$ 83,312 \\ & \$ 83,312 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 97,225 \\ & \$ 97,225 \\ & \$ 97,225 \\ & \$ 97,225 \\ & \$ 97,225 \\ & \$ 97,225 \\ & \$ 97,225 \\ & \$ 97,225 \\ & \hline \end{aligned}$ | $\$ 5,783$ $\$ 5,783$ $\$ 5,783$ $\$ 5,783$ $\$ 5,783$ $\$ 5,783$ $\$ 5,783$ $\$ 5,783$ | $\$ 6,943$ $\$ 6,943$ $\$ 6,943$ $\$ 6,943$ $\$ 6,943$ $\$ 6,943$ $\$ 6,943$ $\$ 6,943$ | $\$ 33.36$ $\$ 33.36$ $\$ 33.36$ $\$ 33.36$ $\$ 33.36$ $\$ 33.36$ $\$ 33.36$ $\$ 33.36$ | $\$ 40.05$ $\$ 40.05$ $\$ 40.05$ $\$ 40.05$ $\$ 40.05$ $\$ 40.05$ $\$ 40.05$ $\$ 40.05$ |
| $\begin{aligned} & 12669 \\ & 15099 \\ & 18422 \\ & 12085 \end{aligned}$ | Accounts Receivable/ Payable Supervisor Airport Operations Supervisor <br> Chief Probation Officer <br> Clerk of the Court | 3 3 3 3 | SUP SUP SUP SUP | 4 4 4 4 | $\begin{aligned} & \$ 63,668 \\ & \$ 63,668 \\ & \$ 63,668 \\ & \$ 63,668 \end{aligned}$ | $\begin{aligned} & \$ 76,432 \\ & \$ 76,432 \\ & \$ 76,432 \\ & \$ 76,432 \end{aligned}$ | $\begin{aligned} & \$ 89,196 \\ & \$ 89,196 \\ & \$ 89,196 \\ & \$ 89,196 \end{aligned}$ | $\begin{aligned} & \$ 5,306 \\ & \$ 5,306 \\ & \$ 5,306 \\ & \$ 5,306 \end{aligned}$ | $\begin{aligned} & \$ 6,369 \\ & \$ 6,369 \\ & \$ 6,369 \\ & \$ 6,369 \end{aligned}$ | $\begin{aligned} & \$ 30.61 \\ & \$ 30.61 \\ & \$ 30.61 \\ & \$ 30.61 \end{aligned}$ | $\begin{aligned} & \$ 36.75 \\ & \$ 36.75 \\ & \$ 36.75 \\ & \$ 36.75 \end{aligned}$ |


|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| $\begin{array}{\|l\|} \hline 18232 \\ 15021 \\ 16029 \\ 16620 \\ 13061 \\ \hline \end{array}$ | Community Health Supervisor Crime Lab Supervisor Engineering Supervisor Police Evidence Supervisor Street Programs Supervisor | $\begin{aligned} & 3 \\ & 3 \\ & 3 \\ & 3 \\ & 3 \end{aligned}$ | SUP <br> SUP <br> SUP <br> SUP <br> SUP | $\begin{aligned} & 4 \\ & 4 \\ & 4 \\ & 4 \\ & 4 \end{aligned}$ | $\$ 63,668$ $\$ 63,668$ $\$ 63,668$ $\$ 63,668$ $\$ 63,668$ | \$76,432 <br> \$76,432 <br> \$76,432 <br> \$76,432 <br> \$76,432 | $\begin{aligned} & \$ 89,196 \\ & \$ 89,196 \\ & \$ 89,196 \\ & \$ 89,196 \\ & \$ 89,196 \end{aligned}$ | \$5,306 <br> \$5,306 <br> \$5,306 <br> \$5,306 <br> \$5,306 | \$6,369 \$6,369 \$6,369 \$6,369 \$6,369 | $\begin{aligned} & \hline \$ 30.61 \\ & \$ 30.61 \\ & \$ 30.61 \\ & \$ 30.61 \\ & \$ 30.61 \end{aligned}$ | $\begin{aligned} & \hline \$ 36.75 \\ & \$ 36.75 \\ & \$ 36.75 \\ & \$ 36.75 \\ & \$ 36.75 \\ & \hline \end{aligned}$ |
| $\begin{array}{\|l\|} \hline 15096 \\ 15095 \\ 17830 \\ 15017 \\ 18230 \\ 16622 \\ 12761 \\ 15029 \\ 12805 \\ 12804 \\ \hline \end{array}$ | Airport Communications Center Supervisor <br> Airport Facilities Supervisor <br> City Horticulturist <br> Code Enforcement Supervisor <br> Fire Prevention Section Supervisor <br> Police Impound Facility Supervisor <br> Public Safety Communications Supervisor <br> Radio Communications Supervisor <br> Skilled Maintenance Supervisor <br> Streets District Supervisor | 3 3 3 3 3 3 3 3 3 3 | SUP SUP SUP SUP SUP SUP SUP SUP SUP SUP | 3 <br> 3 <br> 3 <br> 3 <br> 3 <br> 3 <br> 3 <br> 3 <br> 3 <br> 3 | $\begin{aligned} & \hline \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \$ 58,411 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \\ & \$ 70,121 \end{aligned}$ | $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ $\$ 81,831$ | $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ $\$ 4,868$ | $\begin{aligned} & \hline \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \$ 5,843 \\ & \hline \end{aligned}$ | $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ $\$ 28.08$ | $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ $\$ 33.71$ |
| $\begin{array}{\|l\|} \hline 18233 \\ 15302 \\ 14426 \\ \hline \end{array}$ | Community Behavioral Health Coordinator Office Services Coordinator <br> Park Ranger Supervisor | $\begin{aligned} & 3 \\ & 3 \\ & 3 \end{aligned}$ | SUP SUP SUP | $\begin{aligned} & \hline 2 \\ & 2 \\ & 2 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 53,589 \\ & \$ 53,589 \\ & \$ 53,589 \end{aligned}$ | $\begin{aligned} & \hline \$ 64,332 \\ & \$ 64,332 \\ & \$ 64,332 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 75,075 \\ & \$ 75,075 \\ & \$ 75,075 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 4,466 \\ & \$ 4,466 \\ & \$ 4,466 \end{aligned}$ | $\begin{aligned} & \hline \$ 5,361 \\ & \$ 5,361 \\ & \$ 5,361 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 25.76 \\ & \$ 25.76 \\ & \$ 25.76 \\ & \hline \end{aligned}$ | $\$ 30.93$ $\$ 30.93$ $\$ 30.93$ |
| $\begin{array}{\|l\|} \hline 15019 \\ 12738 \\ \hline \end{array}$ | Community Service Officer Supervisor Records Supervisor | $\begin{aligned} & 3 \\ & 3 \end{aligned}$ | $\begin{aligned} & \hline \text { SUP } \\ & \text { SUP } \end{aligned}$ | $\begin{aligned} & 1 \\ & 1 \end{aligned}$ | $\begin{aligned} & \$ 49,164 \\ & \$ 49,164 \end{aligned}$ | $\begin{aligned} & \$ 59,020 \\ & \$ 59,020 \end{aligned}$ | $\begin{aligned} & \$ 68,876 \\ & \$ 68,876 \end{aligned}$ | $\begin{aligned} & \$ 4,097 \\ & \$ 4,097 \end{aligned}$ | $\begin{aligned} & \$ 4,918 \\ & \$ 4,918 \end{aligned}$ | $\begin{aligned} & \$ 23.64 \\ & \$ 23.64 \end{aligned}$ | $\begin{aligned} & \$ 28.38 \\ & \$ 28.38 \end{aligned}$ |
| 99999 | Assistant City Attorney | 4 | PRO | 13 | \$118,663 | \$142,452 | \$166,241 | \$9,889 | \$11,871 | \$57.05 | \$68.49 |
| 17630 | Senior Attorney | 4 | PRO | 12 | \$109,873 | \$131,900 | \$153,927 | \$9,156 | \$10,992 | \$52.82 | \$63.41 |
| $\begin{aligned} & 12711 \\ & 12726 \\ & 17501 \\ & \hline \end{aligned}$ | Senior Cyber Security Analyst <br> Senior IT Solutions Engineer <br> Senior Information Technology Architect | $\begin{aligned} & 4 \\ & 4 \\ & 4 \end{aligned}$ | PRO <br> PRO <br> PRO | $\begin{aligned} & 11 \\ & 11 \\ & 11 \end{aligned}$ | $\begin{aligned} & \$ 100,800 \\ & \$ 100,800 \\ & \$ 100,800 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 121,008 \\ & \$ 121,008 \\ & \$ 121,008 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 141,216 \\ & \$ 141,216 \\ & \$ 141,216 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 8,400 \\ & \$ 8,400 \\ & \$ 8,400 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 10,084 \\ & \$ 10,084 \\ & \$ 10,084 \end{aligned}$ | $\begin{aligned} & \hline \$ 48.46 \\ & \$ 48.46 \\ & \$ 48.46 \end{aligned}$ | $\begin{aligned} & \hline \$ 58.18 \\ & \$ 58.18 \\ & \$ 58.18 \\ & \hline \end{aligned}$ |
|  | Reserved for Future Use | 4 | PRO | 10 | \$92,478 | \$111,018 | \$129,558 | \$7,706 | \$9,252 | \$44.46 | \$53.37 |
| $\begin{aligned} & 15030 \\ & 12719 \\ & 17219 \\ & 12728 \\ & 12714 \\ & 19664 \\ & 19197 \\ & 17410 \\ & 12781 \end{aligned}$ | City Facilities Administrator <br> Cyber Security Analyst II <br> Information Systems Auditor Supervisor <br> IT Solutions Engineer <br> ITSM Coordinator <br> Occupational NP/PA <br> Program Administrator II <br> Senior Application Programmer Analyst <br> Senior Engineer | 4 4 4 4 4 4 4 4 4 | PRO <br> PRO <br> PRO <br> PRO <br> PRO <br> PRO <br> PRO <br> PRO <br> PRO | 9 9 9 9 9 9 9 9 | $\begin{aligned} & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \end{aligned}$ | $\begin{aligned} & \hline \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \end{aligned}$ | $\begin{aligned} & \hline \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \end{aligned}$ | $\begin{aligned} & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \end{aligned}$ | $\begin{aligned} & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \end{aligned}$ | $\begin{aligned} & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \end{aligned}$ | $\begin{aligned} & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \end{aligned}$ |

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band Name | Zone \# | Zone Minimum | Market Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| $\begin{array}{\|l\|} \hline 17411 \\ 17415 \\ 12789 \\ 17475 \\ \hline \end{array}$ | Senior Database Administrator Senior ERP Systems Analyst Senior IT Project Manager Senior Systems Administrator | $\begin{aligned} & 4 \\ & 4 \\ & 4 \\ & 4 \end{aligned}$ | $\begin{aligned} & \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \end{aligned}$ | $\begin{aligned} & 9 \\ & 9 \\ & 9 \\ & 9 \end{aligned}$ | $\begin{aligned} & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \\ & \$ 84,842 \end{aligned}$ | $\begin{aligned} & \hline \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \$ 101,851 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \\ & \$ 118,860 \end{aligned}$ | $\begin{aligned} & \hline \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \\ & \$ 7,070 \end{aligned}$ | $\begin{aligned} & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \\ & \$ 8,488 \end{aligned}$ | $\begin{aligned} & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \\ & \$ 40.79 \end{aligned}$ | $\begin{aligned} & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \\ & \$ 48.97 \end{aligned}$ |
| $\begin{array}{\|l\|} \hline 17654 \\ 12778 \\ 17413 \\ 12704 \\ 12796 \\ 17412 \\ 18431 \\ 17445 \\ \hline \end{array}$ | Attorney <br> Capital Project Coordinator <br> Database Administrator II <br> IT Project Manager II <br> OEM Coordinator <br> Senior Business Analyst, IT <br> Senior Human Resource Business Partner <br> Senior Network Administrator | $\begin{aligned} & 4 \\ & 4 \\ & 4 \\ & 4 \\ & 4 \\ & 4 \\ & 4 \\ & 4 \end{aligned}$ | $\begin{aligned} & \hline \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline 8 \\ & 8 \\ & 8 \\ & 8 \\ & 8 \\ & 8 \\ & 8 \\ & 8 \\ & \hline \end{aligned}$ | $\$ 77,836$ $\$ 77,836$ $\$ 77,836$ $\$ 77,836$ $\$ 77,836$ $\$ 77,836$ $\$ 77,836$ $\$ 77,836$ |  | $\begin{aligned} & \hline \$ 109,046 \\ & \$ 109,046 \\ & \$ 109,046 \\ & \$ 109,046 \\ & \$ 109,046 \\ & \$ 109,046 \\ & \$ 109,046 \\ & \$ 109,046 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 6,486 \\ & \$ 6,486 \\ & \$ 6,486 \\ & \$ 6,486 \\ & \$ 6,486 \\ & \$ 6,486 \\ & \$ 6,486 \\ & \$ 6,486 \end{aligned}$ | $\begin{aligned} & \hline \$ 7,787 \\ & \$ 7,787 \\ & \$ 7,787 \\ & \$ 7,787 \\ & \$ 7,787 \\ & \$ 7,787 \\ & \$ 7,787 \\ & \$ 7,787 \\ & \hline \end{aligned}$ | $\$ 37.42$ $\$ 37.42$ $\$ 37.42$ $\$ 37.42$ $\$ 37.42$ $\$ 37.42$ $\$ 37.42$ $\$ 37.42$ | $\$ 44.92$ $\$ 44.92$ $\$ 44.92$ $\$ 44.92$ $\$ 44.92$ $\$ 44.92$ $\$ 44.92$ $\$ 44.92$ |
| 12786 18302 15102 12723 17910 17507 16070 17092 17624 17214 12720 18102 18494 18006 19195 17893 16035 12788 17414 17240 | Applications Programmer Analyst II <br> Claims Adjustor, Senior <br> Construction Project Manager <br> Cyber Security Analyst I <br> DNA Technical Leader <br> Engineer III <br> Fire Medical Programs Coordinator <br> Fire Protection Engineer II <br> HUD Programs Administrator <br> Information Systems Auditor II <br> Information Technology Architect II <br> Lead Public Communications Specialist <br> Police Psychologist <br> Principal Planner <br> Program Administrator I <br> Senior Landscape Architect <br> Senior Real Estate Specialist <br> Senior Systems Analyst <br> Senior Webmaster/Administrator <br> Strategic Plan \& Business Process Administrator |  | PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO PRO | 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 | \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 <br> \$71,409 | $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ $\$ 85,725$ | $\begin{aligned} & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \\ & \$ 100,041 \end{aligned}$ | $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ $\$ 5,951$ | \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 <br> \$7,144 | $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ $\$ 34.33$ | $\$ 41.21$ <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 <br> \$41.21 |
| $\begin{array}{\|l\|} \hline 17260 \\ 15101 \\ 15204 \\ 17208 \end{array}$ | ADA Coordinator <br> Airport Corporate Outreach Specialist <br> Airport Planner <br> Airport Properties Administrator | $\begin{aligned} & \hline 4 \\ & 4 \\ & 4 \\ & 4 \end{aligned}$ | $\begin{aligned} & \hline \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \\ & \text { PRO } \end{aligned}$ | $\begin{aligned} & 6 \\ & 6 \\ & 6 \\ & 6 \end{aligned}$ | $\begin{aligned} & \hline \$ 65,514 \\ & \$ 65,514 \\ & \$ 65,514 \\ & \$ 65,514 \end{aligned}$ | $\begin{aligned} & \hline \$ 78,648 \\ & \$ 78,648 \\ & \$ 78,648 \\ & \$ 78,648 \end{aligned}$ | $\begin{aligned} & \hline \$ 91,782 \\ & \$ 91,782 \\ & \$ 91,782 \\ & \$ 91,782 \end{aligned}$ | $\begin{aligned} & \hline \$ 5,459 \\ & \$ 5,459 \\ & \$ 5,459 \\ & \$ 5,459 \end{aligned}$ | $\begin{aligned} & \hline \$ 6,554 \\ & \$ 6,554 \\ & \$ 6,554 \\ & \$ 6,554 \end{aligned}$ | $\begin{aligned} & \$ 31.50 \\ & \$ 31.50 \\ & \$ 31.50 \\ & \$ 31.50 \end{aligned}$ | $\begin{aligned} & \$ 37.81 \\ & \$ 37.81 \\ & \$ 37.81 \\ & \$ 37.81 \end{aligned}$ |

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  |  | Annual |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| 15080 | Airport Security Coordinator | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12672 | Audio Visual Specialist, Fire | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 18105 | Citizen Engagement Specialist, Senior | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17202 | City Senior Accountant | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 99999 | CRM Systems Administrator | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17900 | DNA Analyst | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 16071 | Emergency Medical Services Field Specialist | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17506 | Engineer II | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17416 | ERP Systems Analyst II | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12731 | Fire Operations Research and Statistics Specialist | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 15642 | Homelessness Prevention and Response Coordinato, | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 18432 | Human Resource Business Partner | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12705 | IT Project Manager I | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17891 | Landscape Architect II | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 13174 | Licensed Surveyor | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12750 | MS4 Permit Coordinator | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 18005 | Physical Therapist II | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17638 | Prosecuting Attorney | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 15027 | Radio Field Engineer | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12746 | Safety Specialist | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12777 | Senior Analyst, Budget | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12777 | Senior Analyst, Crime | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12777 | Senior Analyst, Financial | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12777 | Senior Analyst, Grants | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12777 | Senior Analyst, HR | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12777 | Senior Analyst, Housing | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12784 | Senior Applications Support Administrator | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17418 | Senior Auditor | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12787 | Senior Contracting Specialist | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12674 | Senior Fire Life and Safety Educator | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17320 | Senior Forensic Chemist | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 18004 | Senior Planner | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 18103 | Senior Public Communications Specialist | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 18421 | Senior Recruiter | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17289 | Senior Sales Tax Auditor | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 12701 | Systems Administrator II | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 18489 | Victim Advocate Coordinator | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |
| 17802 | Water Conservation Specialist | 4 | PRO | 6 | \$65,514 | \$78,648 | \$91,782 | \$5,459 | \$6,554 | \$31.50 | \$37.81 |

Numbers are rounded for display purposes. Actual rates go out to 6 decimal places.
11/8/2017

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Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job <br> Code | Job Title | Band \# | Band Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| 17894 | Archaeologist | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12814 | Assistant to the Mayor | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17399 | Business Analyst II | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 18303 | Claims Adjustor II | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 18234 | Community Medical Social Navigator | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17892 | Construction Project Specialist | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 99999 | Contract Compliance Coordinator | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17023 | Economic Development Project Manager | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12857 | Environmental Safety \& Health Specialist | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17403 | ERP Systems Analyst I | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12673 | Fire and Life Safety Educator | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 16064 | Fire Protection Engineer I | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17319 | Forensic Chemist | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17827 | Forester | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12752 | Homeland Security Program Coordinator | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17212 | Information System Auditor I | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12751 | Marketing Specialist | 4 | PRO |  | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17700 | Museum Curator | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17446 | Network Administrator II | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12774 | Park Operations Administrator | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 18493 | Polygraphist II | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 16032 | Real Estate Specialist II | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 18562 | Recreation Therapist | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12634 | Senior Buyer | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 14403 | Senior Fire Code Inspector | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17472 | Senior GIS Analyst | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 18476 | Senior Redevelopment Specialist | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17051 | Senior Volunteer Coordinator | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 17406 | Webmaster/Administrator II | 4 | PRO | 5 | \$60,104 | \$72,154 | \$84,204 | \$5,009 | \$6,013 | \$28.90 | \$34.69 |
| 12609 | Analyst II, Benefits | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |
| 18480 | Analyst II, Budget | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |
| 18480 | Analyst II, Compensation | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |
| 18480 | Analyst II, Crime | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |
| 12609 | Analyst II, Financial | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |
| 18480 | Analyst II, Grants | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |
| 17407 | Application Support Administrator II | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |
| 17409 | Applications Programmer Analyst I | 4 | PRO | 4 | \$55,141 | \$66,196 | \$77,251 | \$4,595 | \$5,516 | \$26.51 | \$31.83 |

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018


City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market Average | Zone Minimum | Market Average |
| 17460 | Analyst I, Budget | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 17460 | Analyst I, Claims | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 17460 | Analyst I, Crime | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 12605 | Analyst I, Financial | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 12605 | Analyst I, Grants | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 17218 | Auditor I | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 18231 | Community Behavioral Health Clinician | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 18002 | Planner I | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 18106 | Public Communication Specialist I | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 16031 | Real Estate Specialist I | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 12885 | Sales Tax Auditor I | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 12707 | Systems Analyst I | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 14432 | Training Specialist | 4 | PRO | 2 | \$46,411 | \$55,715 | \$65,019 | \$3,868 | \$4,643 | \$22.31 | \$26.79 |
| 17200 | Accountant I | 4 | PRO | 1 | \$42,579 | \$51,115 | \$59,651 | \$3,548 | \$4,260 | \$20.47 | \$24.57 |
| 12636 | Buyer I | 4 | PRO | 1 | \$42,579 | \$51,115 | \$59,651 | \$3,548 | \$4,260 | \$20.47 | \$24.57 |
| 12632 | Contracting Specialist I | 4 | PRO |  | \$42,579 | \$51,115 | \$59,651 | \$3,548 | \$4,260 | \$20.47 | \$24.57 |
| 17422 | Database Administrator I | 4 | PRO |  | \$42,579 | \$51,115 | \$59,651 | \$3,548 | \$4,260 | \$20.47 | \$24.57 |
| 15200 | GIS Analyst I | 4 | PRO | 1 | \$42,579 | \$51,115 | \$59,651 | \$3,548 | \$4,260 | \$20.47 | \$24.57 |
| 17704 | Museum Registrar | 4 | PRO | 1 | \$42,579 | \$51,115 | \$59,651 | \$3,548 | \$4,260 | \$20.47 | \$24.57 |
| 18488 | Victim Advocate | 4 | PRO | 1 | \$42,579 | \$51,115 | \$59,651 | \$3,548 | \$4,260 | \$20.47 | \$24.57 |
| 14400 | Fire Code Inspector II | 5 | PAR | 7 | \$58,895 | \$70,702 | \$82,509 | \$4,908 | \$5,892 | \$28.31 | \$33.99 |
| 12111 | Latent Fingerprint Examiner | 5 | PAR | 7 | \$58,895 | \$70,702 | \$82,509 | \$4,908 | \$5,892 | \$28.31 | \$33.99 |
| 18263 | Registered Nurse Navigator | 5 | PAR | 7 | \$58,895 | \$70,702 | \$82,509 | \$4,908 | \$5,892 | \$28.31 | \$33.99 |
| 12028 | Central Finance Lead | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 14392 | CMCB Coordinator | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 16015 | Engineering Technician III | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 16098 | Environment Health/Safety Coordinator | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 18425 | HRIS Specialist, Sr | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 16001 | Fleet Services Coordinator | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 16013 | Inspector III | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 13902 | Project Design Specialist | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 16606 | Senior Crime Scene Investigator | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 13034 | Senior Fleet Technician | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 14407 | Senior Marshal | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 15213 | Senior Paralegal | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |
| 12801 | Senior Skilled Maintenance Technician | 5 | PAR | 6 | \$54,032 | \$64,864 | \$75,696 | \$4,503 | \$5,405 | \$25.98 | \$31.18 |

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band Name | Zone \# | Zone Minimum | Market Average | Zone Maximum | Zone Minimum | Market Average | Zone Minimum | Market Average |
| $\begin{aligned} & 12696 \\ & 12758 \\ & \hline \end{aligned}$ | Senior Technical Support Analyst Video Production Specialist | $\begin{aligned} & 5 \\ & 5 \end{aligned}$ | $\begin{aligned} & \hline \text { PAR } \\ & \text { PAR } \\ & \hline \end{aligned}$ | $6$ | $\begin{aligned} & \$ 54,032 \\ & \$ 54,032 \end{aligned}$ | $\begin{aligned} & \$ 64,864 \\ & \$ 64,864 \end{aligned}$ | $\begin{aligned} & \hline \$ 75,696 \\ & \$ 75,696 \end{aligned}$ | $\begin{aligned} & \$ 4,503 \\ & \$ 4,503 \end{aligned}$ | $\begin{aligned} & \$ 5,405 \\ & \$ 5,405 \end{aligned}$ | $\begin{aligned} & \$ 25.98 \\ & \$ 25.98 \end{aligned}$ | $\begin{aligned} & \$ 31.18 \\ & \$ 31.18 \end{aligned}$ |
|  |  |  |  |  |  |  | \$69117 |  |  |  |  |
| 18275 | Behavioral Health Clinical Navigator II | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 16605 | Crime Scene Investigator | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 15068 | Electronic Specialist | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 16025 | Engineering Technician II | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 14401 | Fire Code Inspector I | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 12681 | Fleet Technician | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 18428 | HRIS Specialist | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 16023 | Inspector II | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 15211 | Paralegal | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 16600 | Police Court Liaison | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 14423 | Police Financial Services Coordinator | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 14422 | Police Fleet/Supply Coordinator | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 16053 | Probation Officer | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 12768 | Public Safety Dispatcher Trainer | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 15086 | Senior Code Enforcement Officer | 5 | PAR |  | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 16652 | Senior Evidence Technician | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 14405 | Marshal | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 15100 | Senior Airport Operations Agent | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 16067 | Senior Sales Tax Investigator | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 12809 | Skilled Maintenance Technician II | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 19657 | Streets Operations Program Assistant | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 12803 | Streets District Crew Leader | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 13400 | Transit Scheduler | 5 | PAR | 5 | \$49,571 | \$59,509 | \$69,447 | \$4,131 | \$4,959 | \$23.83 | \$28.61 |
| 15103 | Airport Customer Relations Coordinator | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 17007 | Assistant to Council | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 18265 | Behavioral Health Clinical Navigator I | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 14014 | Cemetery Specialist | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 15016 | Code Enforcement Officer | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 12722 | Community Health Paramedic | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 15018 | Community Service Officer | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 13035 | Fleet Specialist | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 15161 | License Enforcement Officer II | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 18273 | Medical Navigator I | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 14061 | Graphics Technician | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 12107 | Police Service Representative Lead | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| 12769 | Public Safety Dispatcher II | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 16522 | Recreation Assistant | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 18423 | Recruiting Technician | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 11097 | Senior Central Finance Technician | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 12188 | Senior Courtroom Assistant | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 11063 | Senior Legal Secretary | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 12792 | Senior Payroll \& Pension Technician | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 14066 | Signs Technician II | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 12813 | Staff Assistant | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 12698 | Technical Support Analyst II | 5 | PAR | 4 | \$45,477 | \$54,594 | \$63,711 | \$3,790 | \$4,550 | \$21.86 | \$26.25 |
| 12601 | Administrative Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 15090 | Airport Operations Agent | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 13005 | Associate Fleet Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12088 | Courtroom Assistant | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 15311 | Digital Imaging Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 13172 | Engineering Technician I | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 16610 | Evidence Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12837 | Forestry Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 13408 | GIS Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 16034 | Inspector I | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12717 | Legal Secretary | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 15150 | License Enforcement Officer | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12589 | Museum Development Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 15083 | Planning Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12625 | Public Communications Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12767 | Public Safety Dispatcher I | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 15023 | Radio Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 16066 | Sales Tax Investigator II | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12199 | Senior Probation Technician | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 14065 | Signs Technician I | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12808 | Skilled Maintenance Technician I | 5 | PAR | 3 | \$41,722 | \$50,086 | \$58,450 | \$3,477 | \$4,174 | \$20.06 | \$24.08 |
| 12012 | Code Enforcement Technician | 5 | PAR | 2 | \$38,277 | \$45,951 | \$53,625 | \$3,190 | \$3,829 | \$18.40 | \$22.09 |
| 12724 | Community Health Emergency Medical Technician | 5 | PAR | 2 | \$38,277 | \$45,951 | \$53,625 | \$3,190 | \$3,829 | \$18.40 | \$22.09 |
| 12765 | Emergency Response Technician | 5 | PAR | 2 | \$38,277 | \$45,951 | \$53,625 | \$3,190 | \$3,829 | \$18.40 | \$22.09 |
| 12103 | Police Services Representative | 5 | PAR | 2 | \$38,277 | \$45,951 | \$53,625 | \$3,190 | \$3,829 | \$18.40 | \$22.09 |
| 12099 | Probation Technician | 5 | PAR | 2 | \$38,277 | \$45,951 | \$53,625 | \$3,190 | \$3,829 | \$18.40 | \$22.09 |
| 12097 | Records Systems Coordinator | 5 | PAR | 2 | \$38,277 | \$45,951 | \$53,625 | \$3,190 | \$3,829 | \$18.40 | \$22.09 |

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market <br> Average | Zone Maximum | Zone Minimum | Market <br> Average | Zone Minimum | Market <br> Average |
| $\begin{aligned} & 16065 \\ & 18515 \\ & \hline \end{aligned}$ | Sales Tax Investigator I <br> Senior Accounting Technician | $\begin{aligned} & 5 \\ & 5 \end{aligned}$ | PAR <br> PAR | $\begin{aligned} & 2 \\ & 2 \\ & \hline \end{aligned}$ | \$38,277 <br> \$38,277 | $\begin{aligned} & \hline \$ 45,951 \\ & \$ 45,951 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 53,625 \\ & \$ 53,625 \end{aligned}$ | $\begin{aligned} & \$ 3,190 \\ & \$ 3,190 \end{aligned}$ | $\begin{aligned} & \$ 3,829 \\ & \$ 3,829 \end{aligned}$ | $\begin{aligned} & \$ 18.40 \\ & \$ 18.40 \end{aligned}$ | $\begin{aligned} & \hline \$ 22.09 \\ & \$ 22.09 \\ & \hline \end{aligned}$ |
| $\begin{aligned} & 13025 \\ & 12130 \\ & 12697 \end{aligned}$ | Parts/Supply Specialist <br> Sales Tax Technician <br> Technical Support Analyst I | $\begin{aligned} & 5 \\ & 5 \\ & 5 \end{aligned}$ | $\begin{aligned} & \text { PAR } \\ & \text { PAR } \\ & \text { PAR } \end{aligned}$ | $\begin{aligned} & 1 \\ & 1 \\ & 1 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 35,117 \\ & \$ 35,117 \\ & \$ 35,117 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 42,157 \\ & \$ 42,157 \\ & \$ 42,157 \end{aligned}$ | $\begin{aligned} & \$ 49,197 \\ & \$ 49,197 \\ & \$ 49,197 \end{aligned}$ | $\begin{aligned} & \hline \$ 2,926 \\ & \$ 2,926 \\ & \$ 2,926 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 3,513 \\ & \$ 3,513 \\ & \$ 3,513 \end{aligned}$ | $\$ 16.88$ $\$ 16.88$ $\$ 16.88$ | $\begin{aligned} & \hline \$ 20.27 \\ & \$ 20.27 \\ & \$ 20.27 \\ & \hline \end{aligned}$ |
| 12793 | Senior Maintenance Technician | 6 | GNL | 8 | \$44,936 | \$53,945 | \$62,954 | \$3,745 | \$4,495 | \$21.60 | \$25.94 |
| $\begin{aligned} & \hline 12622 \\ & 11095 \\ & 12110 \\ & 11073 \\ & 11090 \\ & 12785 \\ & 12192 \\ & 14064 \\ & \hline \end{aligned}$ | Cemetery Technician Central Finance Technician II Fingerprint Technician Lead Transit Dispatcher Payroll \& Pension Technician II Senior Equipment Operator Senior Municipal Court Clerk Senior Parking Meter Technician | 6 6 6 6 6 6 6 6 | GNL <br> GNL <br> GNL <br> GNL <br> GNL <br> GNL <br> GNL <br> GNL | $\begin{aligned} & \hline 7 \\ & 7 \\ & 7 \\ & 7 \\ & 7 \\ & 7 \\ & 7 \\ & 7 \\ & 7 \end{aligned}$ | \$41,226 <br> \$41,226 <br> \$41,226 <br> \$41,226 <br> \$41,226 <br> \$41,226 <br> \$41,226 <br> \$41,226 | $\begin{aligned} & \hline \$ 49,491 \\ & \$ 49,491 \\ & \$ 49,491 \\ & \$ 49,491 \\ & \$ 49,491 \\ & \$ 49,491 \\ & \$ 49,491 \\ & \$ 49,491 \end{aligned}$ | $\begin{aligned} & \hline \$ 57,756 \\ & \$ 57,756 \\ & \$ 57,756 \\ & \$ 57,756 \\ & \$ 57,756 \\ & \$ 57,756 \\ & \$ 57,756 \\ & \$ 57,756 \end{aligned}$ | $\$ 3,436$ $\$ 3,436$ $\$ 3,436$ $\$ 3,436$ $\$ 3,436$ $\$ 3,436$ $\$ 3,436$ $\$ 3,436$ | $\$ 4,124$ $\$ 4,124$ $\$ 4,124$ $\$ 4,124$ $\$ 4,124$ $\$ 4,124$ $\$ 4,124$ $\$ 4,124$ | $\$ 19.82$ $\$ 19.82$ $\$ 19.82$ $\$ 19.82$ $\$ 19.82$ $\$ 19.82$ $\$ 19.82$ $\$ 19.82$ | $\$ 23.79$ $\$ 23.79$ $\$ 23.79$ $\$ 23.79$ $\$ 23.79$ $\$ 23.79$ $\$ 23.79$ $\$ 23.79$ |
| $\begin{aligned} & \hline 17461 \\ & 11093 \\ & 12653 \\ & 12798 \\ & 12729 \\ & 12093 \\ & 12853 \\ & 14062 \\ & 11091 \\ & 15310 \\ & 12732 \\ & 12797 \\ & 11043 \\ & \hline \end{aligned}$ | Benefits Specialist Central Finance Technician I Equipment Operator II License Specialist II Maintenance Technician II Municipal Court Clerk II Park Ranger Parking Meter Technician Payroll \& Pension Technician I Printing Technician Senior Medical Assistant Senior Office Specialist Transit Dispatcher | 6 6 6 6 6 6 6 6 6 6 6 6 6 |  | 6 6 6 6 6 6 6 6 6 6 6 6 6 | $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ $\$ 37,822$ | $\begin{aligned} & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \\ & \$ 45,405 \end{aligned}$ | $\begin{aligned} & \hline \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \$ 52,988 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \$ 3,152 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \$ 3,784 \\ & \hline \end{aligned}$ | $\begin{aligned} & \hline \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \$ 18.18 \\ & \hline \end{aligned}$ | $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ $\$ 21.83$ |
| $\begin{aligned} & \hline 11002 \\ & 11033 \\ & 13072 \\ & 12743 \\ & 12092 \\ & 99999 \\ & 12741 \\ & 14420 \\ & 14023 \end{aligned}$ | Accounting Technician II <br> Communications Center Dispatcher Driver <br> License Specialist I <br> Municipal Court Clerk I <br> Museum Customer Specialist <br> Office Specialist <br> Parking Enforcement Officer <br> Radio Installer | 6 6 6 6 6 6 6 6 6 | GNL <br> GNL <br> GNL <br> GNL <br> GNL <br> GNL <br> GNL <br> GNL <br> GNL | 5 5 5 5 5 5 5 5 5 | $\begin{aligned} & \hline \$ 34,699 \\ & \$ 34,699 \\ & \$ 34,699 \\ & \$ 34,699 \\ & \$ 34,699 \\ & \$ 34,699 \\ & \$ 34,699 \\ & \$ 34,699 \\ & \$ 34,699 \\ & \hline \end{aligned}$ | \$41,656 <br> \$41,656 <br> \$41,656 <br> \$41,656 <br> \$41,656 <br> \$41,656 <br> \$41,656 <br> \$41,656 <br> \$41,656 | $\begin{aligned} & \hline \$ 48,613 \\ & \$ 48,613 \\ & \$ 48,613 \\ & \$ 48,613 \\ & \$ 48,613 \\ & \$ 48,613 \\ & \$ 48,613 \\ & \$ 48,613 \\ & \$ 48,613 \\ & \hline \end{aligned}$ | $\begin{aligned} & \$ 2,892 \\ & \$ 2,892 \\ & \$ 2,892 \\ & \$ 2,892 \\ & \$ 2,892 \\ & \$ 2,892 \\ & \$ 2,892 \\ & \$ 2,892 \\ & \$ 2,892 \end{aligned}$ | $\begin{aligned} & \hline \$ 3,471 \\ & \$ 3,471 \\ & \$ 3,471 \\ & \$ 3,471 \\ & \$ 3,471 \\ & \$ 3,471 \\ & \$ 3,471 \\ & \$ 3,471 \\ & \$ 3,471 \end{aligned}$ | $\begin{aligned} & \$ 16.68 \\ & \$ 16.68 \\ & \$ 16.68 \\ & \$ 16.68 \\ & \$ 16.68 \\ & \$ 16.68 \\ & \$ 16.68 \\ & \$ 16.68 \\ & \$ 16.68 \end{aligned}$ | $\begin{aligned} & \$ 20.03 \\ & \$ 20.03 \\ & \$ 20.03 \\ & \$ 20.03 \\ & \$ 20.03 \\ & \$ 20.03 \\ & \$ 20.03 \\ & \$ 20.03 \\ & \$ 20.03 \end{aligned}$ |

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

City of Colorado Springs - 2018 Salary Schedule
Effective January 1, 2018

|  |  |  |  |  | Annual |  |  | Monthly |  | Hourly |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Job Code | Job Title | Band \# | Band <br> Name | Zone \# | Zone Minimum | Market Average | Zone Maximum | Zone Minimum | Market Average | Zone Minimum | Market Average |
| 11003 | Accounting Technician I | 6 | GNL | 4 | \$31,834 | \$38,216 | \$44,598 | \$2,653 | \$3,185 | \$15.30 | \$18.37 |
| 13302 | Equipment Operator I | 6 | GNL | 4 | \$31,834 | \$38,216 | \$44,598 | \$2,653 | \$3,185 | \$15.30 | \$18.37 |
| 12725 | Maintenance Technician I | 6 | GNL | 4 | \$31,834 | \$38,216 | \$44,598 | \$2,653 | \$3,185 | \$15.30 | \$18.37 |
| 12734 | Medical Assistant | 6 | GNL | 4 | \$31,834 | \$38,216 | \$44,598 | \$2,653 | \$3,185 | \$15.30 | \$18.37 |
|  | Reserved for Future Use | 6 | GNL | 3 | \$29,206 | \$35,061 | \$40,916 | \$2,434 | \$2,922 | \$14.04 | \$16.86 |
| 12733 | Office Assistant/Receptionist | 6 | GNL | 2 | \$26,793 | \$32,165 | \$37,537 | \$2,233 | \$2,680 | \$12.88 | \$15.46 |
| 12744 | Office Specialist, Mail | 6 | GNL | 2 | \$26,793 | \$32,165 | \$37,537 | \$2,233 | \$2,680 | \$12.88 | \$15.46 |
| 12721 | Maintenance Services Worker | 6 | GNL | 1 | \$24,582 | \$29,510 | \$34,438 | \$2,048 | \$2,459 | \$11.82 | \$14.19 |



FIRE - Paid by Rank

| Job <br> Code | Rank | Monthly Pay <br> Rate | Hourly Pay <br> Rate |  |  |
| :---: | :--- | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |
| 19407 | Battalion Chief | $\$ 9,517$ | $\$ 39.22$ |  |  |
| 19406 | Fire Captain | $\$ 7,950$ | $\$ 32.76$ |  |  |
| 19405 | Fire Lieutenant | $\$ 7,165$ | $\$ 29.53$ |  |  |
| 19416 | Fire Paramedic 1st | $\$ 6,862$ | $\$ 28.28$ |  |  |
|  | Fire Paramedic 2nd | $\$ 6,116$ | $\$ 25.20$ |  |  |
|  | Fire Paramedic 3rd | $\$ 5,451$ | $\$ 22.46$ |  |  |
| 19404 | Fire Driver Engineer | $\$ 6,596$ | $\$ 27.18$ |  |  |
| 19403 | Firefighter 1st | $\$ 6,085$ | $\$ 25.07$ |  |  |
|  | Firefighter 2nd | $\$ 5,423$ | $\$ 22.35$ |  |  |
|  | Firefighter 3rd | $\$ 4,834$ | $\$ 19.92$ |  |  |
|  | Firefighter 4th | $\$ 4,310$ | $\$ 17.76$ |  |  |
| 40 Hours/Week |  |  |  |  |  |
| 19407 | Battalion Chief | $\$ 9,517$ | $\$ 54.90$ |  |  |
| 19406 | Fire Captain (Staff) | $\$ 8,171$ | $\$ 47.14$ |  |  |
| 19405 | Fire Lieutenant (Staff) | $\$ 7,364$ | $\$ 42.49$ |  |  |
| 19409 | Fire Trainee | $\$ 3,874$ | $\$ 22.35$ |  |  |
| 19412 | Fire Investigator | $\$ 6,461$ | $\$ 37.28$ |  |  |

POLICE - Paid by Rank

| Job <br> Code | Rank | Monthly Pay <br> Rate | Hourly Pay <br> Rate |
| :---: | :--- | :---: | :---: |
| 19308 | Police Commander | $\$ 10,460$ | $\$ 60.35$ |
| 19307 | Police Lieutenant | $\$ 9,334$ | $\$ 53.85$ |
| 19306 | Police Sergeant | $\$ 7,889$ | $\$ 45.51$ |
| 19304 | Police Officer 1st | $\$ 6,462$ | $\$ 37.28$ |
|  | Police Officer 2nd | $\$ 5,715$ | $\$ 32.97$ |
|  | Police Officer 3rd | $\$ 5,186$ | $\$ 29.92$ |
|  | Police Officer 4th | $\$ 4,706$ | $\$ 27.15$ |
| 19300 | Police Recruit | $\$ 4,271$ | $\$ 24.64$ |

## 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 | \$10.20 | \$25.00 |
| 50602 | PT Park Ranger | SNL | Seasonal | 5 | \$10.20 | \$22.00 |
| 50603 | PT Recreation \& Camp Support | SNL | Seasonal | 5 | \$10.20 | \$22.00 |
| 50609 | PT Aquatics Support | SNL | Seasonal | 4 | \$10.20 | \$18.00 |
| 51400 | PT Wildfire Mitigation and Forestry | SNL | Seasonal | 4 | \$10.20 | \$18.00 |
| 51600 | PT Maintenance Support | SNL | Seasonal | 4 | \$10.20 | \$18.00 |
| 50400 | PT Park Patrol | SNL | Seasonal | 3 | \$10.20 | \$15.00 |
| 50604 | PT Guide or Interpreter | SNL | Seasonal | 3 | \$10.20 | \$15.00 |
| 51500 | PT Cemetery Support | SNL | Seasonal | 2 | \$10.20 | \$13.00 |
| 50606 | PT Park Support | SNL | Seasonal | 2 | \$10.20 | \$13.00 |
| 50607 | PT Sport Site Supervisor | SNL | Seasonal | 2 | \$10.20 | \$13.00 |
| 50608 | PT Sports Staff | SNL | Seasonal | 1 | \$10.20 | \$12.00 |
| Part-Time (Year Round less than 29 hours per week) |  |  |  |  |  |  |
| 70100 | PT Professional \& IT | PRT | Part-Time | 10 | \$17.00 | \$85.00 |
| 70200 | PT Attorney | PRT | Part-Time | 9 | \$20.00 | \$40.00 |
| 70300 | PT Municipal Court Referee* | PRT | Part-Time | 8 | \$15.00 | \$37.00 |
| 70401 | PT Background Investigator | PRT | Part-Time | 7 | \$21.00 | \$31.00 |
| 70402 | PT Civilian Criminal Investigator/ Analyst | PRT | Part-Time | 7 | \$21.00 | \$31.00 |
| 70403 | PT Explosives Unit Investigator | PRT | Part-Time | 7 | \$21.00 | \$31.00 |
| 70404 | PT Polygraph Examiner | PRT | Part-Time | 7 | \$21.00 | \$31.00 |
| 70405 | PT Comm Center Support | PRT | Part-Time | 7 | \$21.00 | \$31.00 |
| 70406 | PT Training Academy Instructor | PRT | Part-Time | 7 | \$21.00 | \$31.00 |
| 70500 | PT Community Service Officer | PRT | Part-Time | 6 | \$17.00 | \$25.00 |
| 70407 | PT Probation Officer | PRT | Part-Time | 6 | \$17.00 | \$25.00 |
| 70600 | PT Pikes Peak HWY Ranger | PRT | Part-Time | 5 | \$10.20 | \$25.00 |
| 70700 | PT Administrative Support | PRT | Part-Time | 5 | \$10.20 | \$25.00 |
| 70408 | PT Evidence Technician | PRT | Part-Time | 5 | \$10.20 | \$25.00 |
| 70602 | PT Park Ranger | PRT | Part-Time | 5 | \$10.20 | \$25.00 |
| 70800 | PT Community Health Navigator | PRT | Part-Time | 5 | \$10.20 | \$25.00 |
| 70603 | PT Recreation and Camp Support | PRT | Part-Time | 5 | \$10.20 | \$25.00 |
| 70900 | PT Code Enforcement Officer | PRT | Part-Time | 4 | \$10.20 | \$18.00 |
| 71000 | PT Internship*** | PRT | Part-Time | 4 | \$10.20 | \$18.00 |
| 71100 | PT Maintenance Support | PRT | Part-Time | 4 | \$10.20 | \$18.00 |
| 71200 | PT Bus Driver | PRT | Part-Time | 4 | \$10.20 | \$18.00 |
| 71400 | PT Wildfire Mitigation and Forestry | PRT | Part-Time | 4 | \$10.20 | \$18.00 |
| 70604 | PT Guide or Interpreter | PRT | Part-Time | 4 | \$10.20 | \$18.00 |
| 70605 | PT Day Camp Support | PRT | Part-Time | 3 | \$10.20 | \$13.00 |
| 70606 | PT Park Support | PRT | Part-Time | 3 | \$10.20 | \$13.00 |
| 70607 | PT Sport Site Supervisor | PRT | Part-Time | 3 | \$10.20 | \$13.00 |
| 71500 | PT Cemetery Support | PRT | Part-Time | 3 | \$10.20 | \$13.00 |
| 70608 | PT Sports Staff | PRT | Part-Time | 2 | \$10.20 | \$12.00 |
| 71300 | PT Election Staff** | PRT | Part-Time | 1 | \$10.20 | \$11.00 |
| Hourly (Year Round Full-time) |  |  |  |  |  |  |
| 10813 | Hourly III | HRL | Hourly | 3 | \$10.20 | \$12.00 |
| 10814 | Hourly IV | HRL | Hourly | 4 | \$10.20 | \$15.00 |
| 10815 | Hourly V | HRL | Hourly | 5 | \$12.50 | \$18.00 |
| 10816 | Hourly VI | HRL | Hourly | 6 | \$17.50 | \$25.00 |
| 10817 | Hourly VII | HRL | Hourly | 7 | \$25.00 | \$35.00 |

