

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
	Reserved for Future Use	1	SMG	10	\$308,777	\$370,680	\$432,584	\$25,731	\$30,890	\$36,049	\$148.45	\$178.21	\$207.97
	Reserved for Future Use	1	SMG	9	\$278,177	\$333,946	\$389,715	\$23,181	\$27,829	\$32,477	\$133.74	\$160.55	\$187.26
19790	City Attorney/Chief Legal Officer	1	SMG	8	\$250,610	\$300,853	\$351,095	\$20,884	\$25,071	\$29,258	\$120.49	\$144.64	\$168.80
19701	Chief of Staff/Chief Administrative Officer	1	SMG	7	\$225,775	\$271,038	\$316,302	\$18,815	\$22,587	\$26,359	\$108.55	\$130.31	\$152.07
19644	Aviation Director	1	SMG	6	\$203,401	\$244,179	\$284,957	\$16,950	\$20,348	\$24,746	\$97.79	\$117.39	\$136.99
19680	Chief Financial Officer	1	SMG	6	\$203,401	\$244,179	\$284,957	\$16,950	\$20,348	\$24,746	\$97.79	\$117.39	\$136.99
19999	Chief Information Officer	1	SMG	6	\$203,401	\$244,179	\$284,957	\$16,950	\$20,348	\$24,746	\$97.79	\$117.39	\$136.99
19667	Deputy Chief of Staff	1	SMG	6	\$203,401	\$244,179	\$284,957	\$16,950	\$20,348	\$24,746	\$97.79	\$117.39	\$136.99
19776	Chief Human Resources & Risk Officer	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$21,394	\$88.10	\$105.76	\$123.42
19661	Planning Director	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$21,394	\$88.10	\$105.76	\$123.42
19310	Police Chief	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$21,394	\$88.10	\$105.76	\$123.42
19635	Public Works Director/City Engineer	1	SMG	5	\$183,244	\$219,981	\$256,718	\$15,270	\$18,332	\$21,394	\$88.10	\$105.76	\$123.42
19795	City Auditor	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$19,273	\$79.37	\$95.28	\$111.19
17245	Economic Development Officer	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$19,273	\$79.37	\$95.28	\$111.19
19418	Fire Chief	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$19,273	\$79.37	\$95.28	\$111.19
19665	Parks, Recreation & Cultural Services Director	1	SMG	4	\$165,084	\$198,181	\$231,277	\$13,757	\$16,515	\$19,273	\$79.37	\$95.28	\$111.19
18470	Chief Housing and Community Vitality Officer	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$17,364	\$71.50	\$85.84	\$99.18
19351	CSURA Executive Director	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$17,364	\$71.50	\$85.84	\$99.18
19693	Director of Business Park Development	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$17,364	\$71.50	\$85.84	\$99.18
17085	Regional Emergency Management and Recovery Director	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$17,364	\$71.50	\$85.84	\$99.18
17069	Support Services Director	1	SMG	3	\$148,726	\$178,542	\$208,359	\$12,394	\$14,879	\$17,364	\$71.50	\$85.84	\$99.18
19793	City Clerk	1	SMG	2	\$133,986	\$160,848	\$187,709	\$11,166	\$13,404	\$15,642	\$64.42	\$77.33	\$89.24
15040	City Council Administrator	1	SMG	2	\$133,986	\$160,848	\$187,709	\$11,166	\$13,404	\$15,642	\$64.42	\$77.33	\$89.24
15015	Chief Communications Officer	1	SMG	2	\$133,986	\$160,848	\$187,709	\$11,166	\$13,404	\$15,642	\$64.42	\$77.33	\$89.24
19806	Municipal Court Administrator	1	SMG	2	\$133,986	\$160,848	\$187,709	\$11,166	\$13,404	\$15,642	\$64.42	\$77.33	\$89.24
17596	Parking Enterprise Director	1	SMG	1	\$121,124	\$145,407	\$169,690	\$10,094	\$12,117	\$14,140	\$58.23	\$69.91	\$81.59
17634	Deputy City Attorney	2	MGR	10	\$185,251	\$222,390	\$259,529	\$15,438	\$18,533	\$21,628	\$89.06	\$106.92	\$124.78
17631	City Attorney Division Chief	2	MGR	9	\$168,409	\$202,171	\$235,934	\$14,034	\$16,848	\$19,662	\$80.97	\$97.20	\$113.43
19995	Assistant Director of IT	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$17,873	\$73.61	\$88.36	\$103.11
19683	Assistant Finance Director	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$17,873	\$73.61	\$88.36	\$103.11
19658	Assistant Human Resources Director	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$17,873	\$73.61	\$88.36	\$103.11
19672	Assistant Planning Director	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$17,873	\$73.61	\$88.36	\$103.11
12613	Aviation Assistant Director	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$17,873	\$73.61	\$88.36	\$103.11
19631	Deputy Public Works Director/ City Engineer	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$17,873	\$73.61	\$88.36	\$103.11

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

9/9/2025

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

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
19309	Police Deputy Chief	2	MGR	8	\$153,099	\$183,792	\$214,485	\$12,758	\$15,316	\$19,374	\$73.61	\$88.36
19663	Assistant Parks, Recreation and Cultural Services Director	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
19797	City Budget Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
12709	Information Systems Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
19417	Fire Deputy Chief	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
18055	Fire Marshal	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
12640	Public Works Division Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
18300	Risk Division Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
17059	Support Services Division Manager	2	MGR	7	\$139,181	\$167,084	\$194,987	\$11,598	\$13,924	\$16,708	\$66.91	\$80.33
15070	Airport Construction Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
19794	Assistant City Auditor	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
17623	Audit Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
17203	City Accounting Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
12716	Community Affairs Advisor, Senior	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
19656	Cultural Affairs and Outreach Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
19771	Cultural Services Division Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
12643	Engineering Program Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
18250	Fire Administrative Services Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
19805	Housing Solutions Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
16200	Human Resources Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
19654	Human Resources Manager, Comp/ Benefits	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
17086	OEM Deputy Director	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
17839	Parks Development Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
17838	Maintenance and Operations Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
18497	Police Administrative Services Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
19655	Recreation and Administration Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
12825	Transit Systems Manager	2	MGR	6	\$126,528	\$151,894	\$177,261	\$10,544	\$12,658	\$15,189	\$60.83	\$73.03
17259	ADA Title II Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
17325	City Grants Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
18050	Deputy Fire Marshal	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
17144	Fleet Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
18221	Pikes Peak-America's Mountain Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
18013	Planning Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
19773	Procurement Services Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
17105	Real Estate Services Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
17291	Sales Tax Manager	2	MGR	5	\$115,026	\$138,086	\$161,146	\$9,585	\$11,507	\$13,924	\$55.30	\$66.39
17324	Administrative Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$12,658	\$50.27	\$60.35
12085	Clerk of the Court	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$12,658	\$50.27	\$60.35
19772	Community Affairs Advisor	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$12,658	\$50.27	\$60.35

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		#	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
17018	Economic Development Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
17624	HUD Programs Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
17625	Legal Administrator	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
15093	Operations Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
14453	Police Records Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
19350	PPRCN System Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
15022	Public Communications Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
14452	Public Safety Communications Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
12670	Strategic Plan Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
14900	Street Operations Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
13901	Transit Business Operations Administrator	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
12755	Water Quality Program Manager	2	MGR	4	\$104,568	\$125,532	\$146,496	\$8,714	\$10,461	\$50.27	\$60.35
18422	Chief Probation Officer	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
15012	Community Service Officer Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
12609	Crime Analysis Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
15052	Crime Lab Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
15025	Facilities Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
17240	Innovation Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
15013	Neighborhood Services Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
17595	Parking Enterprise Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
16630	Police Evidence Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
18484	Police Logistics Support Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
12766	Public Works Asset Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
15028	Public Relations Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
17820	Recreation Services Manager	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
12770	SIMD Unit Administrator	2	MGR	3	\$95,063	\$114,122	\$133,180	\$7,922	\$9,510	\$45.70	\$54.87
17835	City Forester	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$41.55	\$49.88
17015	Deputy City Clerk	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$41.55	\$49.88
15041	Deputy City Council Administrator	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$41.55	\$49.88
19660	Regional Parks Manager	2	MGR	2	\$86,422	\$103,747	\$121,073	\$7,202	\$8,646	\$41.55	\$49.88
	Reserved for Future Use	2	MGR	1	\$78,565	\$94,316	\$110,066	\$6,547	\$7,860	\$37.77	\$45.34
	Reserved for Future Use	3	SUP	10	\$129,127	\$155,015	\$180,902	\$10,761	\$12,918	\$62.08	\$74.53
12710	IT Supervisor	3	SUP	9	\$118,465	\$142,215	\$165,965	\$9,872	\$11,851	\$56.95	\$68.37
	Reserved for Future Use	3	SUP	8	\$108,684	\$130,473	\$152,262	\$9,057	\$10,873	\$52.25	\$62.73
18006	Planning Supervisor	3	SUP	7	\$99,710	\$119,700	\$139,690	\$8,309	\$9,975	\$47.94	\$57.55
12783	Service Desk Supervisor	3	SUP	7	\$99,710	\$119,700	\$139,690	\$8,309	\$9,975	\$47.94	\$57.55
17518	Audit Supervisor	3	SUP	6	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$52.80

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				Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average
13460	City Accounting Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
19788	City Budget Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
18481	Crime Analysis Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
16029	Engineering Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
14511	Golf Course Superintendent	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
17941	Human Resources Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
12025	Payroll & Pension Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
15303	Procurement Services Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
18104	Public Communications Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
18310	Risk Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
17288	Real Estate Services Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
12130	Sales Tax Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
13910	Transit Services Supervisor	3	SUP	\$91,477	\$109,816	\$128,155	\$7,623	\$9,151	\$43.98	\$43.98	\$52.80
15021	Crime Lab Supervisor	3	SUP	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44
16005	Fleet Services Supervisor	3	SUP	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44
12762	Public Safety Communications Supervisor Lead	3	SUP	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44
15029	Radio Communications Supervisor	3	SUP	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44
12805	Skilled Maintenance Supervisor	3	SUP	\$83,924	\$100,750	\$117,575	\$6,994	\$8,396	\$40.35	\$40.35	\$48.44
12669	Accounts Receivable/ Payable Supervisor	3	SUP	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44
15095	Airport Facilities Supervisor	3	SUP	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44
15099	Airport Operations & Communications Supervisor	3	SUP	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44
12760	Asset Supervisor	3	SUP	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44
18232	Community Medical Supervisor	3	SUP	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44
16620	Police Evidence Supervisor	3	SUP	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44
13061	Street Programs Supervisor	3	SUP	\$76,994	\$92,430	\$107,866	\$6,416	\$7,702	\$37.02	\$37.02	\$44.44
15097	Airport Maintenance Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
17830	City Horticulturist	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
18233	Community Behavioral Health Coordinator	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
15017	Code Enforcement Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
15019	Community Service Officer Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
11013	Municipal Court Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
15302	Office Services Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
17590	Parking Enterprise Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
16622	Police Impound Facility Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
14422	Police Quartermaster Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
12761	Public Safety Communications Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
12738	Records Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
12804	Streets District Supervisor	3	SUP	\$70,637	\$84,798	\$98,960	\$5,886	\$7,067	\$33.96	\$33.96	\$40.77
16600	Police Court Liaison	3	SUP	\$64,805	\$77,797	\$90,789	\$5,400	\$6,483	\$31.16	\$31.16	\$37.40

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

9/9/2025

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly			Hourly		
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
	Reserved for Future Use	3	SUP	1	\$59,454	\$71,374	\$83,293	\$4,955	\$5,948	\$7,137	\$28.58	\$34.31	\$42.04
19787	Assistant City Attorney	4	PRO	14	\$162,730	\$187,689	\$218,970	\$13,561	\$15,641	\$18,721	\$78.24	\$90.24	\$106.80
17630	Attorney, Senior	4	PRO	13	\$143,436	\$172,192	\$200,948	\$11,953	\$14,349	\$17,219	\$68.96	\$82.78	\$100.74
	Reserved for Future Use	4	PRO	12	\$131,593	\$157,974	\$184,356	\$10,966	\$13,165	\$15,797	\$63.27	\$75.95	\$91.14
12711	Cyber Security Analyst, Senior	4	PRO	11	\$120,726	\$144,929	\$169,132	\$10,060	\$12,077	\$14,493	\$58.04	\$69.68	\$84.80
17411	Data Engineer, Senior	4	PRO	11	\$120,726	\$144,929	\$169,132	\$10,060	\$12,077	\$14,493	\$58.04	\$69.68	\$84.80
12726	IT Solutions Engineer, Senior	4	PRO	11	\$120,726	\$144,929	\$169,132	\$10,060	\$12,077	\$14,493	\$58.04	\$69.68	\$84.80
17501	IT Technology Architect, Sr	4	PRO	11	\$120,726	\$144,929	\$169,132	\$10,060	\$12,077	\$14,493	\$58.04	\$69.68	\$84.80
17654	Attorney	4	PRO	10	\$110,760	\$132,965	\$155,170	\$9,230	\$11,080	\$13,297	\$53.25	\$63.93	\$77.91
12781	Engineer, Senior	4	PRO	10	\$110,760	\$132,965	\$155,170	\$9,230	\$11,080	\$13,297	\$53.25	\$63.93	\$77.91
12789	IT Project Manager, Senior	4	PRO	10	\$110,760	\$132,965	\$155,170	\$9,230	\$11,080	\$13,297	\$53.25	\$63.93	\$77.91
17410	Applications Prgm Analyst, Sr	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
19541	Business Project Manager, Sr	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
15030	City Facilities Administrator	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
12719	Cyber Security Analyst II	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17413	Data Engineer II	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
18431	HR Business Partner, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17415	ERP Systems Analyst, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17580	Fire Protection Engineer, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17219	Information Systems Auditor, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
12728	IT Solutions Engineer	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
12714	ITSM Coordinator	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
12720	IT Technology Architect II	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17051	Museum Curator, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17445	Network Administrator, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
18234	Nurse Practitioner	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
19664	Physician Assistant	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
19197	Program Administrator, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17475	Systems Administrator, Senior	4	PRO	9	\$101,614	\$121,986	\$142,357	\$8,468	\$10,165	\$12,357	\$48.85	\$58.65	\$71.60
17258	Accessibility Coordinator, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76
17412	Business Analyst IT, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76
12778	Capital Project Coordinator	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76
17507	Engineer III	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76
12748	Environmental Safety & Health Specialist, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76
12731	Fire Operations Research & Statistics Specialist	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76
12704	IT Project Manager II	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76
12796	OEM Coordinator	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326	\$11,191	\$44.82	\$53.80	\$65.76

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9/9/2025

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band			Annual			Monthly			Hourly	
		#	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average
12746	Safety Specialist, Senior	4	PRO	8	\$93,223	\$111,913	\$130,602	\$7,769	\$9,326		\$53.80	
17202	Accountant, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
12777	Analyst, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
12786	Applications Programmer Analyst II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17607	Associate Attorney	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17418	Auditor, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
18302	Claims Adjuster, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
18105	Community Engagement Specialist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
15102	Construction Project Manager	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
12787	Contracting Specialist, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
12723	Cyber Security Analyst I	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17422	Data Engineer I	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17910	DNA Technical Leader	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
12794	Economic Development Spclst Sr	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17506	Engineer II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
12674	Fire & Life Safety Educator Sr	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
16070	Fire Medical Programs Coordinator	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17092	Fire Protection Engineer II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
18432	Human Resource Business Partner	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17214	Information Systems Auditor II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17893	Landscape Architect, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
12782	Licensed Surveyor, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
18005	Physical Therapist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
18004	Planner, Senior	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
18494	Police Psychologist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
19195	Program Administrator II	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17638	Prosecuting Attorney	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
16062	Public Safety Communications Specialist	4	PRO	7	\$85,526	\$102,672	\$119,818	\$7,127	\$8,556	\$41.12	\$49.36	
17260	Accessibility Coordinator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
17229	Airport Properties Spec, Sr	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
12784	Applications Support Admin, Sr	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
12672	Audio Visual Specialist, Fire	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
16690	Background Investigator, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
19531	Business Project Manager II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
12634	Buyer, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
17900	DNA Analyst	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
16071	Emergency Medical Services Field Specialist	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
17416	ERP Systems Analyst II	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
12673	Fire and Life Safety Educator	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	
14403	Fire Code Inspector, Senior	4	PRO	6	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$45.29	

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9/9/2025

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band		Annual			Monthly			Hourly	
		#	Name	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average
17320	Forensic Chemist, Senior	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
18483	Forensic Interview Coordinator	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17472	GIS Analyst, Senior	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
15642	Homelessness Prevention and Response Coordinator	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
16201	Human Resources Generalist, Sr	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
12705	IT Project Manager I	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17406	IT Technology Architect I	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17891	Landscape Architect II	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
13174	Licensed Surveyor	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
12750	MS4 Permit Coordinator	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17700	Museum Curator II	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17446	Network Administrator II	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
18103	Public Communication Spclst Sr	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
16035	Real Estate Specialist, Senior	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
15027	Radio Field Engineer	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
12764	Safety Specialist II	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17289	Sales Tax Auditor, Senior	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
18421	Recruiter, Senior	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
12701	Systems Administrator II	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
18489	Victim Advocate Coordinator	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17802	Water Conservation Specialist	4	PRO	\$78,464	\$94,195	\$109,925	\$6,539	\$7,850	\$37.72	\$37.72	\$45.29
17201	Accountant II	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17894	Archaeologist	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
18480	Analyst II	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17318	Auditor II	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17399	Business Analyst II	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
18303	Claims Adjuster II	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17892	Construction Project Specialist	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
12633	Contracting Specialist II	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17505	Engineer I	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
12649	Engineering Specialist	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
12857	Environmental Safety & Health Specialist	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17403	ERP Systems Analyst I	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
12819	Executive Assistant to the Mayor's Office	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
16603	Firearms Examiner	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
16064	Fire Protection Engineer I	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17319	Forensic Chemist	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17827	Forester	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
17212	Information System Auditor I	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55
12774	Parks Operations Administrator	4	PRO	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55

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9/9/2025

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band			Annual			Monthly			Hourly		
		#	Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
18003	Planner II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55	\$41.55
18493	Polygraphist II	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55	\$41.55
17643	Public Safety Recruiter	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55	\$41.55
18562	Recreation Therapist	4	PRO	5	\$71,986	\$86,418	\$100,850	\$5,999	\$7,202	\$34.61	\$34.61	\$41.55	\$41.55
17222	Airport Properties Specialist I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17407	Application Support Administrator II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17409	Applications Programmer Analyst I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
16685	Background Investigator	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
19521	Business Project Manager I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
12635	Buyer II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
18482	Civilian Criminal Investigator	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
16854	Economic Development Specialist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
12685	GIS Analyst II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
18429	Human Resources Generalist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
18492	Investigative Specialist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17890	Landscape Architect I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17702	Museum Development Coordinator	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17801	Natural Resource Specialist	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17441	Network Administrator I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
18490	Polygraphist I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
12753	Program Administrator I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
16153	Probation Officer, Senior	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
12757	Public Communication Specialist II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
16032	Real Estate Specialist II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
18426	Recruiter II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
12759	Safety Specialist I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17290	Sales Tax Auditor II	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
12706	Systems Administrator I	4	PRO	4	\$66,042	\$79,282	\$92,522	\$5,503	\$6,607	\$31.75	\$31.75	\$38.12	\$38.12
17200	Accountant I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
15176	Airport Marketing and Advertising Specialist	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
12605	Analyst I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
17421	Application Support Administrator I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
12814	Assistant to the Mayor's Office	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
17218	Auditor I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
12881	Claims Adjuster I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
12632	Contracting Specialist I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
17703	Museum Curator I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
16028	Museum Exhibits Designer	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97
18002	Planner I	4	PRO	3	\$60,589	\$72,735	\$84,882	\$5,049	\$6,061	\$29.13	\$29.13	\$34.97	\$34.97

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

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City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band			Annual			Monthly			Hourly		
		#	Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Maximum
17701	Archivist	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
12636	Buyer I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
15200	GIS Analyst I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
18106	Public Communication Specialist I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
18415	Recruiter I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
16031	Real Estate Specialist I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
14432	Police Training Specialist	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
12885	Sales Tax Auditor I	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
18488	Victim Advocate	4	PRO	2	\$55,585	\$66,728	\$77,872	\$4,632	\$5,561	\$26,72	\$26,72	\$5,561	\$32.08
18257	Criminal Justice Navigator I	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24,52	\$24,52	\$5,102	\$29.43
18260	Crisis Navigator	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24,52	\$24,52	\$5,102	\$29.43
17704	Museum Registrar	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24,52	\$24,52	\$5,102	\$29.43
12095	Pre-Sentence Investigator	4	PRO	1	\$50,995	\$61,219	\$71,436	\$4,250	\$5,102	\$24,52	\$24,52	\$5,102	\$29.43
	Reserved for Future Use	5	PAR	10	\$91,348	\$109,661	\$127,975	\$7,612	\$9,138	\$43,92	\$43,92	\$9,138	\$52.72
	Reserved for Future Use	5	PAR	9	\$83,805	\$100,607	\$117,408	\$6,984	\$8,384	\$40,29	\$40,29	\$8,384	\$48.37
	Reserved for Future Use	5	PAR	8	\$76,886	\$92,300	\$107,714	\$6,407	\$7,692	\$36,96	\$36,96	\$7,692	\$44.37
12111	Latent Fingerprint Examiner	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
17025	Airport Operations Duty Manager	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
16606	Crime Scene Investigator, Sr	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
14400	Fire Code Inspector II	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
13034	Fleet Technician, Senior	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
16013	Inspector III	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
14426	Park Ranger, Senior	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
18263	Registered Nurse Navigator	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
12696	Technical Support Analyst, Sr	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
12756	Utility Locator, Sr	5	PAR	7	\$70,537	\$84,679	\$98,820	\$5,878	\$7,057	\$33,91	\$33,91	\$7,057	\$40.71
18275	Behavioral Health Clinical Navigator II	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
12028	Finance Lead	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
16605	Crime Scene Investigator	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
12803	District Crew Leader	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
16015	Engineering Technician III	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
16001	Fleet Services Coordinator	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
16023	Inspector II	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
15165	License Enforcement Officer, Senior	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
14407	Marshal, Senior	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
15213	Paralegal, Senior	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
18280	Physical Therapy Assistant	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
15084	Planning Technician, Sr	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35
13902	Project Design Specialist	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31,11	\$31,11	\$6,474	\$37.35

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City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band		Annual			Monthly		Hourly		
		#	Band Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
15024	Radio Technician, Sr	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35
16067	Sales Tax Enforcement Officer, Senior	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35
12801	Skilled Maint Technician, Sr	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35
13175	Surveyor Technician III	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35
12758	Video Production Specialist	5	PAR	6	\$64,713	\$77,687	\$90,660	\$5,393	\$6,474	\$31.11	\$37.35
15100	Airport Operations Agent, Sr	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
18265	Behavioral Health Clinical Navigator I	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
15086	Code Enforcement Off, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12722	Community Health Paramedic	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
15068	Electronic Specialist	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
16025	Engineering Technician II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
16652	Evidence Technician, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
11097	Finance Technician, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
14401	Fire Code Inspector I	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12817	Fleet Service Writer	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12681	Fleet Technician II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
17572	HR Technician, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
15161	License Enforcement Officer II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
14405	Marshal	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
18273	Medical Navigator I	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
11063	Legal Secretary, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
14424	Park Ranger II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
15211	Paralegal	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
16053	Probation Officer	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
14450	Public Safety Dispatcher, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12768	Public Safety Dispatcher Trainer	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
17822	Recreation Assistant, Senior	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12809	Skilled Maintenance Technician II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12813	Staff Assistant	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
19657	Streets Operations Program Assistant	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12698	Technical Support Analyst II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
12730	Utility Locator II	5	PAR	5	\$59,370	\$71,273	\$83,175	\$4,948	\$5,939	\$28.54	\$34.27
15103	Airport Customer Relations Coordinator	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
15080	Airport Security Specialist	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
19542	Business Support Specialist Sr	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
15016	Code Enforcement Officer	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
15018	Community Service Officer II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
12188	Courtroom Assistant, Senior	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
16610	Evidence Technician	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
18229	Fire Prevention Compliance Coordinator	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44

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9/9/2025

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

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
14392	Fleet Specialist	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
12112	Fleet Technician I	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
12841	Forestry Technician, Senior	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
14061	Graphics Technician	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
16034	Inspector I	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
15125	Photo Enforcement Technician	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
15083	Planning Technician II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
12107	Police Service Representative Lead	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
12769	Public Safety Dispatcher II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
15023	Radio Technician II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
16522	Recreation Assistant II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
16066	Sales Tax Enforcement Officer II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
14066	Signs Technician II	5	PAR	4	\$54,467	\$65,387	\$76,306	\$4,539	\$5,449	\$26.19	\$31.44
19540	Administrative Assistant, Sr	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
15090	Airport Operations Agent	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
15061	Child Care Lead	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
18315	Claims Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
15011	Community Service Officer I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12088	Courtroom Assistant	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
15311	Digital Imaging Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
14435	Emergency Response Technician II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
13172	Engineering Technician I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12837	Forestry Technician II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
13408	GIS Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12717	Legal Secretary	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
15150	License Enforcement Officer I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12589	Museum Development Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12853	Park Ranger I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12199	Probation Technician, Senior	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12625	Public Communications Technician	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12767	Public Safety Dispatcher I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
14065	Signs Technician I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12808	Skilled Maintenance Technician I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
15060	Surveyor Technician II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12697	Technical Support Analyst I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12727	Utility Locator I	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
12150	Work Order Technician II	5	PAR	3	\$49,970	\$59,988	\$70,006	\$4,164	\$4,999	\$24.02	\$28.84
19532	Business Support Specialist II	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
12012	Code Enforcement Technician	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
12724	Community Health Emergency Medical Technician	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46

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City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band		Annual			Monthly		Hourly		
		#	Name	Zone	Market Average	Zone Maximum	Zone	Market Average	Zone	Market Average	
12765	Emergency Response Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
12835	Forestry Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
13025	Parts/Supply Specialist	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
15082	Planning Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
12103	Police Services Representative	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
12099	Probation Technician	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
15014	Radio Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
16521	Recreation Assistant I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
16065	Sales Tax Enforcement Officer I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
13404	Surveyor Technician I	5	PAR	2	\$45,844	\$55,035	\$64,226	\$3,820	\$4,586	\$22.04	\$26.46
Reserved for Future Use		6	GNL	10	\$63,942	\$76,762	\$89,581	\$5,329	\$6,397	\$30.74	\$36.90
12785	Equipment Operator, Senior	6	GNL	9	\$58,663	\$70,423	\$82,114	\$4,889	\$5,869	\$28.20	\$33.86
12780	License Specialist, Senior	6	GNL	9	\$58,663	\$70,423	\$82,114	\$4,889	\$5,869	\$28.20	\$33.86
14421	Parking Enforcement Officer, Senior	6	GNL	9	\$58,663	\$70,423	\$82,114	\$4,889	\$5,869	\$28.20	\$33.86
13316	Concrete Finisher, Sr	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06
12653	Equipment Operator II	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06
11095	Finance Technician II	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06
12793	Maintenance Technician, Senior	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06
12192	Municipal Court Clerk, Senior	6	GNL	8	\$53,819	\$64,609	\$75,398	\$4,485	\$5,384	\$25.87	\$31.06
12622	Cemetery Technician	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
13315	Concrete Finisher II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
17220	Contracting Technician II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
11093	Finance Technician I	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
12110	Fingerprint Technician	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
17582	HR Technician II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
12798	License Specialist II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
12093	Municipal Court Clerk II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
14427	Parking Enforcement Officer II	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
14064	Parking Meter Technician, Sr	6	GNL	7	\$49,376	\$59,275	\$69,174	\$4,115	\$4,940	\$23.74	\$28.50
19530	Administrative Assistant II	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
13302	Equipment Operator I	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
17952	HR Technician I	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
15073	Inventory Control Technician	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
12729	Maintenance Technician II	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
12092	Municipal Court Clerk I	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
14062	Parking Meter Technician	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
15310	Printing Technician	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14
18274	Recovery Navigator I	6	GNL	6	\$45,299	\$54,381	\$63,462	\$3,775	\$4,532	\$21.78	\$26.14

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

9/9/2025

City of Colorado Springs - 2026 Salary Schedule

Effective December 21, 2025

Job Code	Job Title	Band			Annual			Monthly			Hourly	
		#	Name	Zone #	Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone	Minimum	Market Average
19520	Administrative Assistant I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
19522	Business Support Specialist I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
15039	Child Care Worker	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
11033	Communications Center Dispatcher	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
13314	Concrete Finisher I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
13072	Driver	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12743	License Specialist I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12721	Maintenance Services Worker	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12725	Maintenance Technician I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
12734	Medical Assistant	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
17798	Museum Customer Specialist	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
18255	Navigator Technician	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
16523	Park Guide	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
14420	Parking Enforcement Officer I	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	
14532	Sports Site Technician	6	GNL	5	\$41,559	\$49,891	\$58,223	\$3,463	\$4,158	\$19.98	\$23.99	

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City of Colorado Springs - 2026 Salary Schedule

FIRE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
56 Hours/Week			
19407	Battalion Chief	\$13,044	\$53.75
19406	Fire Captain	\$11,111	\$45.79
19405	Fire Lieutenant	\$10,059	\$41.45
19416	Fire Paramedic 1st	\$9,132	\$37.63
	Fire Paramedic 2nd	\$8,243	\$33.97
	Fire Paramedic 3rd	\$7,419	\$30.57
19404	Fire Driver Engineer 1st	\$8,698	\$35.84
	Fire Driver Engineer 2nd	\$7,608	\$31.35
	Fire Driver Engineer 3rd	\$6,854	\$28.24
19403	Firefighter 1st	\$8,025	\$33.07
	Firefighter 2nd	\$7,280	\$30.00
	Firefighter 3rd	\$6,552	\$27.00
	Firefighter 4th	\$5,897	\$24.30
40 Hours/Week			
19407	Battalion Chief	\$13,044	\$75.25
19406	Fire Captain (Staff)	\$11,111	\$64.10
19405	Fire Lieutenant (Staff)	\$10,059	\$58.04
19409	Fire Trainee	\$5,325	\$30.72

POLICE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
40 Hours/Week			
19308	Police Commander	\$13,691	\$78.99
19307	Police Lieutenant	\$12,212	\$70.45
19306	Police Sergeant	\$10,366	\$59.81
19304	Police Officer 1st	\$8,533	\$49.23
	Police Officer 2nd	\$7,444	\$42.95
	Police Officer 3rd	\$6,755	\$38.97
	Police Officer 4th	\$6,129	\$35.36
19300	Police Recruit	\$5,525	\$31.87

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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	\$14.81	\$27.03
50700	PT Administrative Support	SNL	Seasonal	6	\$14.81	\$27.03
50605	PT Prkg Enforcement Ofcr	SNL	Seasonal	5	\$14.81	\$23.94
50602	PT Park Ranger	SNL	Seasonal	5	\$14.81	\$23.94
50603	PT Recreation & Camp Support	SNL	Seasonal	5	\$14.81	\$23.94
50609	PT Aquatics Support	SNL	Seasonal	4	\$14.81	\$23.94
70300	PT Municipal Court Referee	PRT	Hourly	8	\$15.00	\$38.00
51600	PT Maintenance Support	SNL	Seasonal	4	\$14.81	\$23.94
51400	PT Wildfire Mitigation and Forestry	SNL	Seasonal	4	\$14.81	\$23.94
50610	PT Bus Driver	SNL	Seasonal	3	\$14.81	\$23.94
50604	PT Guide or Interpreter	SNL	Seasonal	3	\$14.81	\$23.94
50400	PT Park Patrol	SNL	Seasonal	3	\$14.81	\$23.94
51000	PT Internship	SNL	Seasonal	3	\$14.81	\$23.94
51500	PT Cemetery Support	SNL	Seasonal	2	\$14.81	\$23.94
50606	PT Park Support	SNL	Seasonal	2	\$14.81	\$23.94
50607	PT Sport Site Supervisor	SNL	Seasonal	2	\$14.81	\$23.94
51300	Election Judge	SNL	Seasonal	1	\$14.81	\$23.94
51200	Election Worker	SNL	Seasonal	1	\$14.81	\$23.94
50608	PT Sports Staff	SNL	Seasonal	1	\$14.81	\$23.94