

Employee Compensation Overview

Providing City services is inherently labor-intensive, with nearly three-quarters of General Fund expenditures tied directly to employees. Because the quality of services we deliver is only as strong as the people who provide them, it is critical that the City offer competitive wages and benefits to attract and retain highly skilled, motivated staff. Like many of our peer cities, we have conducted a compensation study to help guide this effort. Compensation adjustments resulting from this study were completed in 2025 and continue to be reflected in the 2026 pay plan.

The City's Pay Plan is based primarily on open range, individualized salary bands. Open ranges exist for all employees except sworn Public Safety positions and designated electric line positions in Longmont Power & Communications. Open ranges allow for employees to move through the range based on market position and job performance. Step pay systems are only for Public Safety and the noted LPC positions because the step system is the prevailing method for establishing pay for these jobs throughout the region to which we compare. Step employees typically receive annual pay increases when market adjustments are made to the steps.

In 2025, the city continued to align with the recommendations of the Mercer compensation study as noted above. For the 2026 pay plan, all positions were updated. Positions not benchmarked through custom internal surveys were instead benchmarked against external market surveys. The surveys utilized included: Mercer Benchmark Database (General Industry & High-Tech Industry), Mercer IHN Healthcare Survey, Willis Towers Watson (General Industry & High-Tech), and Pay Factors Peer and Market data. Positions were aligned to the market 50th percentile, maintaining consistency with the City's compensation philosophy. For surveys that relied on national data, a 10% geographic adjustment was applied to account for cost-of-labor differentials.

The City's Financial Policy on compensation states: *"The City will strive to establish prevailing market ranges of pay for City positions."* A key guideline within this policy is that the City's financial capacity to pay remains a primary consideration. Thanks to the significant progress made over the past two years, most City positions are now aligned with market levels. Any positions that fall below the 2026 market will be adjusted upward to meet the market.

Since 2015, the City has consistently maintained a goal of benchmarking positions at 102% of market range. This goal was based on our high expectations and accountability levels for our employees. As an organization we continue to ask our employees to do more with less. Our staffing is similar to that of similar-sized cities, but as a full-service city, Longmont employees are spread across more service departments. As our expectations are higher than normal or average, our employees should be compensated for meeting those expectations at an amount higher than midpoint or average. This proposed 2026 budget has pay budgeted at 101% of market. We are still targeting 102% of market, however we will not reach that in 2026.

In order to align actual salaries with the City's compensation philosophy to strive to pay employees meeting or exceeding expectations at 100% of market-level pay this proposed 2025 budget includes all non-collectively bargained open range salaries budgeted at 101% and allows for performance-based movement within the open range for open range employees who are below the 2026 position pay range midpoint. Performance-based movement through the range will be reviewed and is allowed, as long as the movement does not take the employee's salary beyond 101% of the 2026 position midpoint.

This proposed 2026 budget also includes funding of a maximum of 1.5% of pay in each department budget to allow for employees who meet certain criteria in delivering extraordinary performance to be compensated between 101% and 110% of the range midpoint. This is a component of our compensation program that is designed to both reward exceptional performance and provide an opportunity for employees to be compensated beyond the range midpoint.

Employee Compensation Overview Cont'd

In 2024, two-year contracts for both the Police and the Fire collective bargaining units were negotiated and approved for 2025 and 2026. This proposed 2026 budget includes the increases that were negotiated in those contracts.

The 2026 budget includes \$274,611 to continue the bilingual pay compensation program. This program recognizes regular, temporary, and part time non-benefitted employees who can provide translation and interpretation services in Spanish and American Sign Language, which enhances our capacity to deliver services to our diverse customers.

Annual Compensation Review Process

In a typical year, the annual compensation review process is conducted as part of an effort to maintain a comprehensive compensation program. The survey process begins with the collection of data from a defined labor market, which may vary among positions.

In order to maintain the quality of the data we use, we look at the following criteria in any salary survey that we consider using:

- Adequate job descriptions
- Well defined methodology
- Consistent participants
- Effective date of data collection
- Reliable and known provider
- Participants within our defined labor markets
- Necessary data such as range minimums and maximums as well as clearly defined actual average salaries
- Commitment to confidentiality for private employers

The following salary surveys meet the above criteria and were used:

- Mercer General Industry Survey
- Mercer High Tech Survey
- Willis Towers Watson General Industry Survey
- Pay Factors Market
- Pay Factors Peer
- Colorado Municipal League Compensation Survey System
- American Public Power Association (APPA) Survey of Management Salaries in Publicly Owned Municipal Distribution Electric Utilities
- Western Management Group
- O*Net, Occupational Information Network, developed under the sponsorship of the US Department of Labor/Employment and Training Administration (USDOL/ETA)

In 2016, the City added access to the CareerBuilder salary database. This database provides salary information from various survey data throughout the country, and includes the Bureau of Labor Statistics, market job postings, and aggregate data from large national sources such as ESML.

We continue to work with Pay Factors, Mercer, & Willis Towers Watson to expand the benchmark jobs and refine current job descriptions in order to have as many City positions included in survey data as possible.

Participating Employers

For the City's primarily municipal positions, the labor market is defined as employers in the Denver metropolitan area (Adams, Arapahoe, Denver, Douglas, and Jefferson Counties), and Northern Colorado (Boulder, Larimer and Weld Counties). The defined employers above are contributing their data to the Pay Factors surveys. Benchmarks are pulled from Pay Factors surveys and may contain additional reporting sources. For some positions that have received a new benchmark, they are benchmarking to a mix of public and private employers. Identifying the appropriate labor market is essential for successful recruiting processes.

The surveys listed above represent a combination of data from various geographical areas covering a wide variety of industries including: public and private utility companies, rural electric associations, parks and recreation districts, fire districts, library districts, manufacturing and non-manufacturing organizations, various governmental entities, and corporations.

Survey Benchmarks

In general, benchmark positions:

- Are well-known, commonly understood occupations.
- Can be described for survey purposes in a concise manner that accurately identifies the nature of the work and the level of its difficulty and responsibility.
- Exist in reasonably substantial numbers in the work forces of other employers.

Benchmarks do not exist for every position within the pay plan, particularly those positions that are uncommon, unique to the organization, or for which adequate data is not published in the survey. Positions without a match were individually benchmarked using industry specific surveys.

Although not obtainable for every City position, benchmarks are available for several positions within each job family of the pay plan and for both open range and step positions. Additionally, surveys are assessed annually in an effort to establish additional benchmarks as new positions are added.

To address those positions in the pay plan that are not matched to a survey benchmark or for which adequate market data is unavailable, the Human Resource Services Department utilizes a team evaluation process completed by the Chief HR Officer, the HR Business Partner, the Compensation and Benefit Manager and the Compensation and Benefit Specialist. This process begins with a review and update of the job description with input from management/supervisory staff, after which the HR team compares job descriptions to assess and rank positions using established criteria. The criteria take into consideration the following: Scope of Position, Complexity of Job Tasks, Education, Certifications, Experience, Decision Making, Level of Difficulty and Impact on Budget and City Services.

Evaluation of Salary Survey Data

In 2025 for the 2026 Pay Plan, the annual evaluation of the survey data included:

- Ensuring that each position match is a “valid” match using an industry standard determined as a 70% match. This means that at least 70% of the position incumbent’s time is spent on the described function reported in the survey. This may require follow up with individual organizations to ensure good matches.
- Reviewing projected pay range movements and projected salary increases by others in the appropriate market.
- Survey data for market pay ranges is used as a guide for preparing and maintaining the City’s position midpoints close to market level for similar positions.
- Survey data for actual salaries is obtained and utilized in making recommendations for step pay adjustments and base pay increases.

2026 Recommendations

Pay Range Movements and Salary Adjustments

Minimum Wage Increases: In accordance with the Colorado Constitution, the minimum wage is adjusted annually for inflation as measured by the Consumer Price Index (CPI) used for Colorado. The inflation adjustment is based on the Consumer Price Index for All Urban Consumers (CPI-U) All Items, for the Denver-Boulder-Greeley combined metropolitan statistical area as published by the United States Bureau of Labor Statistics. The 2025 minimum wage has been set at \$14.81/hr.

Living Wage Adjustment: In 2001, the City established a guideline to pay all regular employees at least the Boulder County Living Wage for single wage earners. As recommended by the League of Women Voters, the Living Wage for 2025 will be set at \$26.18/hr. with Council approval.

CITYWIDE JOB FAMILY PAY GRADES

ADMINISTRATIVE JOB FAMILY

Salary #	Title	2026 Min	2026 Mid	2026 Max
A003	Accounting Assistant	\$4,372	\$4,858	\$5,344
A013	Accounting Technician	\$4,708	\$5,231	\$5,754
A035	Accounting Technician, LHA	\$4,708	\$5,231	\$5,754
A022	Administrative Analyst	\$5,820	\$6,467	\$7,114
A008	Administrative Assistant	\$4,635	\$5,150	\$5,665
A037	Administrative Coordinator	\$5,955	\$6,617	\$7,279
A024	Administrative Supervisor	\$6,495	\$7,217	\$7,939
A039	AIPP Program Assistant	\$4,635	\$5,150	\$5,665
A014	Cashier	\$4,084	\$4,538	\$4,992
A009	Customer Service Representative	\$4,388	\$4,875	\$5,363
A011	Executive Assistant	\$5,955	\$6,617	\$7,279
A033	Fleet Administrative Assistant	\$4,635	\$5,150	\$5,665
A023	Head Cashier	\$4,635	\$5,150	\$5,665
A019	Human Resources Administrator	\$5,625	\$6,250	\$6,875
A038	Human Resources Coordinator	\$5,220	\$5,800	\$6,380
A015	Library Assistant	\$4,084	\$4,538	\$4,992
A004	Library Technician	\$4,515	\$5,017	\$5,519
A027	Nextlight Customer Service Representative	\$4,388	\$4,875	\$5,363
A036	Nextlight Load Analyst	\$5,820	\$6,467	\$7,114
A034	Nextlight Sr Customer Service Representative	\$4,826	\$5,363	\$5,899
A002	Office Assistant	\$4,084	\$4,538	\$4,992
A031	Parking Enforcement Officer	\$4,372	\$4,858	\$5,344
A007	Payroll Administrator	\$5,445	\$6,050	\$6,655
A041	PMO Administrative Analyst	\$5,820	\$6,467	\$7,114
A043	PS Project Coordinator	\$6,402	\$7,114	\$7,825
A018	Public Information Assistant	\$4,084	\$4,538	\$4,992
A020	Purchasing Technician	\$5,145	\$5,717	\$6,289
A042	Risk Analyst	\$5,820	\$6,467	\$7,114
A005	Sales Tax Technician	\$4,708	\$5,231	\$5,754
A012	Sr. Customer Service Representative	\$4,826	\$5,363	\$5,899
A006	Sr. Library Technician	\$5,193	\$5,770	\$6,347
A021	Transportation Engineering Assistant	\$5,820	\$6,467	\$7,114
A026	Treasury Supervisor	\$7,103	\$7,892	\$8,681
A045	UB CCSR - Mail	\$4,388	\$4,875	\$5,363
A032	Utility Billing Customer Service Supervisor	\$6,495	\$7,217	\$7,939
A040	Water Meter Coordinator	\$5,820	\$6,467	\$7,114

LABOR JOB FAMILY

Salary #	Title	2026 Min	2026 Mid	2026 Max
L054	Arborist Technician I	\$4,182	\$4,646	\$5,111
L055	Arborist Technician II	\$5,227	\$5,808	\$6,389
L084	Building Supervisor	\$4,084	\$4,538	\$4,992
L096	Campus Security Attendant	\$4,084	\$4,538	\$4,992
L075	Campus Supervisor, NE	\$5,235	\$5,817	\$6,399
L033	Chief Plant Operator	\$7,418	\$8,242	\$9,066
L049	City Forester	\$8,318	\$9,242	\$10,166
L093	Custodial Manager	\$5,573	\$6,192	\$6,811
L064	Custodian	\$4,084	\$4,538	\$4,992
Proposed	Distribution Collection Backflow Technician	\$6,276	\$6,973	\$7,670
L005	Electrician	\$6,721	\$7,468	\$8,214
L086	Electrician II	\$7,305	\$8,117	\$8,929
L011	Equipment Technician I	\$5,251	\$5,835	\$6,418
L007	Equipment Technician II	\$5,835	\$6,483	\$7,131
L031	EVT Technician	\$7,920	\$8,800	\$9,680
L076	Facilities Maintenance Supervisor	\$7,470	\$8,300	\$9,130
L032	Facilities Maintenance Technician I	\$5,083	\$5,648	\$6,212
L046	Facilities Maintenance Technician II	\$5,648	\$6,275	\$6,903
L013	Fleet Operations Supervisor	\$8,712	\$9,680	\$10,648
L073	Fleet Parts Buyer	\$5,445	\$6,050	\$6,655
L009	Fleet Service Coordinator	\$6,577	\$7,308	\$8,039
L099	Fleet Service Coordinator Assistant	\$5,262	\$5,846	\$6,431
L069	Fleet Warehouse Worker	\$4,084	\$4,538	\$4,992
L102	Fleet Waste Services Technician I	\$6,126	\$6,807	\$7,488
L103	Fleet Waste Services Technician II	\$6,804	\$7,560	\$8,316
L104	Fleet Waste Services Technician III	\$7,560	\$8,400	\$9,240
L016	Golf Course Equipment Mechanic	\$5,145	\$5,717	\$6,289
L020	Golf Course Supervisor	\$7,935	\$8,817	\$9,699
L066	Graffiti Removal Specialist	\$4,730	\$5,256	\$5,781
L053	Grounds Maintenance Technician I	\$4,084	\$4,538	\$4,992
L048	Grounds Maintenance Technician II	\$4,730	\$5,256	\$5,781
L030	Instrumentation Technician I	\$6,707	\$7,452	\$8,197
L092	Instrumentation Technician II	\$7,290	\$8,100	\$8,910
L081	Lead Custodian	\$5,016	\$5,573	\$6,130
L039	Lead Master Equipment Technician	\$7,920	\$8,800	\$9,680
L018	Maintenance Supervisor	\$8,085	\$8,983	\$9,881
L026	Master ASE Equipment Technician I	\$6,480	\$7,200	\$7,920
L038	Master ASE Equipment Technician II	\$7,200	\$8,000	\$8,800
L034	Natural Resources Technician	\$5,014	\$5,571	\$6,128
L098	Natural Resources Technician II	\$5,365	\$5,961	\$6,557

LABOR JOB FAMILY

Salary #	Title	2026 Min	2026 Mid	2026 Max
L100	Natural Resources Technician III	\$5,740	\$6,378	\$7,016
L094	Nextlight Bury/Utility Technician	\$4,950	\$5,500	\$6,050
L040	Nextlight Fiber Optic Tech	\$6,857	\$7,619	\$8,381
L041	Nextlight Installation Technician	\$5,963	\$6,625	\$7,288
L082	Nextlight Lead Installation Technician	\$7,147	\$7,941	\$8,735
L042	Nextlight Service Technician	\$6,825	\$7,583	\$8,341
L023	Operations & Maintenance Technician I	\$5,847	\$6,496	\$7,146
L024	Operations & Maintenance Technician II	\$6,355	\$7,061	\$7,767
L087	Operations & Maintenance Technician III	\$6,908	\$7,675	\$8,443
L044	Operations Support Specialist	\$6,158	\$6,842	\$7,526
L080	Parks Open Space Ranger I	\$4,730	\$5,256	\$5,781
L056	Parks Open Space Ranger II	\$5,532	\$6,147	\$6,762
L021	Parks Supervisor	\$7,389	\$8,210	\$9,031
L014	Pool Technician	\$5,421	\$6,023	\$6,625
L029	Public Works Technician I	\$4,945	\$5,495	\$6,044
L045	Public Works Technician II	\$5,375	\$5,973	\$6,570
L088	Public Works Technician III	\$5,843	\$6,492	\$7,141
L017	Sr. Arborist Technician	\$5,907	\$6,563	\$7,219
L051	Sr. Grounds Maintenance Technician	\$5,565	\$6,183	\$6,801
L097	Sr. Natural Resources Analyst	\$6,270	\$6,967	\$7,663
L077	Sr. Natural Resources Technician	\$6,142	\$6,825	\$7,507
L062	Sr. Parks/Open Space Ranger	\$6,454	\$7,171	\$7,888
L006	Sr. Traffic Signal Technician	\$6,180	\$6,866	\$7,553
L059	Sr. Watershed Ranger	\$6,454	\$7,171	\$7,888
L037	System Operations Supervisor	\$8,085	\$8,983	\$9,881
L012	Traffic Signal Technician I	\$5,078	\$5,642	\$6,206
L008	Traffic Signal Technician II	\$5,618	\$6,242	\$6,866
L105	Traffic Signal Technician Supervisor	\$7,177	\$7,974	\$8,771
L025	Treatment Operations Supervisor	\$8,085	\$8,983	\$9,881
L074	Utility & Streets Maintenance Supervisor	\$7,837	\$8,708	\$9,579
L078	Utility Parts Buyer/Inventory Control Tech	\$5,445	\$6,050	\$6,655
L060	Utility Worker	\$3,773	\$4,192	\$4,611
L101	Warehouse Manager	\$7,237	\$8,041	\$8,845
L058	Warehouse Worker I	\$4,271	\$4,746	\$5,220
L072	Warehouse Worker II	\$5,025	\$5,583	\$6,141
L035	Waste Services Supervisor	\$7,757	\$8,619	\$9,481
L089	Waste Services Technician I	\$5,160	\$5,734	\$6,307
L090	Waste Services Technician II	\$5,609	\$6,232	\$6,856
L065	Watershed Ranger I	\$4,730	\$5,256	\$5,781
L079	Watershed Ranger II	\$5,532	\$6,147	\$6,762

LABOR JOB FAMILY

Salary #	Title	2026 Min	2026 Mid	2026 Max
L095	Watershed Forestry Technician	\$5,014	\$5,571	\$6,128
L027	Water Utility Technician I	\$5,552	\$6,169	\$6,785
L028	Water Utility Technician II	\$6,034	\$6,705	\$7,375
L091	Water Utility Technician III	\$6,559	\$7,288	\$8,017

MANAGEMENT JOB FAMILY

Salary #	Title	2026 Min	2026 Mid	2026 Max
M057	Accounting Manager	\$10,703	\$11,892	\$13,081
M080	AMI Project Manager	\$11,167	\$12,408	\$13,649
M054	Assistant Chief Building Official	\$8,352	\$9,280	\$10,208
M049	Assistant City Manager	\$19,065	\$21,184	\$23,302
M109	Assistant City Manager - Utilities & Public Works	\$19,065	\$21,184	\$23,302
M107	Assistant Communication & Engagement Director	\$9,834	\$10,926	\$12,019
M115	Assistant Director of Water & Waste	\$15,078	\$16,753	\$18,428
M047	Assistant Fire Chief	\$13,479	\$14,977	\$16,475
M108	Assistant Fire Chief - Fire Marshal	\$13,479	\$14,977	\$16,475
M048	Assistant Fire Chief, Non Shift	\$13,479	\$14,977	\$16,475
M094	Assistant Police Chief	\$14,492	\$16,102	\$17,712
M119	Battalion Chief	\$13,479	\$14,977	\$16,475
M016	Budget Manager	\$11,505	\$12,783	\$14,061
M008	Chief Building Official	\$10,440	\$11,600	\$12,760
M005	Chief Financial Officer	\$17,332	\$19,258	\$21,184
M046	Chief Human Resources Officer	\$15,120	\$16,800	\$18,480
M051	Chief of Collaborative Services	\$15,891	\$17,657	\$19,423
M061	Chief of Public Safety	\$19,423	\$21,581	\$23,739
M087	Chief Strategic Integration Officer	\$16,206	\$18,006	\$19,807
M035	City Clerk	\$10,860	\$12,067	\$13,274
M033	Communications Center Manager	\$10,058	\$11,176	\$12,294
M103	Communications Director	\$11,622	\$12,913	\$14,204
M055	Community & Neighborhood Resources Director	\$9,682	\$10,758	\$11,834
M126	Community Enhancement and Compliance Manager	\$10,322	\$11,469	\$12,616
M024	CYF Manager	\$8,528	\$9,475	\$10,423
M097	Data & Analytics Manager	\$9,936	\$11,040	\$12,144
M013	Deputy City Attorney	\$14,457	\$16,063	\$17,669
M121	Deputy Fire Chief	\$14,490	\$16,100	\$17,710
M077	Director of Business Enablement	\$12,455	\$13,839	\$15,222
M009	Director of Electric Engineering	\$14,656	\$16,284	\$17,913
M073	Director of Electric Services	\$17,194	\$19,104	\$21,014
M064	Director of Electric Strategies & Solutions	\$13,080	\$14,533	\$15,986
M100	Director of Emergency Management	\$9,210	\$10,233	\$11,256
M041	Director of Engineering Services	\$15,930	\$17,700	\$19,470
M102	Director of Human Services	\$11,640	\$12,933	\$14,226
M125	Director of Parks, Recreation, and Open Space	\$13,162	\$14,624	\$16,087
M082	Director of Power Delivery & Operations	\$15,881	\$17,646	\$19,410
M086	Director of Project Deployment	\$15,527	\$17,252	\$18,977
M040	Director of Water and Waste	\$16,585	\$18,428	\$20,271
M123	El&C Manager	\$12,773	\$14,192	\$15,611
M027	Electric Operations Manager	\$11,742	\$13,047	\$14,352
M122	Energy Infrastructure Planning Manager	\$12,322	\$13,691	\$15,060

MANAGEMENT JOB FAMILY

Salary #	Title	2026 Min	2026 Mid	2026 Max
M089	Energy Portfolio Development Manager	\$11,408	\$12,675	\$13,943
M113	Energy Program Integration Manager	\$10,706	\$11,896	\$13,086
M104	Engineering & Operations Administrator	\$14,026	\$15,584	\$17,143
M045	Engineering Administrator	\$13,358	\$14,842	\$16,326
M043	Environmental Affairs Manager	\$12,095	\$13,439	\$14,783
M071	ETS Director	\$15,270	\$16,967	\$18,664
M074	Executive Director of Nextlight	\$16,710	\$18,567	\$20,424
M075	Facilities Manager	\$10,387	\$11,541	\$12,695
M063	Facilities Operations & CIP Manager	\$8,456	\$9,396	\$10,336
M096	Fire Chief	\$17,657	\$19,619	\$21,581
M019	Fleet Manager	\$10,402	\$11,558	\$12,714
M091	Geospatial Data & Analysis Manager	\$9,936	\$11,040	\$12,144
M118	Grid Management Systems Engineering Supervisor	\$12,773	\$14,192	\$15,611
M090	Housing and Community Investment Division Director	\$13,710	\$15,233	\$16,756
M067	Human Resources Assistant Director	\$10,740	\$11,933	\$13,126
M116	LHA Assistant Director	\$9,578	\$10,642	\$11,706
M011	Library Director	\$11,408	\$12,675	\$13,943
M114	LPC Safety & Training Manager	\$10,675	\$11,861	\$13,047
M022	Museum Director	\$9,945	\$11,050	\$12,155
M076	Nextlight Fiber Network Director	\$13,073	\$14,525	\$15,978
M052	Nextlight Network Operations Manager	\$12,173	\$13,525	\$14,878
M112	Parks and Trails Design and Construction Manager	\$10,387	\$11,541	\$12,695
M065	Parks Superintendent	\$9,592	\$10,658	\$11,724
M081	Planning and Development Services Director	\$14,108	\$15,675	\$17,243
M066	Planning Manager	\$10,537	\$11,708	\$12,879
M095	Police Chief	\$17,657	\$19,619	\$21,581
M014	Police Commander	\$13,437	\$14,930	\$16,423
M060	Public Safety Technical Services Manager	\$12,210	\$13,566	\$14,923
M020	Purchasing & Contracts Manager	\$10,140	\$11,267	\$12,394
M021	Recreation & Golf Manager	\$10,299	\$11,443	\$12,587
M111	Recreation & Golf Superintendent	\$9,269	\$10,299	\$11,329
M127	Redevelopment Revitalization Director	\$10,654	\$11,838	\$13,022
M031	Redevelopment Revitalization Manager	\$9,990	\$11,100	\$12,210
M029	Risk Manager	\$12,083	\$13,425	\$14,768
M124	Senior Director of Community Enrichment	\$15,485	\$17,205	\$18,926
M023	Seniors Services Manager	\$8,528	\$9,475	\$10,423
M069	Technical Services Manager	\$12,765	\$14,183	\$15,601
M039	Traffic Engineering Administrator	\$13,358	\$14,842	\$16,326
M070	Transportation Planning Manager	\$10,537	\$11,708	\$12,879
M084	Transportation System Maintenance Manager	\$10,080	\$11,200	\$12,320
M036	Treatment Operations Manager	\$12,375	\$13,750	\$15,125

MANAGEMENT JOB FAMILY

Salary #	Title	2026 Min	2026 Mid	2026 Max
M018	Utility Operations & Maintenance Manager	\$10,836	\$12,040	\$13,244
M110	Utility Rate & Analysis Manager	\$10,446	\$11,607	\$12,768
M068	Waste Services Manager	\$10,343	\$11,492	\$12,641
M025	Water Resources Manager	\$10,545	\$11,717	\$12,889

PROFESSIONAL/TECHNICAL JOB FAMLY

Salary #	Title	2026 Min	2026 Mid	2026 Max
P189	Accountant	\$ 6,278	\$ 6,975	\$ 7,673
P295	Accountant - LHA	\$ 6,278	\$ 6,975	\$ 7,673
P130	Accounting Supervisor	\$ 8,978	\$ 9,975	\$ 10,973
P296	Accounting Supervisor - LHA	\$ 8,978	\$ 9,975	\$ 10,973
P106	Accounting/Budget Analyst	\$ 7,257	\$ 8,063	\$ 8,869
P396	Accreditation and Training Program Manager	\$ 6,015	\$ 6,683	\$ 7,351
P078	Affordable Housing Program Specialist	\$ 7,240	\$ 8,044	\$ 8,848
P385	Agriculture Research Specialist	\$ 7,163	\$ 7,959	\$ 8,754
P269	Air Quality/Oil & Gas Manager	\$ 10,995	\$ 12,217	\$ 13,439
P076	Airport Manager	\$ 10,132	\$ 11,258	\$ 12,384
P208	Application Support Analyst	\$ 8,062	\$ 8,958	\$ 9,854
P353	Aquatics Facility Lead	\$ 4,118	\$ 4,575	\$ 5,033
P202	Art In Public Places Administrator	\$ 5,677	\$ 6,308	\$ 6,939
P008	Assistant City Attorney I	\$ 8,269	\$ 9,188	\$ 10,107
P014	Assistant City Attorney II	\$ 10,533	\$ 11,703	\$ 12,873
P383	Assistant City Clerk	\$ 6,551	\$ 7,279	\$ 8,007
P020	Assistant Fire Marshal	\$ 9,436	\$ 10,484	\$ 11,532
P025	Associate Electrical Engineer	\$ 8,768	\$ 9,743	\$ 10,717
P021	Associate Planner	\$ 5,763	\$ 6,403	\$ 7,043
P151	Auditorium and Event Manager	\$ 6,172	\$ 6,858	\$ 7,544
	Backflow Prevention & Cross Connection Control			
P351	Coordinator	\$ 7,995	\$ 8,883	\$ 9,771
P152	Billing Specialist	\$ 5,775	\$ 6,417	\$ 7,059
P193	Budget Analyst	\$ 7,242	\$ 8,047	\$ 8,852
P036	Building Inspection Supervisor	\$ 7,905	\$ 8,783	\$ 9,661
P123	Building Inspector	\$ 6,165	\$ 6,850	\$ 7,535
P215	Building Permit Technician II	\$ 5,193	\$ 5,770	\$ 6,347
P080	Building Permit Technician	\$ 4,515	\$ 5,017	\$ 5,519
P100	Business Analyst	\$ 6,923	\$ 7,692	\$ 8,461
P289	Business Process Improvement Coordinator	\$ 8,385	\$ 9,317	\$ 10,248
P332	Business Sustainability Coordinator	\$ 7,596	\$ 8,440	\$ 9,284
P194	Buyer I	\$ 5,368	\$ 5,964	\$ 6,561
P168	Buyer II	\$ 6,315	\$ 7,017	\$ 7,719
P178	Callahan House Manager	\$ 5,895	\$ 6,550	\$ 7,205
P034	Chief Probation Officer	\$ 7,598	\$ 8,442	\$ 9,286
P087	Circulation Desk Manager	\$ 5,700	\$ 6,333	\$ 6,966
P380	CIS Implementation Functional Lead	\$ 7,905	\$ 8,783	\$ 9,661
P285	Citywide Branding & Digital Comm Specialist	\$ 7,072	\$ 7,858	\$ 8,644
P056	Civil Engineer I	\$ 7,740	\$ 8,600	\$ 9,460
P057	Civil Engineer II	\$ 9,896	\$ 10,995	\$ 12,095

PROFESSIONAL/TECHNICAL JOB FAMLY

Salary #	Title	2026 Min	2026 Mid	2026 Max
P173	Code Enforcement Inspector	\$ 5,137	\$ 5,708	\$ 6,279
P082	Code Enforcement Manager	\$ 7,590	\$ 8,433	\$ 9,276
P218	Communications & Marketing Specialist	\$ 6,258	\$ 6,953	\$ 7,648
P372	Community Engagement Specialist	\$ 6,494	\$ 7,216	\$ 7,938
P029	Community Relations Program Coordinator	\$ 7,144	\$ 7,938	\$ 8,731
P192	Community Relations Specialist	\$ 6,494	\$ 7,216	\$ 7,938
P309	Compensation and Benefit Manager	\$ 11,032	\$ 12,258	\$ 13,484
P264	Compensation and Benefit Specialist	\$ 8,826	\$ 9,806	\$ 10,787
P039	Construction Inspection Supervisor	\$ 9,896	\$ 10,995	\$ 12,095
P015	Construction Inspector	\$ 6,165	\$ 6,850	\$ 7,535
P346	Contract Specialist	\$ 8,408	\$ 9,342	\$ 10,276
P108	Court Administrator	\$ 9,059	\$ 10,066	\$ 11,073
P306	Customer Service and Administration Manager	\$ 8,010	\$ 8,900	\$ 9,790
P363	CYF Clinician I	\$ 4,956	\$ 5,506	\$ 6,057
P048	CYF Clinician II	\$ 6,195	\$ 6,883	\$ 7,571
P055	CYF Community Coordinator	\$ 7,144	\$ 7,938	\$ 8,731
P196	CYF Program Leader	\$ 5,227	\$ 5,808	\$ 6,389
P190	CYF Program Specialist	\$ 5,707	\$ 6,341	\$ 6,975
P312	Data and Innovation Analyst	\$ 8,618	\$ 9,575	\$ 10,533
P125	Database Administrator	\$ 8,393	\$ 9,325	\$ 10,258
P313	Development Project Administrator	\$ 9,483	\$ 10,537	\$ 11,591
P120	Device Specialist	\$ 5,775	\$ 6,417	\$ 7,059
P257	Digital Media Records/Evidence Tech	\$ 5,378	\$ 5,975	\$ 6,573
P347	Digital Navigation Manager	\$ 8,588	\$ 9,542	\$ 10,496
P340	Digital Operations Manager	\$ 10,672	\$ 11,858	\$ 13,044
P358	Ecosystem Manager	\$ 9,270	\$ 10,300	\$ 11,330
P017	Electric Distribution Field Engineer I	\$ 7,524	\$ 8,360	\$ 9,196
P013	Electric Distribution Field Engineer II	\$ 8,465	\$ 9,405	\$ 10,346
P083	Electric Distribution Field Engineer Trainee	\$ 6,584	\$ 7,315	\$ 8,047
P026	Electrical Engineer	\$ 9,743	\$ 10,825	\$ 11,908
P381	Electric Field Engineering Supervisor	\$ 10,346	\$ 11,495	\$ 12,645
P059	Electrical Inspector	\$ 6,878	\$ 7,642	\$ 8,406
P240	Emergency Management Coordinator	\$ 7,733	\$ 8,592	\$ 9,451
P322	Energy Efficiency & Educational Specialist	\$ 7,725	\$ 8,583	\$ 9,441
P360	Energy Program Integrator	\$ 9,636	\$ 10,706	\$ 11,777
P090	Energy Services Program Coordinator	\$ 5,794	\$ 6,437	\$ 7,081
P089	Energy Services Specialist	\$ 7,725	\$ 8,583	\$ 9,441
P395	Energy Technologies Engineer	\$ 7,665	\$ 8,517	\$ 9,369
P084	Engineering & Surveying Technician Supervisor	\$ 9,600	\$ 10,667	\$ 11,734
P016	Engineering Technician	\$ 6,192	\$ 6,880	\$ 7,568

PROFESSIONAL/TECHNICAL JOB FAMLY

Salary #	Title	2026 Min	2026 Mid	2026 Max
P392	Environmental Education Coordinator	\$ 5,227	\$ 5,808	\$ 6,389
P132	Environmental Regulatory Specialist	\$ 6,548	\$ 7,275	\$ 8,003
P335	Environmental Sustainability Planner	\$ 6,780	\$ 7,533	\$ 8,286
P303	Equity and Engagement Specialist	\$ 6,494	\$ 7,216	\$ 7,938
P266	ERP Business Analyst	\$ 8,527	\$ 9,475	\$ 10,422
P249	Exhibitions Designer	\$ 4,560	\$ 5,067	\$ 5,574
P092	Field Engineer	\$ 6,966	\$ 7,740	\$ 8,514
P182	Field Service Supervisor	\$ 7,567	\$ 8,408	\$ 9,249
P214	Fire Protection Engineer	\$ 8,131	\$ 9,034	\$ 9,937
P153	Fitness Specialist	\$ 4,712	\$ 5,235	\$ 5,759
P107	Fleet Analyst	\$ 8,228	\$ 9,142	\$ 10,056
P006	GIS Analyst I	\$ 6,624	\$ 7,360	\$ 8,096
P393	GIS Analyst II	\$ 7,452	\$ 8,280	\$ 9,108
P018	GIS Technician	\$ 5,299	\$ 5,888	\$ 6,477
P314	Grant Coordinator	\$ 8,377	\$ 9,308	\$ 10,239
P390	Grid Management System Engineer	\$ 9,045	\$ 10,050	\$ 11,055
P388	Grid Management System Technician I	\$ 7,337	\$ 8,152	\$ 8,968
P389	Grid Management System Technician II	\$ 6,670	\$ 7,411	\$ 8,152
P387	Grid Management System Technician Trainee	\$ 6,064	\$ 6,737	\$ 7,411
P357	Harm Reduction Specialist	\$ 4,718	\$ 5,242	\$ 5,766
P369	Homeownership Program Specialist	\$ 7,240	\$ 8,044	\$ 8,848
	Housing and Community Investment Program			
P375	Specialist	\$ 7,240	\$ 8,044	\$ 8,848
P377	Housing and Human Services Clinician I	\$ 4,956	\$ 5,506	\$ 6,057
P378	Housing and Human Services Clinician II	\$ 6,195	\$ 6,883	\$ 7,571
P379	Housing and Human Services Clinician III	\$ 7,124	\$ 7,915	\$ 8,707
P344	Housing Development Project Manager	\$ 7,688	\$ 8,542	\$ 9,396
P324	Housing Investment Manager	\$ 8,457	\$ 9,396	\$ 10,336
P263	Human Resources Business Partner I	\$ 7,133	\$ 7,925	\$ 8,718
P050	Human Resources Business Partner II	\$ 8,880	\$ 9,867	\$ 10,854
P376	Human Services Program Manager	\$ 8,213	\$ 9,125	\$ 10,038
P031	Industrial Pre-Treatment Coordinator	\$ 7,995	\$ 8,883	\$ 9,771
P400	IT Product Owner	\$ 10,373	\$ 11,525	\$ 12,678
P105	Key Account Manager	\$ 9,356	\$ 10,396	\$ 11,436
P288	Laboratory Support Technician	\$ 4,911	\$ 5,457	\$ 6,003
P228	Lead Accountant	\$ 8,161	\$ 9,068	\$ 9,974
P169	Lead Tech Function Analyst	\$ 11,100	\$ 12,333	\$ 13,566
P286	Lead Infrastructure Analyst	\$ 9,975	\$ 11,083	\$ 12,191
P362	Lead Network Operations Center Technician	\$ 6,039	\$ 6,710	\$ 7,381
P164	Lead Systems Integration Analyst	\$ 11,100	\$ 12,333	\$ 13,566

PROFESSIONAL/TECHNICAL JOB FAMLY

Salary #	Title	2026 Min	2026 Mid	2026 Max
P239	Legal Administrator/Paralegal	\$ 7,185	\$ 7,983	\$ 8,781
P111	Librarian I	\$ 6,068	\$ 6,742	\$ 7,416
P184	Librarian I, 3/4 time	\$ 6,068	\$ 6,742	\$ 7,416
P047	Librarian II	\$ 7,815	\$ 8,683	\$ 9,551
Proposed	Library Systems Librarian	\$ 6,307	\$ 7,008	\$ 7,709
P277	LPC Marketing Coordinator	\$ 6,330	\$ 7,033	\$ 7,736
P293	LPC Sr Electrical Inspector	\$ 8,734	\$ 9,705	\$ 10,675
P183	Museum Curator	\$ 5,677	\$ 6,308	\$ 6,939
P300	Museum Manager of Fund Development	\$ 8,820	\$ 9,800	\$ 10,780
P206	Museum Operations Manager	\$ 6,352	\$ 7,058	\$ 7,764
P186	Museum Program Leader	\$ 5,227	\$ 5,808	\$ 6,389
P248	Natural Resources Analyst	\$ 5,820	\$ 6,467	\$ 7,114
P094	Natural Resources Specialist	\$ 6,638	\$ 7,375	\$ 8,113
P315	Neighborhood Programs Supervisor	\$ 7,144	\$ 7,938	\$ 8,731
P068	Neighborhood Resource Specialist	\$ 6,494	\$ 7,216	\$ 7,938
Proposed	Neighborhood Resource Specialist Lead	\$ 6,819	\$ 7,577	\$ 8,334
P035	Network Analyst	\$ 7,448	\$ 8,275	\$ 9,103
P273	Network Operations Center Technician	\$ 5,490	\$ 6,100	\$ 6,710
	Nextlight Billing & Income Qualified Program			
P370	Specialist	\$ 5,707	\$ 6,341	\$ 6,975
P283	Nextlight Construction Coordinator	\$ 7,013	\$ 7,792	\$ 8,571
P270	Nextlight Customer, Process & Billing Analyst	\$ 7,927	\$ 8,808	\$ 9,689
P276	Nextlight Field Engineer I	\$ 8,041	\$ 8,935	\$ 9,828
P364	NextLight Field Sales Coordinator	\$ 5,400	\$ 6,000	\$ 6,600
P394	Nextlight Marketing Manager	\$ 8,269	\$ 9,188	\$ 10,107
P284	Nextlight MDU Account Executive	\$ 7,530	\$ 8,367	\$ 9,204
P136	Nextlight Network Engineer I	\$ 7,583	\$ 8,425	\$ 9,268
P400	Nextlight Network Engineer II	\$ 9,158	\$ 10,175	\$ 11,193
P398	Nextlight Network Technician	\$ 6,615	\$ 7,350	\$ 8,085
P229	Nextlight Outside Plant Engineer	\$ 8,604	\$ 9,560	\$ 10,516
	Nextlight Product Development and Operations			
P342	Manager	\$ 10,305	\$ 11,450	\$ 12,595
P279	Nextlight Sales & Distribution Manager	\$ 8,588	\$ 9,542	\$ 10,496
P282	Nextlight Sales Engineer	\$ 6,930	\$ 7,700	\$ 8,470
P294	Nextlight Service & Quality Assurance Specialist	\$ 5,362	\$ 5,958	\$ 6,554
P210	Nextlight Sr Network Engineer	\$ 10,328	\$ 11,475	\$ 12,623
P397	Nextlight Supervising Operations Center Technician	\$ 7,665	\$ 8,517	\$ 9,369
P140	NextLight Technical Service Representative	\$ 4,941	\$ 5,490	\$ 6,039
P359	Open Space Manager	\$ 10,387	\$ 11,541	\$ 12,695

PROFESSIONAL/TECHNICAL JOB FAMLY

Salary #	Title	2026 Min	2026 Mid	2026 Max
P022	Planner	\$ 6,780	\$ 7,533	\$ 8,286
P150	Planning Technician	\$ 5,205	\$ 5,783	\$ 6,361
P060	Plans Examiner	\$ 6,315	\$ 7,017	\$ 7,719
P368	PMO Manager	\$ 11,145	\$ 12,383	\$ 13,621
P030	Principal Planner	\$ 9,483	\$ 10,537	\$ 11,591
P074	Probation Officer	\$ 5,535	\$ 6,150	\$ 6,765
P336	Probation Program Specialist	\$ 5,535	\$ 6,150	\$ 6,765
P374	Process Analyst	\$ 6,915	\$ 7,683	\$ 8,451
P052	Procurement Specialist	\$ 7,845	\$ 8,717	\$ 9,589
P399	Product Owner	\$ 10,373	\$ 11,525	\$ 12,678
P146	Project Manager I	\$ 6,919	\$ 7,688	\$ 8,457
P101	Project Manager II	\$ 7,688	\$ 8,542	\$ 9,396
P126	Prosecuting Attorney I	\$ 8,912	\$ 9,902	\$ 10,892
P127	Prosecuting Attorney II	\$ 10,030	\$ 11,144	\$ 12,258
P144	PS Data/Statistical Analyst	\$ 6,720	\$ 7,467	\$ 8,214
P171	PS IT Applications Support Analyst	\$ 5,775	\$ 6,417	\$ 7,059
P326	PS Records Manager	\$ 7,853	\$ 8,726	\$ 9,599
P244	PS Sr Communications & Marketing Manager	\$ 8,940	\$ 9,933	\$ 10,926
P066	PS Technical Support	\$ 5,775	\$ 6,417	\$ 7,059
P085	Public Information Officer	\$ 8,550	\$ 9,500	\$ 10,450
P141	Public Relations & Marketing Specialist	\$ 6,258	\$ 6,953	\$ 7,648
P138	Purchasing Card Administrator	\$ 5,722	\$ 6,358	\$ 6,994
P081	Records Manager/Deputy City Clerk	\$ 7,882	\$ 8,758	\$ 9,634
P323	Recovery Officer	\$ 7,523	\$ 8,359	\$ 9,195
P328	Recovery Resource Specialist	\$ 5,707	\$ 6,341	\$ 6,975
P041	Recreation Area Supervisor	\$ 7,556	\$ 8,395	\$ 9,235
	Recreation Maintenance Supervisor / Aquatics & Ice			
P354		\$ 6,340	\$ 7,045	\$ 7,749
P062	Recreation Program Coordinator	\$ 5,235	\$ 5,817	\$ 6,399
P061	Recreation Program Supervisor	\$ 6,570	\$ 7,300	\$ 8,030
P160	Registrar	\$ 4,605	\$ 5,117	\$ 5,629
P316	Retirement Plan Specialist	\$ 7,170	\$ 7,967	\$ 8,764
P054	Risk Management Claims Adjuster	\$ 8,385	\$ 9,317	\$ 10,249
P117	Safety Officer	\$ 8,033	\$ 8,925	\$ 9,818
P188	Sales Tax Accountant	\$ 6,278	\$ 6,975	\$ 7,673
P147	Sales Tax Administrator	\$ 8,161	\$ 9,068	\$ 9,974
P213	Security Analyst	\$ 8,957	\$ 9,952	\$ 10,947
P317	Seniors Clinician II	\$ 6,195	\$ 6,883	\$ 7,571
P103	Seniors Recreation Program Coordinator	\$ 5,235	\$ 5,817	\$ 6,399
P051	Seniors Recreation Program Supervisor	\$ 6,570	\$ 7,300	\$ 8,030

PROFESSIONAL/TECHNICAL JOB FAMLY

Salary #	Title	2026 Min	2026 Mid	2026 Max
P195	Seniors Resource Specialist	\$ 5,707	\$ 6,341	\$ 6,975
P371	Shared Energy Program Coordinator	\$ 7,297	\$ 8,108	\$ 8,919
P297	SharePoint/O365 Security Architect	\$ 9,893	\$ 10,992	\$ 12,091
P318	Social Equity Coordinator	\$ 7,144	\$ 7,938	\$ 8,731
P115	Sr. Accountant	\$ 7,257	\$ 8,063	\$ 8,869
P262	Sr. Assistant City Attorney	\$ 12,418	\$ 13,798	\$ 15,178
P156	Sr. Budget Analyst	\$ 8,520	\$ 9,467	\$ 10,414
P124	Sr. Building Inspector	\$ 6,608	\$ 7,342	\$ 8,076
P058	Sr. Civil Engineer	\$ 10,995	\$ 12,217	\$ 13,439
P104	Sr. Code Enforcement/Housing/Zoning Inspector	\$ 6,165	\$ 6,850	\$ 7,535
P311	Sr. Communications & Marketing Manger	\$ 8,940	\$ 9,933	\$ 10,926
P009	Sr. Construction Inspector	\$ 6,757	\$ 7,508	\$ 8,259
P333	Sr. Database Administrator	\$ 10,793	\$ 11,992	\$ 13,191
P299	Sr. Electric Distribution Field Engineer	\$ 9,405	\$ 10,450	\$ 11,495
P207	Sr. Electrical & Control Systems Engineer	\$ 12,112	\$ 13,458	\$ 14,804
P027	Sr. Electrical Engineer	\$ 12,112	\$ 13,458	\$ 14,804
P212	Sr. Electrical Inspector	\$ 7,566	\$ 8,406	\$ 9,247
P004	Sr. Engineering Technician	\$ 6,966	\$ 7,740	\$ 8,514
Proposed	Sr. Energy Technologies Engineer	\$ 10,080	\$ 11,200	\$ 12,320
P268	Sr. Environmental Sustainability Planner	\$ 7,797	\$ 8,663	\$ 9,529
P348	Sr. Financial Analyst	\$ 8,700	\$ 9,667	\$ 10,633
P086	Sr. Fire Code Inspector	\$ 8,055	\$ 8,950	\$ 9,845
P128	Sr. GIS Analyst	\$ 8,280	\$ 9,200	\$ 10,120
P391	Sr Grid Management System Engineer	\$ 10,680	\$ 11,867	\$ 13,054
P301	Sr. Key Accounts Manager	\$ 10,170	\$ 11,300	\$ 12,430
P005	Sr. Network Analyst	\$ 9,660	\$ 10,733	\$ 11,806
P023	Sr. Planner	\$ 7,797	\$ 8,663	\$ 9,529
P043	Sr. Plans Examiner	\$ 7,657	\$ 8,508	\$ 9,359
P231	Sr. Plans Examiner/Sr. Project Manager	\$ 8,104	\$ 9,004	\$ 9,904
Proposed	Sr Procurement Specialist	\$ 9,405	\$ 10,450	\$ 11,495
P007	Sr. Programmer Analyst	\$ 10,200	\$ 11,333	\$ 12,466
P143	Sr. Project Manager	\$ 9,443	\$ 10,492	\$ 11,541
P250	Sr. PS Tech Support	\$ 7,072	\$ 7,858	\$ 8,644
P334	Sr. Security Analyst	\$ 10,537	\$ 11,708	\$ 12,879
P251	Sr. Tech Functional Analyst	\$ 9,990	\$ 11,100	\$ 12,210
P330	Supervising Electrical Engineer	\$ 13,323	\$ 14,804	\$ 16,284
P350	Supportive Services Supervisor	\$ 6,814	\$ 7,571	\$ 8,328
P331	Sustainability Coordinator	\$ 7,596	\$ 8,440	\$ 9,284
P205	Sustainability Manager	\$ 9,495	\$ 10,550	\$ 11,605
P154	Swim Lesson Specialist	\$ 4,712	\$ 5,235	\$ 5,759

PROFESSIONAL/TECHNICAL JOB FAMLY

Salary #	Title	2026 Min	2026 Mid	2026 Max
P226	Systems Administrator I	\$ 6,698	\$ 7,442	\$ 8,186
P095	Systems Administrator II	\$ 7,508	\$ 8,342	\$ 9,176
P158	Systems Analyst/DBA	\$ 8,880	\$ 9,866	\$ 10,853
P265	Technical Functional Analyst	\$ 8,880	\$ 9,866	\$ 10,853
P349	Therapeutic Recreation Coordinator	\$ 5,235	\$ 5,817	\$ 6,399
P170	Training Coordinator	\$ 6,690	\$ 7,433	\$ 8,176
P012	Transportation Planner	\$ 8,206	\$ 9,118	\$ 10,030
P352	Utility Billing Resource Specialist	\$ 5,707	\$ 6,341	\$ 6,975
P109	Utility Rate Analyst	\$ 9,084	\$ 10,093	\$ 11,102
P338	Victim Services Manager	\$ 7,297	\$ 8,108	\$ 8,919
P320	Volunteer and Evaluation Coordinator	\$ 4,084	\$ 4,538	\$ 4,992
P304	Volunteer Coordinator	\$ 5,220	\$ 5,800	\$ 6,380
P386	Volunteer Stewardship Supervisor	\$ 6,390	\$ 7,100	\$ 7,810
P253	Water Conservation Specialist	\$ 7,165	\$ 7,962	\$ 8,758
P382	Water Quality & Environmental Compliance Coord	\$ 8,152	\$ 9,058	\$ 9,964
P290	Water Quality Analyst I	\$ 5,030	\$ 5,589	\$ 6,148
P291	Water Quality Analyst II	\$ 5,918	\$ 6,575	\$ 7,233
P010	Water Quality Lab Supervisor	\$ 8,340	\$ 9,267	\$ 10,194
P292	Water Quality Specialist I	\$ 6,805	\$ 7,561	\$ 8,317
P287	Water Quality Specialist II	\$ 7,826	\$ 8,695	\$ 9,565
P042	Water Resources Analyst	\$ 7,178	\$ 7,975	\$ 8,773
P172	Website Administrator	\$ 8,467	\$ 9,408	\$ 10,349
P046	Wellness Coordinator	\$ 6,037	\$ 6,708	\$ 7,379
P355	Youth Program Specialist Parent Engagement	\$ 5,707	\$ 6,341	\$ 6,975

LONGMONT POWER & COMMUNICATIONS

LABOR TRADES - OPEN RANGE POSITIONS

Salary #	Title	2026 Min	2026 Mid	2026 Max
E013	Line Crew Supervisor	\$10,675	\$11,861	\$13,047
E014	Substation Supervisor	\$10,675	\$11,861	\$13,047
E015	Journey Lineworker	\$9,705	\$10,783	\$11,861
E016	Journey Substation Worker	\$9,705	\$10,783	\$11,861
E017	Meter Shop Supervisor	\$10,438	\$11,598	\$12,757
E019	Sr. Electric Meter Technician	\$9,665	\$10,738	\$11,812
E018	Electric Meter Technician	\$8,949	\$9,943	\$10,937

LABOR TRADES - STEP POSITIONS

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
E004	Apprentice Lineworker	\$ 7,764	\$ 7,979	\$ 8,195	\$ 8,411	\$ 8,626	\$ 8,950	\$ 9,381	\$ 9,813
E007	Apprentice Substation Worker	\$ 7,764	\$ 7,979	\$ 8,195	\$ 8,411	\$ 8,626	\$ 8,950	\$ 9,381	\$ 9,813
E008	Apprentice Meter Technician	\$ 7,159	\$ 7,358	\$ 7,557	\$ 7,756	\$ 7,954	\$ 8,253	\$ 8,650	\$ 9,048
E012	Street Light Technician	\$ 8,626	\$ 8,950	\$ 9,381					
E006	Groundworker	\$ 6,470	\$ 6,901	\$ 7,332					

PUBLIC SAFETY CBU OPEN RANGE POSITIONS

Salary #	Title	2026 Min	2026 Mid	2026 Max
C007	CSO Animal Control	\$4,956	\$5,506	\$6,057
C017	CSO Animal Control Supervisor	\$5,487	\$6,097	\$6,707
C014	CSO Crime Scene Investigator	\$6,324	\$7,026	\$7,729
Proposed	Sr. CSO Crime Scene Investigator	\$7,254	\$8,060	\$8,866
C009	CSO Detectives	\$5,408	\$6,009	\$6,610
C012	CSO Emergency Communications Tech Systems Support	\$7,015	\$7,794	\$8,574
C008	CSO Field Investigator	\$5,408	\$6,009	\$6,610
C016	Sr. CSO Field Investigator	\$6,043	\$6,714	\$7,386
C015	CSO Patrol	\$5,408	\$6,009	\$6,610
C013	CSO Property & Evidence Custodian	\$5,158	\$5,731	\$6,305
C005	Police Services Technician	\$4,699	\$5,221	\$5,743
C006	Sr. Police Services Technician	\$5,078	\$5,643	\$6,207

CBU - Communication Positions

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5
C010	Communications Specialist	\$ 37.1757	\$ 38.7247	\$ 41.0869	\$ 43.4699	
C018	Lead Communications Specialist	\$ 44.6854	\$ 46.2246	\$ 47.8169		
C011	Communications Supervisor	\$ 48.5038	\$ 50.0039	\$ 51.5040	\$ 53.0491	\$ 54.6406

PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS
Step Positions

Salary #	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
C004	Police Sergeant	\$ 12,133	\$ 12,772				
C003	Master Police Officer	\$ 10,372					
C002	Police Officer	\$ 7,276	\$ 7,814	\$ 8,327	\$ 8,841	\$ 9,355	\$ 9,878
C001	Police Recruit	\$ 7,276					
F08N	Fire Captain /Paramedic	\$ 76,5870					
F08S	Fire Captain Shift/ Paramedic	\$ 54,7050					
F07N	Fire Captain	\$ 72.9399					
F07S	Fire Captain Shift	\$ 52.0999					
F09N	Fire Lieutenant/ Paramedic	\$ 69,2894					
F09S	Fire Lieutenant Shift/ Paramedic	\$ 49,4924					
F05N	Fire Lieutenant*	\$ 65,9899					
F05S	Fire Lieutenant Shift	\$ 47,1356					
F04N	Firefighter/Paramedic/Engineer	\$ 63,2240					
F04S	Firefighter/Paramedic/Engineer Shift	\$ 45,1600					
F03N	Firefighter/Engineer	\$ 60,2135					
F03S	Firefighter/Engineer Shift	\$ 43,0096					

PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS

Step Positions

F02N	Firefighter/Paramedic	\$ 43.9231	\$ 53.3173	\$ 60.1534	
F02S	Firefighter/Paramedic Shift	\$ 31.3736	\$ 38.0838	\$ 42.9667	
F01N	Firefighter	\$ 37.8620	\$ 43.2712	\$ 48.1389	\$ 54.0885
F01S	Firefighter Shift	\$ 27.0443	\$ 30.9080	\$ 34.3850	\$ 38.6346

PS Grant Funded

Salary #	Title	2026 Min	2026 Mid	2026 Max
P224	Case Management Coordinator	\$5,873	\$6,525	\$7,178
P274	Clinician I	\$4,956	\$5,506	\$6,057
P220	Clinician II	\$6,195	\$6,883	\$7,571
P308	Clinician III	\$7,124	\$7,915	\$8,707
P221	Co-Responder Paramedic	\$6,023	\$6,692	\$7,361
P261	Community Health and Diversion Program Manager	\$8,287	\$9,208	\$10,129
P302	Outreach Victim's Advocate	\$5,314	\$5,904	\$6,494
P225	Peer Case Manager	\$5,292	\$5,880	\$6,468
A043	Project Coordinator	\$6,402	\$7,113	\$7,824
T118	Victim Services Advocate (1/2 Time Non Ben)	\$5,314	\$5,904	\$6,494

Temporary and Part Time Non Benefited Pay Grades

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2026 Min	2026 Mid	2026 Max
T127	Accounting Assistant	\$ 25.22	\$ 28.03	\$ 30.83
T001	Activity Assistant, CYF	\$ 15.50	\$ 15.50	\$ 19.12
T002	Administrative Temp Pool	\$ 15.50	\$ 26.10	\$ 47.99
T005	ASL Interpreter, <2 HR	\$ 162.00	\$ 180.00	\$ 220.04
T004	ASL Interpreter, <48 HR	\$ 90.00	\$ 100.00	\$ 110.00
T003	ASL Interpreter, General	\$ 67.50	\$ 75.00	\$ 82.50
T162	AV Technincian	\$ 23.97	\$ 26.63	\$ 30.18
T006	Babysitter	\$ 15.50	\$ 15.50	\$ 19.12
T007	Bartender	\$ 15.50	\$ 16.10	\$ 19.87
T090	Building Inspector	\$ 35.57	\$ 39.52	\$ 43.47
T163	Building Permit Tech	\$ 26.05	\$ 28.94	\$ 31.83
T008	Bus Driver	\$ 15.50	\$ 16.80	\$ 20.72
T126	Campus Attendant	\$ 22.65	\$ 26.18	\$ 28.80
T091	Campus Supervisor	\$ 30.20	\$ 33.56	\$ 36.92
T010	Catering Assistant	\$ 15.50	\$ 15.50	\$ 19.12
T011	Climbing Wall Attendant	\$ 15.50	\$ 15.50	\$ 19.12
T012	Coach, Assistant	\$ 15.50	\$ 15.50	\$ 19.20
T013	Coach, Head, Level 1	\$ 15.50	\$ 16.78	\$ 20.70
T014	Coach, Head, Level 2	\$ 16.09	\$ 17.88	\$ 22.06
T015	Coach, Head, Level 3	\$ 18.99	\$ 21.10	\$ 26.04
T016	Coach, Head, Level 4	\$ 22.40	\$ 24.89	\$ 30.71
T092	Code Enforcement	\$ 29.64	\$ 32.93	\$ 36.22
T135	Communications Specialist	\$ 33.47	\$ 37.18	\$ 40.90
T017	Concession Manager	\$ 17.87	\$ 19.85	\$ 24.49
T018	Concessionaire	\$ 15.50	\$ 15.50	\$ 19.12
T093	Construction Inspector	\$ 35.57	\$ 39.52	\$ 43.47
T019	Customer Service Representative	\$ 25.31	\$ 28.12	\$ 30.93
T158	Customer Service Representative-Special Projects	\$ 25.66	\$ 28.51	\$ 31.36
T155	CYF Clinician II	\$ 35.74	\$ 39.71	\$ 43.68
T020	Day Camp Director	\$ 21.03	\$ 23.37	\$ 28.83
T108	Day Camp Director, Assistant	\$ 15.74	\$ 17.49	\$ 21.58
T116	Day Camp Director, Assistant SN	\$ 16.01	\$ 17.79	\$ 21.94
T025	Day Camp Leader SN, Level 1	\$ 15.50	\$ 15.50	\$ 19.12
T026	Day Camp Leader SN, Level 2	\$ 15.50	\$ 16.00	\$ 19.75
T027	Day Camp Leader SN, Level 3	\$ 15.50	\$ 16.81	\$ 20.92
T022	Day Camp Leader, Level 1	\$ 15.50	\$ 15.50	\$ 19.12
T023	Day Camp Leader, Level 2	\$ 15.50	\$ 16.00	\$ 18.62
T024	Day Camp Leader, Level 3	\$ 15.50	\$ 16.81	\$ 20.73
T167	Device Specialist	\$ 33.32	\$ 37.02	\$ 40.72

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2026 Min	2026 Mid	2026 Max
T121	Video and Livestream Digital Specialist	\$ 27.01	\$ 30.01	\$ 33.01
T094	Electrical Inspector	\$ 39.68	\$ 44.09	\$ 48.50
T159	Electric Meter Technician	\$ 51.63	\$ 57.36	\$ 63.10
T124	Environmental Regulatory Specialist	\$ 37.77	\$ 41.97	\$ 46.17
T134	Equipment Technician I	\$ 30.30	\$ 33.66	\$ 37.03
T166	Exhibition Component Designer & Fabricator	\$ 23.67	\$ 26.30	\$ 28.93
T029	Facility Event Coordinator	\$ 15.18	\$ 16.87	\$ 18.56
T142	Field Engineer	\$ 40.19	\$ 44.65	\$ 49.12
T030	Fitness Maintenance Technician	\$ 24.03	\$ 26.70	\$ 32.95
T031	Front Desk Receptionist Level 1	\$ 15.50	\$ 15.50	\$ 19.12
T032	Front Desk Receptionist Level 2	\$ 16.75	\$ 17.05	\$ 21.03
T033	Front Desk Receptionist Level 3	\$ 18.42	\$ 19.75	\$ 24.37
T034	Gate Attendant	\$ 15.50	\$ 15.50	\$ 19.12
T140	Gate Attendant Level 2	\$ 16.75	\$ 17.05	\$ 21.03
T035	Gift Shop Buyer	\$ 15.66	\$ 17.40	\$ 21.47
T095	GIS/Mapping Technician	\$ 30.57	\$ 33.97	\$ 37.37
T132	Golf Course Mower	\$ 15.50	\$ 15.50	\$ 18.05
T141	Grant Assistant	\$ 38.66	\$ 42.96	\$ 47.26
T143	Grant Coordinator	\$ 48.33	\$ 53.70	\$ 59.07
T096	Grounds Maint Tech I	\$ 18.38	\$ 20.42	\$ 22.46
T119	Grounds Maint Tech II	\$ 21.29	\$ 23.65	\$ 26.02
T117	Grounds Maint Tech, Athletic	\$ 21.29	\$ 23.65	\$ 26.02
T165	Head Water Safety Instructor	\$ 17.87	\$ 22.35	\$ 27.58
T037	Ice Rink Coordinator, Outdoor	\$ 23.60	\$ 26.23	\$ 32.35
T036	Ice Rink Skate Guard	\$ 15.50	\$ 15.50	\$ 19.12
T038	Ice Rink Supervisor	\$ 23.56	\$ 26.18	\$ 28.80
T039	Instructor Level 1	\$ 15.50	\$ 15.50	\$ 19.12
T040	Instructor Level 2	\$ 15.50	\$ 16.20	\$ 19.99
T041	Instructor Level 3	\$ 15.50	\$ 16.25	\$ 20.04
T042	Instructor Level 4	\$ 17.23	\$ 19.14	\$ 23.62
T043	Instructor Level 5	\$ 20.29	\$ 22.44	\$ 27.67
T044	Instructor Level 6	\$ 23.89	\$ 26.54	\$ 32.74
T045	Instructor Level 7	\$ 28.13	\$ 31.26	\$ 38.56
T046	Instructor Level 8	\$ 33.12	\$ 36.80	\$ 45.40
T047	Instructor Level 9	\$ 38.99	\$ 43.32	\$ 54.53
T114	Instructor, Fitness	\$ 38.99	\$ 43.32	\$ 54.53
T051	Instructor, Private Swim	\$ 19.45	\$ 21.61	\$ 26.67
T111	Instructor, Specialized Recreation	\$ 38.99	\$ 43.32	\$ 54.53
T050	Instructor, Swim	\$ 15.50	\$ 15.50	\$ 19.12

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2026 Min	2026 Mid	2026 Max
T052	Instructor, Water Safety	\$ 15.50	\$ 16.15	\$ 19.93
T053	Intern	\$ 15.50	\$ 44.22	\$ 54.56
T098	Lab Technician	\$ 28.34	\$ 31.48	\$ 34.63
T054	LEVI Project Coordinator	\$ 30.46	\$ 33.84	\$ 41.46
T055	Library Assistant	\$ 23.56	\$ 26.18	\$ 28.80
T128	Library Page	\$ 21.17	\$ 23.52	\$ 25.87
T056	Library Shelver	\$ 15.50	\$ 15.50	\$ 19.12
T057	Library Technician	\$ 26.05	\$ 28.94	\$ 31.84
T058	Lifeguard	\$ 15.50	\$ 15.50	\$ 19.12
T059	Lifeguard, Lead	\$ 16.20	\$ 18.00	\$ 22.22
T060	Lifeguard, Senior	\$ 16.65	\$ 18.50	\$ 22.82
T148	Museum Assistant	\$ 15.77	\$ 17.53	\$ 20.40
T156	Museum Program Instructor 6	\$ 24.13	\$ 26.81	\$ 29.49
T061	Museum Technician	\$ 21.05	\$ 23.39	\$ 25.72
T100	Natural Resources Tech	\$ 26.04	\$ 28.93	\$ 31.82
T139	Office Assistant	\$ 23.56	\$ 26.18	\$ 28.80
T138	Operations Maintenance Tech	\$ 33.73	\$ 37.48	\$ 41.23
T136	Parking Enforcement Officer	\$ 25.22	\$ 28.03	\$ 30.83
T130	Parks & Open Space Ranger	\$ 24.56	\$ 27.29	\$ 30.02
T149	Payroll Administrator	\$ 31.41	\$ 34.90	\$ 38.39
T123	Peer Case Manager	\$ 30.53	\$ 33.92	\$ 37.32
T062	Personal Trainer I	\$ 23.89	\$ 26.42	\$ 32.60
T063	Personal Trainer II	\$ 25.76	\$ 28.62	\$ 35.31
T064	Pool Manager	\$ 17.87	\$ 22.35	\$ 27.58
T065	Pool Manager, Assistant	\$ 15.50	\$ 18.60	\$ 22.96
T145	Pool Service Technician	\$ 25.04	\$ 27.82	\$ 30.60
T131	POST Cert Community Service Officer	\$ 37.78	\$ 41.98	\$ 46.17
T161	Principal Planner	\$ 54.71	\$ 60.79	\$ 66.87
T129	Procurement Specialist	\$ 45.26	\$ 50.29	\$ 55.32
T115	Program Assistant Level I	\$ 15.50	\$ 15.50	\$ 18.81
T069	Program Assistant Level II	\$ 16.18	\$ 17.90	\$ 22.20
T070	Program Coordinator	\$ 17.80	\$ 19.78	\$ 25.13
T071	Program Specialist	\$ 25.41	\$ 28.23	\$ 34.83
T125	Project Field Engineer	\$ 40.19	\$ 44.65	\$ 49.12
T103	Public Works Tech, CDL	\$ 28.53	\$ 31.70	\$ 34.87
T164	Public Works Technician II	\$ 31.01	\$ 34.46	\$ 37.90
T072	Range Safety Officer	\$ 15.81	\$ 17.34	\$ 21.39
T073	School Crossing Guard	\$ 15.50	\$ 15.50	\$ 19.12
T120	School Crossing Guard, Substitute	\$ 15.50	\$ 16.09	\$ 19.85

TEMPORARY & PART TIME POSITIONS

Salary #	Title	2026 Min	2026 Mid	2026 Max
T074	Scorekeeper	\$ 15.50	\$ 15.50	\$ 19.12
T146	Slide Attendant	\$ 15.50	\$ 15.50	\$ 18.78
T077	Special Projects Assistant	\$ 15.50	\$ 27.01	\$ 148.52
T078	Sports Official Youth Level I	\$ 15.50	\$ 15.50	\$ 19.12
T079	Sports Official Youth Level II	\$ 15.50	\$ 16.27	\$ 22.86
T080	Sports Official Youth Level III	\$ 15.54	\$ 19.02	\$ 23.46
T081	Sports Official, Adult Level I	\$ 18.95	\$ 21.05	\$ 25.98
T082	Sports Official, Adult Level II	\$ 22.74	\$ 25.04	\$ 30.89
T083	Sports Official, Single Man Adult	\$ 26.80	\$ 29.77	\$ 36.73
T133	Sr. Accountant	\$ 42.58	\$ 47.31	\$ 52.04
T101	Sr. Project Manager	\$ 54.48	\$ 60.53	\$ 66.58
T084	Supervisor, Building	\$ 23.56	\$ 26.18	\$ 28.80
T137	Supervisor, Building OT Rate	\$ 35.34	\$ 39.27	\$ 43.20
T085	Supervisor, Facility /Field	\$ 23.56	\$ 26.18	\$ 28.80
T147	Sustainability Associate	\$ 25.48	\$ 28.31	\$ 32.07
T086	Swim Beach Manager	\$ 17.87	\$ 22.35	\$ 27.58
T105	Utility Worker, Snow Plow Driver	\$ 30.88	\$ 34.31	\$ 42.33
T118	Victim Services Advocate, PS Grant	\$ 30.66	\$ 34.06	\$ 37.47
T157	Visitors Services Gallery Attendent	\$ 16.75	\$ 17.05	\$ 21.03
T106	Volunteer Coordinator	\$ 16.18	\$ 17.98	\$ 22.20
T152	Water Quality Analyst I	\$ 29.02	\$ 32.24	\$ 35.47
T104	Water Utility Tech	\$ 32.03	\$ 35.59	\$ 39.15
T153	Watershed Forestry Technician	\$ 28.93	\$ 32.14	\$ 35.35
T144	Watershed Ranger	\$ 24.56	\$ 27.29	\$ 30.02
T107	Weight Room Attendant	\$ 15.50	\$ 15.50	\$ 19.12

Bilingual Pay Rates

Bilingual Pay - City wide		Hourly Rate Based on 2080 Hours	Hourly Rate Based on 2912 Hours
Tier I	\$50.00 per month	\$0.2885	\$0.2060
Tier II	\$150.00 per month	\$0.8654	\$0.6181
Tier III	\$200.00 per month	\$1.1538	\$0.8242

2026

Begin	End	Pay
12/22/25	01/04/26	01/09/26
01/05/26	01/18/26	01/23/26
01/19/26	02/01/26	02/06/26
02/02/26	02/15/26	02/20/26
02/16/26	03/01/26	03/06/26
03/02/26	03/15/26	03/20/26
03/16/26	03/29/26	04/03/26
03/30/26	04/12/26	04/17/26
04/13/26	04/26/26	05/01/26
04/27/26	05/10/26	05/15/26
05/11/26	05/24/26	05/29/26
05/25/26	06/07/26	06/12/26
06/08/26	06/21/26	06/26/26
06/22/26	07/05/26	07/10/26
07/06/26	07/19/26	07/24/26
07/20/26	08/02/26	08/07/26
08/03/26	08/16/26	08/21/26
08/17/26	08/30/26	09/04/26
08/31/26	09/13/26	09/18/26
09/14/26	09/27/26	10/02/26
09/28/26	10/11/26	10/16/26
10/12/26	10/25/26	10/30/26
10/26/26	11/08/26	11/13/26
11/09/26	11/22/26	11/27/26
11/23/26	12/06/26	12/11/26
12/07/26	12/20/26	12/25/26