

ORDINANCE NO. 181, 2025
OF THE COUNCIL OF THE CITY OF FORT COLLINS
ADOPTING THE 2026 CLASSIFIED EMPLOYEE PAY PLAN

A. Section 2-566 of the City Code requires that the pay plan for all classified employees of the City shall be established by ordinance of the City Council.

B. The City is committed to compensating employees in a manner that is fair, competitive and understandable.

C. The annual market analysis conducted by the Human Resources Department includes public and private employer salary survey information, including Colorado public employers and national general industry compensation, providing clear benchmark information for approximately 426 benchmark positions.

D. The 2026 City of Fort Collins Classified Employee Pay Plan (the "Pay Plan") recommended by the City Manager is consistent with City Council objectives and the Council-approved budget for 2026.

E. The City Council believes that the adoption of the recommended Pay Plan is in the best interests of the City.

In light of the foregoing recitals, which the Council hereby makes and adopts as determinations and findings, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FORT COLLINS as follows:

Section 1. The City Council hereby adopts the Pay Plan, a copy of which is attached hereto as Exhibit A and incorporated herein by this reference.

Section 2. The Pay Plan shall be effective as of January 5, 2026, the first day of the first pay period of 2026.

Section 3. The City Manager shall fix the compensation levels of all classified employees within the pay levels established in the Pay Plan except to the extent that the City Manager determines, due to performance or other extraordinary circumstances, that the pay level of a particular employee should remain below the minimum or be fixed above the maximum for that employee's job title.

Section 4. The City Manager shall fix the salary for newly created positions or positions that are modified due to changes in job duties within the approved pay structure based on results of an objective job analysis.

Introduced, considered favorably on first reading on November 3, 2025, and approved on second reading for final passage on November 18, 2025.

Mayor

ATTEST:

City Clerk

Effective Date: November 28, 2025

Approving Attorney: Dave Gorlin

Exhibit: Exhibit A – Pay Plan



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Accountant II	P049	P2-4	FINANCE & ACCOUNTING	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Administrator I, Systems	P003	P1-3	TECHNOLOGY	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Analyst I, Apps Software	P005	P1-3	TECHNOLOGY	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Analyst I, Apps Software Dev	P006	P1-3	TECHNOLOGY	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Analyst I, Benefits	P016	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Analyst I, Bus Sys & Elections	P179	P1-4	ADMINISTRATION	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Analyst I, Data	P122	P1-3	TECHNOLOGY	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Analyst I, Finance	P020	P1-4	FINANCE & ACCOUNTING	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Analyst I, GIS	P002	P1-3	TECHNOLOGY	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Analyst I, Grant Administrator	P170	P1-4	FINANCE & ACCOUNTING	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Analyst I, HRIS	P023	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Analyst I, Transit Planning	P025	P1-1	PLANNING	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Analyst II, Apps Software	P028	P2-3	TECHNOLOGY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Analyst II, Apps Software Dev	P123	P2-3	TECHNOLOGY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Analyst II, Benefits	P124	P2-4	HUMAN RESOURCES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Analyst II, Budget	P136	P2-4	FINANCE & ACCOUNTING	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Analyst II, Bus Intelligence	P133	P2-3	TECHNOLOGY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Analyst II, Finance	P050	P2-4	FINANCE & ACCOUNTING	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Analyst II, GIS	P031	P2-3	TECHNOLOGY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Analyst II, HRIS	P183	P2-4	HUMAN RESOURCES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Analyst, Data-Housing & Equity	P205	P2-3	SUSTAINABILITY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Architect, IT Security	P101	P4-3	TECHNOLOGY	99,103	132,137	165,170	3,811.65	5,082.19	6,352.69
Architect, Landscape	P032	P2-1	PLANNING	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Architect, Portfolio Mgmt	P145	P4-3	TECHNOLOGY	99,103	132,137	165,170	3,811.65	5,082.19	6,352.69
Architect, Technology	P109	P4-3	TECHNOLOGY	99,103	132,137	165,170	3,811.65	5,082.19	6,352.69
Assoc Elec Project Engineer	P210	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Asst Superintendent, Parks	O019	O6-1	CULTURE, PARKS & RECREATION	61,600	77,000	92,400	2,369.23	2,961.54	3,553.85
Auditor II, Sales Tax & Revenue	P060	P2-4	FINANCE & ACCOUNTING	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Bailiff	A001	A2-4	LEGAL	37,540	46,925	56,309	1,443.85	1,804.81	2,165.73
Business Support I	A002	A2-4	ADMINISTRATION	37,540	46,925	56,309	1,443.85	1,804.81	2,165.73
Business Support II	A008	A3-4	ADMINISTRATION	41,710	52,138	62,566	1,604.23	2,005.31	2,406.38
Business Support III	A020	A4-4	ADMINISTRATION	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Buyer II	P043	P2-4	FINANCE & ACCOUNTING	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Chemist	P008	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Chief Building Official	M042	M2-1	DEVELOPMENT & COMPLIANCE	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Civil Engineer I	P009	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Civil Engineer II	P037	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Civil Engineer III	P078	P3-3	SCIENCES & ENGINEERING	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Comm & Pub Relations Manager	P202	P4-4	MARKETING & CREATIVE SERVICES	81,822	109,106	136,381	3,147.00	4,196.38	5,245.42
Coord, Sales Tax & Audit Rev	A097	A4-4	FINANCE & ACCOUNTING	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coord, Talent Acquisition	A098	A4-4	HUMAN RESOURCES	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Accounting	A014	A4-4	FINANCE & ACCOUNTING	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Accounts Payable	A015	A4-4	FINANCE & ACCOUNTING	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Active Modes	A093	A4-1	PLANNING	49,308	61,636	73,962	1,896.46	2,370.62	2,844.69
Coordinator, AR / Billing	A021	A4-4	FINANCE & ACCOUNTING	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Benefits	A102	A4-4	HUMAN RESOURCES	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Bldg & Dev Review	A071	A4-1	DEVELOPMENT & COMPLIANCE	49,308	61,636	73,962	1,896.46	2,370.62	2,844.69
Coordinator, Communications	A028	A4-4	MARKETING & CREATIVE SERVICES	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Cultural Services	A031	A4-1	CULTURE, PARKS & RECREATION	49,308	61,636	73,962	1,896.46	2,370.62	2,844.69



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City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Coordinator, Customer Support	A074	A4-4	CUSTOMER SERVICE	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Finance	A022	A4-4	FINANCE & ACCOUNTING	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, HRIS	A017	A4-4	HUMAN RESOURCES	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Outreach	A036	A4-5	PROTECTIVE SERVICES	55,009	68,762	82,514	2,115.73	2,644.69	3,173.62
Coordinator, Payroll	A018	A4-4	FINANCE & ACCOUNTING	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Public Engagement	A023	A4-4	CUSTOMER SERVICE	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Coordinator, Theatre Prod	A096	A4-4	CULTURE, PARKS & RECREATION	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Court Security Assistant	O118	O3-5	PROTECTIVE SERVICES	44,992	56,241	67,488	1,730.46	2,163.12	2,595.69
Court Security Officer	O036	O4-5	PROTECTIVE SERVICES	49,991	62,489	74,987	1,922.73	2,403.42	2,884.12
Crew Chief, Electric Dist	S013	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Crew Chief, Facilities	S006	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Crew Chief, Forestry	S012	S1-1	CULTURE, PARKS & RECREATION	60,963	81,284	101,605	2,344.73	3,126.31	3,907.88
Crew Chief, Natural Areas	S059	S1-1	CULTURE, PARKS & RECREATION	60,963	81,284	101,605	2,344.73	3,126.31	3,907.88
Crew Chief, Parks	S010	S1-1	CULTURE, PARKS & RECREATION	60,963	81,284	101,605	2,344.73	3,126.31	3,907.88
Crew Chief, Transportation Ops	S052	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Crew Chief, Water Field Ops	S053	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Crime Analyst	A090	A6-5	PROTECTIVE SERVICES	69,157	86,435	103,725	2,659.88	3,324.42	3,989.42
Criminalist	A069	A6-5	PROTECTIVE SERVICES	69,157	86,435	103,725	2,659.88	3,324.42	3,989.42
Curator	P014	P1-1	CULTURE, PARKS & RECREATION	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Deputy City Clerk	A060	A5-4	ADMINISTRATION	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Deputy Court Administrator	S002	S1-4	LEGAL	57,547	76,725	95,903	2,213.35	2,950.96	3,688.58
Deputy Court Clerk I	A005	A3-4	LEGAL	41,710	52,138	62,566	1,604.23	2,005.31	2,406.38
Deputy Court Clerk II	A013	A4-4	LEGAL	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Early Childhood Teacher	A106	A4-1	CULTURE, PARKS & RECREATION	49,308	61,636	73,962	1,896.46	2,370.62	2,844.69
Electric Project Engineer	P209	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Electrical Engineer I	P012	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Electrical Engineer II	P143	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Electrical Engineer III	P077	P3-3	SCIENCES & ENGINEERING	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Electrician	O100	O6-2	OPERATIONS	65,383	81,729	98,075	2,514.73	3,143.42	3,772.12
Engineer I, Fiber	P112	P1-3	TECHNOLOGY	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Engineer I, Network	P004	P1-3	TECHNOLOGY	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Engineer II, Fiber	P138	P2-3	TECHNOLOGY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Engineer II, Network	P029	P2-3	TECHNOLOGY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Engineer II, Systems	P030	P2-3	TECHNOLOGY	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Exec Assistant To The City Mgr	P001	P1-4	ADMINISTRATION	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Executive Admin Assistant	A043	A5-4	ADMINISTRATION	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Executive Assist, City Council	P160	P1-4	FINANCE & ACCOUNTING	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Halligan Project Manager	P173	P4-3	SCIENCES & ENGINEERING	99,103	132,137	165,170	3,811.65	5,082.19	6,352.69
Inspector, Code Compliance	O023	O3-1	DEVELOPMENT & COMPLIANCE	44,907	56,134	67,359	1,727.19	2,159.00	2,590.73
Investigative Aide	A061	A5-5	PROTECTIVE SERVICES	62,864	78,577	94,290	2,417.85	3,022.19	3,626.54
Lab Assistant	O001	O1-3	SCIENCES & ENGINEERING	40,676	50,843	61,007	1,564.46	1,955.50	2,346.42
Lead Analyst, Business	P239	P4-4	ADMINISTRATION	81,822	109,106	136,381	3,147.00	4,196.38	5,245.42
Lead Analyst, Utility Rate	P102	P4-4	FINANCE & ACCOUNTING	81,822	109,106	136,381	3,147.00	4,196.38	5,245.42
Lead Auditor, Sales Tax & Rev	P150	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Coord, Communications	A086	A6-4	MARKETING & CREATIVE SERVICES	56,078	70,095	84,115	2,156.85	2,695.96	3,235.19
Lead Coord, Utility Rate/Fee	A066	A6-4	FINANCE & ACCOUNTING	56,078	70,095	84,115	2,156.85	2,695.96	3,235.19
Lead EO Investigator	P099	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Inspector Code Compliance	O064	O6-1	DEVELOPMENT & COMPLIANCE	61,600	77,000	92,400	2,369.23	2,961.54	3,553.85
Lead Inspector, Construction	O052	O6-1	DEVELOPMENT & COMPLIANCE	61,600	77,000	92,400	2,369.23	2,961.54	3,553.85



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City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Lead Inspector, Zoning	O073	O6-1	DEVELOPMENT & COMPLIANCE	61,600	77,000	92,400	2,369.23	2,961.54	3,553.85
Lead Park Ranger	S011	S1-5	PROTECTIVE SERVICES	53,993	71,988	89,985	2,076.65	2,768.77	3,460.96
Lead Project Manager	P193	P4-4	ADMINISTRATION	81,822	109,106	136,381	3,147.00	4,196.38	5,245.42
Lead Rep, Customer Support	A040	A5-4	CUSTOMER SERVICE	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Lead Spc, Cultural Services	P081	P3-1	CULTURE, PARKS & RECREATION	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Spc, Econ Sustainability	P159	P3-1	SUSTAINABILITY	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Spc, Env Sustainability	P092	P3-1	SUSTAINABILITY	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Spc, Homelessness	P135	P3-1	SUSTAINABILITY	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Spc, Process Improvement	P065	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Spc, Soc Sustainability	P097	P3-1	SUSTAINABILITY	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Spc, Special Events	P084	P3-1	DEVELOPMENT & COMPLIANCE	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Spec, Equity & Inclusion	P191	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Specialist, Communication	P155	P3-4	MARKETING & CREATIVE SERVICES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Specialist, Compliance	P106	P3-1	DEVELOPMENT & COMPLIANCE	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Specialist, Forestry	P085	P3-1	CULTURE, PARKS & RECREATION	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Specialist, Marketing	P047	P3-4	MARKETING & CREATIVE SERVICES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Specialist, Natural Areas	P104	P3-1	CULTURE, PARKS & RECREATION	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Lead Specialist, Occpnl Hlth	P115	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Specialist, Public Engage	P141	P3-4	CUSTOMER SERVICE	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Specialist, Safety	P093	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Specialist, Sciences	P072	P3-3	SCIENCES & ENGINEERING	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Lead Specialist, Security	P091	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Lead Sr Facilities Project Mgr	M111	M1-4	ADMINISTRATION	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Lead Tech, Graphic Design	A068	A6-4	MARKETING & CREATIVE SERVICES	56,078	70,095	84,115	2,156.85	2,695.96	3,235.19
Lead Tech, Transportation Ops	O065	O6-2	OPERATIONS	65,383	81,729	98,075	2,514.73	3,143.42	3,772.12
Lead Technician, Sciences	A065	A6-3	SCIENCES & ENGINEERING	61,112	76,390	91,667	2,350.46	2,938.08	3,525.65
Lead Technician, Video Prod	A067	A6-4	MARKETING & CREATIVE SERVICES	56,078	70,095	84,115	2,156.85	2,695.96	3,235.19
Legal Assistant	A009	A3-4	LEGAL	41,710	52,138	62,566	1,604.23	2,005.31	2,406.38
Manager, Active Modes	M023	M1-1	PLANNING	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Administration	M116	M1-4	ADMINISTRATION	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Applications Software	M001	M1-3	TECHNOLOGY	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Apps Software Dev	M002	M1-3	TECHNOLOGY	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Benefits	M125	M1-4	HUMAN RESOURCES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Bldg & Dev Review	M034	M1-1	PLANNING	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Broadband	M105	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Broadband Operations	M143	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Civil Engineering	M008	M1-3	SCIENCES & ENGINEERING	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Compliance	M115	M1-1	DEVELOPMENT & COMPLIANCE	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Construction Inspect	M005	M1-1	DEVELOPMENT & COMPLIANCE	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Cultural Services	M016	M1-1	CULTURE, PARKS & RECREATION	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Customer Support	M021	M1-4	CUSTOMER SERVICE	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Econ Sustainability	M033	M1-1	SUSTAINABILITY	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Elec Distr Hi Voltage	M103	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Env Sustainability	M100	M1-1	SUSTAINABILITY	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Environ Planning	M032	M1-1	PLANNING	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Fiber Field Ops	M221	M1-2	TECHNOLOGY	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Forestry	M128	M1-1	CULTURE, PARKS & RECREATION	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, FP&A	M026	M1-4	FINANCE & ACCOUNTING	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, GIS	M004	M1-3	TECHNOLOGY	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Manager, Graphic Design	M020	M1-4	MARKETING & CREATIVE SERVICES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Historic Preservation	M022	M1-1	PLANNING	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, HR Business Partner	M144	M1-4	HUMAN RESOURCES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, HR Operations	M102	M1-4	HUMAN RESOURCES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, HRIS	M151	M1-4	HUMAN RESOURCES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Marketing	M018	M1-4	MARKETING & CREATIVE SERVICES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Natural Areas	M162	M1-1	CULTURE, PARKS & RECREATION	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Park Planning & Dev	M179	M1-1	PLANNING	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Payroll	M029	M1-4	FINANCE & ACCOUNTING	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Plant Operations	M012	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Project Management	M129	M1-4	ADMINISTRATION	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Public Engagement	M017	M1-4	CUSTOMER SERVICE	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Purchasing	M130	M1-4	FINANCE & ACCOUNTING	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Real Estate	M027	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Recreation	M024	M1-1	CULTURE, PARKS & RECREATION	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Recycling Ops	M198	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Rental Housing	M152	M1-1	DEVELOPMENT & COMPLIANCE	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Sales	M138	M1-4	MARKETING & CREATIVE SERVICES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Sciences	M019	M1-3	SCIENCES & ENGINEERING	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Social Sustainability	M119	M1-1	SUSTAINABILITY	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Systems Admin	M009	M1-3	TECHNOLOGY	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Systems Engineering	M003	M1-3	TECHNOLOGY	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Talent Acquisition	M015	M1-4	HUMAN RESOURCES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Talent Development	M030	M1-4	HUMAN RESOURCES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Technical Proj Mgmt	M106	M1-4	ADMINISTRATION	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Traffic Engineering	M007	M1-3	SCIENCES & ENGINEERING	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Traffic Ops	M156	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Transit	M025	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Transit Planning	M028	M1-1	PLANNING	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Transportation Ops	M013	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Transportation Plng	M112	M1-1	PLANNING	80,102	106,803	133,503	3,080.85	4,107.81	5,134.73
Manager, Video Production	M031	M1-4	MARKETING & CREATIVE SERVICES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Manager, Water Field Ops	M006	M1-2	OPERATIONS	86,370	115,165	143,960	3,321.92	4,429.42	5,536.92
Manager, Water Util Dev Review	M122	M1-3	SCIENCES & ENGINEERING	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Manager, Wellness	M014	M1-4	HUMAN RESOURCES	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Master Electrician	S081	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Mechanical Engineer I	P011	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Mechanical Engineer II	P134	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Mechanical Engineer III	P075	P3-3	SCIENCES & ENGINEERING	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Mgr, Network Ops & Info Sec	M150	M1-3	TECHNOLOGY	92,222	122,965	153,705	3,547.00	4,729.42	5,911.73
Municipal Court Administrator	M148	M1-4	LEGAL	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Natural Areas Trail Ranger	O058	O4-5	PROTECTIVE SERVICES	49,991	62,489	74,987	1,922.73	2,403.42	2,884.12
Officer I, Transportation Ops	O013	O2-2	OPERATIONS	44,658	55,823	66,987	1,717.62	2,147.04	2,576.42
Officer II, Enforcement	O026	O3-5	PROTECTIVE SERVICES	44,992	56,241	67,488	1,730.46	2,163.12	2,595.69
Officer III, Enforcement	O076	O4-5	PROTECTIVE SERVICES	49,991	62,489	74,987	1,922.73	2,403.42	2,884.12
Operator I, Transportation Ops	O009	O2-2	OPERATIONS	44,658	55,823	66,987	1,717.62	2,147.04	2,576.42
Operator II, Transit	O021	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Operator II, Transportation Op	O022	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Paralegal	A064	A6-4	LEGAL	56,078	70,095	84,115	2,156.85	2,695.96	3,235.19



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Park Ranger	O037	O4-5	PROTECTIVE SERVICES	49,991	62,489	74,987	1,922.73	2,403.42	2,884.12
Parking Enforcement Officer I	O010	O2-5	DEVELOPMENT & COMPLIANCE	40,493	50,616	60,740	1,557.42	1,946.77	2,336.15
Parking Enforcement Officer II	O066	O3-1	DEVELOPMENT & COMPLIANCE	44,907	56,134	67,359	1,727.19	2,159.00	2,590.73
Partner, Human Resources	P062	P2-4	HUMAN RESOURCES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Planner, City	P052	P2-1	PLANNING	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Planner, Cultural Resources	P244	P2-1	PLANNING	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Planner, Environmental	P048	P2-1	PLANNING	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Planner, Transit	P046	P2-1	PLANNING	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Planner, Transit Service	P187	P1-1	PLANNING	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Planner, Transportation	P113	P2-1	PLANNING	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Plans Examiner	A073	A6-1	DEVELOPMENT & COMPLIANCE	59,663	74,577	89,495	2,294.73	2,868.35	3,442.12
Police Psychologist	P103	P4-5	PROTECTIVE SERVICES	104,798	139,711	174,653	4,030.69	5,373.50	6,717.42
Probation Officer	A087	A5-4	LEGAL	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Process Engineer I	P139	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Program Manager, Volunteer Svc	P186	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Project Analyst	P026	P1-4	ADMINISTRATION	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Project Coordinator	A083	A5-4	ADMINISTRATION	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Project Manager	P041	P2-4	ADMINISTRATION	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Project Manager, Construction	P213	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Reliability Engr II, Utilities	P152	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Reliability Engr III, Utilities	P130	P3-3	SCIENCES & ENGINEERING	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Rep I, Cultural Svcs	A107	A2-1	CULTURE, PARKS & RECREATION	39,939	49,925	59,912	1,536.12	1,920.19	2,304.31
Rep I, Customer Support	A003	A2-4	CUSTOMER SERVICE	37,540	46,925	56,309	1,443.85	1,804.81	2,165.73
Rep II, Customer Support	A006	A3-4	CUSTOMER SERVICE	41,710	52,138	62,566	1,604.23	2,005.31	2,406.38
Rep II, Police Records	A011	A3-5	PROTECTIVE SERVICES	50,012	62,513	75,012	1,923.54	2,404.35	2,885.08
Rep III, Tech Support	A119	A5-3	OPERATIONS	55,555	69,445	83,334	2,136.73	2,670.96	3,205.15
Representative II, Tech Support	A118	A4-3	OPERATIONS	50,505	63,132	75,758	1,942.50	2,428.15	2,913.77
Spec, Historic Preservation	P180	P1-1	PLANNING	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Spec, Regulatory Licensing	P174	P1-4	ADMINISTRATION	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Active Modes	P013	P1-1	PLANNING	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Active Modes Data	P189	P1-1	PLANNING	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, City Planning	P121	P1-1	PLANNING	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Communications	P021	P1-4	MARKETING & CREATIVE SERVICES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Compliance	P127	P1-1	DEVELOPMENT & COMPLIANCE	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Customer Support	P034	P1-4	CUSTOMER SERVICE	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, DOT	P157	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Econ Sustainability	P119	P1-1	SUSTAINABILITY	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Env Sustainability	P120	P1-1	SUSTAINABILITY	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Facilities	P007	P1-2	OPERATIONS	50,393	67,189	83,987	1,938.19	2,584.19	3,230.27
Specialist, Natural Areas	P140	P1-1	CULTURE, PARKS & RECREATION	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Neighborhood Svcs	P184	P1-1	DEVELOPMENT & COMPLIANCE	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Public Engagement	P015	P1-4	CUSTOMER SERVICE	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Real Estate	P024	P1-2	OPERATIONS	50,393	67,189	83,987	1,938.19	2,584.19	3,230.27
Specialist, Recruiting	P175	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Regulatory Svcs	P163	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23
Specialist, Risk Claims	P188	P1-4	FINANCE & ACCOUNTING	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Safety	P111	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Sales	P116	P1-4	MARKETING & CREATIVE SERVICES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Sciences	P010	P1-3	SCIENCES & ENGINEERING	67,536	90,047	112,560	2,597.54	3,463.35	4,329.23



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Specialist, Security	P181	P1-4	ADMINISTRATION	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Soc Sustainability	P168	P1-1	SUSTAINABILITY	52,972	70,627	88,284	2,037.38	2,716.42	3,395.54
Specialist, Talent Acquisition	P117	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Talent Development	P017	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist, Travel Demand Mgmt	P178	P2-1	PLANNING	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Specialist, Wellness	P018	P1-4	HUMAN RESOURCES	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Specialist,Sales Tax & Revenue	P149	P1-4	FINANCE & ACCOUNTING	55,764	74,353	92,940	2,144.77	2,859.73	3,574.62
Sr Accountant	P083	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Administrator, Database	P069	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Administrator, Systems	P067	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Analyst, Administration	P129	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, Apps Software	P066	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Analyst, Apps Software Dev	P070	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Analyst, Budget	P080	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, Business	P131	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, Business Systems	P118	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, Compensation	P082	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, Data	P164	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Analyst, Finance	P094	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, GIS	P126	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Analyst, Grants Admin	P162	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, HRIS	P096	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Analyst, IT Security	P114	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Analyst, Systems	P071	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Analyst, Treasury	P090	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Architect, Landscape	P074	P3-1	PLANNING	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Sr Buyer	P089	P3-4	FINANCE & ACCOUNTING	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Coord, Sales Tax & Revenue	A056	A5-4	FINANCE & ACCOUNTING	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coord,Onboarding & Training	A104	A5-4	HUMAN RESOURCES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Accounting	A088	A5-4	FINANCE & ACCOUNTING	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Active Modes	A076	A5-1	PLANNING	54,238	67,798	81,358	2,086.08	2,607.62	3,129.15
Sr Coordinator, AP	A039	A5-4	FINANCE & ACCOUNTING	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, AR/Billing	A111	A5-4	FINANCE & ACCOUNTING	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Benefits	A082	A5-4	HUMAN RESOURCES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Camera Radar	A101	A5-5	PROTECTIVE SERVICES	62,864	78,577	94,290	2,417.85	3,022.19	3,626.54
Sr Coordinator, City Planning	A053	A5-1	PLANNING	54,238	67,798	81,358	2,086.08	2,607.62	3,129.15
Sr Coordinator, Communications	A037	A5-4	MARKETING & CREATIVE SERVICES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Creative Svcs	A095	A5-4	MARKETING & CREATIVE SERVICES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Cultural Svcs	A049	A5-1	CULTURE, PARKS & RECREATION	54,238	67,798	81,358	2,086.08	2,607.62	3,129.15
Sr Coordinator, Env Sustain	A059	A5-1	SUSTAINABILITY	54,238	67,798	81,358	2,086.08	2,607.62	3,129.15
Sr Coordinator, Forestry	A048	A5-1	CULTURE, PARKS & RECREATION	54,238	67,798	81,358	2,086.08	2,607.62	3,129.15
Sr Coordinator, HRIS	A044	A5-4	HUMAN RESOURCES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Marketing	A055	A5-4	MARKETING & CREATIVE SERVICES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Payroll	A042	A5-4	FINANCE & ACCOUNTING	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Public Engage	A041	A5-4	CUSTOMER SERVICE	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Recreation	A054	A5-1	CULTURE, PARKS & RECREATION	54,238	67,798	81,358	2,086.08	2,607.62	3,129.15
Sr Coordinator, Rental Housing	A109	A5-1	DEVELOPMENT & COMPLIANCE	54,238	67,798	81,358	2,086.08	2,607.62	3,129.15
Sr Coordinator, Risk Mgmt	A038	A5-4	FINANCE & ACCOUNTING	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Safety	A052	A5-4	HUMAN RESOURCES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Sr Coordinator, Talent Acq	A046	A5-4	HUMAN RESOURCES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Coordinator, Talent Dev	A075	A5-4	HUMAN RESOURCES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Deputy City Clerk	M202	M1-4	ADMINISTRATION	82,987	110,649	138,312	3,191.81	4,255.73	5,319.69
Sr Electric Project Engineer	P208	P3-3	SCIENCES & ENGINEERING	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Engineer, Network	P068	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Engineer, Systems	P064	P3-3	TECHNOLOGY	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Engineer, Video Prod	P156	P3-3	MARKETING & CREATIVE SERVICES	87,211	116,282	145,350	3,354.27	4,472.38	5,590.38
Sr Facilities Project Manager	P073	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Inspector, Code Compliance	O106	O5-1	DEVELOPMENT & COMPLIANCE	55,440	69,300	83,161	2,132.31	2,665.38	3,198.50
Sr Inspector, Compliance	O056	O5-1	DEVELOPMENT & COMPLIANCE	55,440	69,300	83,161	2,132.31	2,665.38	3,198.50
Sr Inspector, Construction	O045	O5-1	DEVELOPMENT & COMPLIANCE	55,440	69,300	83,161	2,132.31	2,665.38	3,198.50
Sr Inspector, Forestry Zoning	O079	O5-1	DEVELOPMENT & COMPLIANCE	55,440	69,300	83,161	2,132.31	2,665.38	3,198.50
Sr Inspector, Nat Res Zoning	O094	O5-1	DEVELOPMENT & COMPLIANCE	55,440	69,300	83,161	2,132.31	2,665.38	3,198.50
Sr Inspector, Stormwater	O090	O6-1	DEVELOPMENT & COMPLIANCE	61,600	77,000	92,400	2,369.23	2,961.54	3,553.85
Sr Inspector, Water Engr	O097	O6-1	DEVELOPMENT & COMPLIANCE	61,600	77,000	92,400	2,369.23	2,961.54	3,553.85
Sr Inspector, Zoning	O048	O5-1	DEVELOPMENT & COMPLIANCE	55,440	69,300	83,161	2,132.31	2,665.38	3,198.50
Sr Key Accounts Rep	P171	P3-4	CUSTOMER SERVICE	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Legal Assistant	A026	A4-4	LEGAL	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Sr Manager Transformation Mgmt	M223	M2-4	ADMINISTRATION	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Manager, Accounting	M052	M2-4	FINANCE & ACCOUNTING	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Manager, Apps Software	M038	M2-3	TECHNOLOGY	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Broadband	M155	M2-2	OPERATIONS	101,616	135,489	169,357	3,908.31	5,211.12	6,513.73
Sr Manager, City Planning	M126	M2-1	PLANNING	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Civil Engineering	M043	M2-3	SCIENCES & ENGINEERING	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Creative Services	M132	M2-4	MARKETING & CREATIVE SERVICES	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Manager, Cultural Services	M054	M2-1	CULTURE, PARKS & RECREATION	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Customer Support	M051	M2-4	CUSTOMER SERVICE	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Manager, Econ Sustainability	M110	M2-1	SUSTAINABILITY	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Elec Engineering	M048	M2-3	SCIENCES & ENGINEERING	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Elec Engr	M060	M2-3	SCIENCES & ENGINEERING	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Elec Proj Engr	M203	M2-3	ADMINISTRATION	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Env Sustain	M056	M2-1	SUSTAINABILITY	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Facilities & Fleet	M044	M2-2	OPERATIONS	101,616	135,489	169,357	3,908.31	5,211.12	6,513.73
Sr Manager, Forestry	M035	M2-1	CULTURE, PARKS & RECREATION	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, HRIS	M124	M2-4	HUMAN RESOURCES	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Manager, Information Svcs	M062	M2-5	PROTECTIVE SERVICES	93,133	124,179	155,225	3,582.04	4,776.12	5,970.19
Sr Manager, Mechanical Engr	M045	M2-3	SCIENCES & ENGINEERING	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Neighborhood Svcs	M058	M2-1	DEVELOPMENT & COMPLIANCE	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Network Engineering	M104	M2-3	TECHNOLOGY	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Parks	M057	M2-1	CULTURE, PARKS & RECREATION	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Public Engagement	M133	M2-4	CUSTOMER SERVICE	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Manager, Recreation	M134	M2-1	CULTURE, PARKS & RECREATION	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Sales	M199	M2-4	MARKETING & CREATIVE SERVICES	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Manager, Sciences	M046	M2-3	SCIENCES & ENGINEERING	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Social Sustainability	M118	M2-1	SUSTAINABILITY	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Manager, Technology	M039	M2-3	TECHNOLOGY	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Traffic Engr	M041	M2-3	SCIENCES & ENGINEERING	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager, Transit	M049	M2-2	OPERATIONS	101,616	135,489	169,357	3,908.31	5,211.12	6,513.73
Sr Manager, Transportation Ops	M137	M2-2	OPERATIONS	101,616	135,489	169,357	3,908.31	5,211.12	6,513.73
Sr Manager, Transportation Pln	M037	M2-1	PLANNING	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Sr Manager, Water Engineering	M047	M2-3	SCIENCES & ENGINEERING	106,058	141,408	176,762	4,079.15	5,438.77	6,798.54
Sr Manager,Sales Tax & Revenue	M036	M2-4	FINANCE & ACCOUNTING	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Mgr, Park Planning & Dev	M149	M2-1	PLANNING	89,719	119,619	149,518	3,450.73	4,600.73	5,750.69
Sr Mgr, Safety & Risk Mgmt	M117	M2-4	HUMAN RESOURCES	95,435	127,247	159,059	3,670.58	4,894.12	6,117.65
Sr Operator, Transport Ops	O081	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Sr Partner, Human Resources	P142	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Planner, City	P098	P3-1	PLANNING	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Sr Planner, Environmental	P086	P3-1	PLANNING	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Sr Planner, Trails	P137	P3-1	PLANNING	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Sr Planner, Transportation	P087	P3-1	PLANNING	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Sr Project Manager	P095	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Project Manager,Talent Mgmt	P166	P3-4	HUMAN RESOURCES	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Rep, Cultural Svcs	A025	A4-1	CULTURE, PARKS & RECREATION	49,308	61,636	73,962	1,896.46	2,370.62	2,844.69
Sr Spc, Neighborhood Svcs	P044	P2-1	DEVELOPMENT & COMPLIANCE	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Spc, Process Improvement	P053	P2-4	ADMINISTRATION	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Spec, Talent Development	P161	P2-4	HUMAN RESOURCES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Communications	P058	P2-4	MARKETING & CREATIVE SERVICES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Compliance	P146	P2-1	DEVELOPMENT & COMPLIANCE	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Cultural Svcs	P153	P2-1	CULTURE, PARKS & RECREATION	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Cust Support	P027	P2-4	CUSTOMER SERVICE	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, DAR Program Mgr	P167	P3-1	PLANNING	68,402	91,203	114,003	2,630.85	3,507.81	4,384.73
Sr Specialist, Digital Incls	P203	P2-4	CUSTOMER SERVICE	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Econ Sustain	P056	P2-1	SUSTAINABILITY	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Env Compliance	P125	P2-1	SUSTAINABILITY	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Enviro Sustain	P061	P2-1	SUSTAINABILITY	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Equity	P144	P2-1	SUSTAINABILITY	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Forestry	P151	P2-1	CULTURE, PARKS & RECREATION	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, OEM	P128	P2-4	ADMINISTRATION	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Outreach	P107	P2-5	PROTECTIVE SERVICES	61,984	82,648	103,307	2,384.00	3,178.77	3,973.35
Sr Specialist, Parks	P033	P2-1	CULTURE, PARKS & RECREATION	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Product Mgmt	P206	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Specialist, Public Engage	P054	P2-4	CUSTOMER SERVICE	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Real Estate	P055	P2-2	OPERATIONS	57,264	76,352	95,440	2,202.46	2,936.62	3,670.77
Sr Specialist, Recreation	P045	P2-1	CULTURE, PARKS & RECREATION	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Recruiter	P172	P2-4	HUMAN RESOURCES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Safety	P192	P2-4	HUMAN RESOURCES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Sales Tax Rev	P233	P2-4	FINANCE & ACCOUNTING	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Sciences	P035	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Sr Specialist, Security	P182	P2-4	ADMINISTRATION	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Social Sustain	P132	P2-1	SUSTAINABILITY	60,193	80,258	100,322	2,315.12	3,086.85	3,858.54
Sr Specialist, Wellness	P217	P2-4	HUMAN RESOURCES	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Specialist, Workers Comp	P147	P2-4	ADMINISTRATION	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Sr Supervisor, Administration	S040	S2-4	ADMINISTRATION	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Supervisor, Apps Software	S078	S2-3	TECHNOLOGY	80,194	106,926	133,657	3,084.38	4,112.54	5,140.65
Sr Supervisor, AR / Billing	S045	S2-4	FINANCE & ACCOUNTING	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Supervisor, Code Compliance	S075	S2-1	DEVELOPMENT & COMPLIANCE	68,279	91,038	113,797	2,626.12	3,501.46	4,376.81
Sr Supervisor, Cultural Svcs	S037	S2-1	CULTURE, PARKS & RECREATION	68,279	91,038	113,797	2,626.12	3,501.46	4,376.81
Sr Supervisor, Cust Support	S018	S2-4	CUSTOMER SERVICE	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Supervisor, Enforcement	S070	S2-5	PROTECTIVE SERVICES	62,088	82,785	103,482	2,388.00	3,184.04	3,980.08
Sr Supervisor, Facilities	S026	S2-2	OPERATIONS	72,344	96,457	120,574	2,782.46	3,709.88	4,637.46



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Sr Supervisor, Fleet	S024	S2-2	OPERATIONS	72,344	96,457	120,574	2,782.46	3,709.88	4,637.46
Sr Supervisor, Forestry	S025	S2-1	CULTURE, PARKS & RECREATION	68,279	91,038	113,797	2,626.12	3,501.46	4,376.81
Sr Supervisor, HRIS	S041	S2-4	HUMAN RESOURCES	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Supervisor, Information Svc	S047	S2-5	PROTECTIVE SERVICES	62,088	82,785	103,482	2,388.00	3,184.04	3,980.08
Sr Supervisor, Land Surveying	S068	S2-3	SCIENCES & ENGINEERING	80,194	106,926	133,657	3,084.38	4,112.54	5,140.65
Sr Supervisor, Maintenance	S032	S2-2	OPERATIONS	72,344	96,457	120,574	2,782.46	3,709.88	4,637.46
Sr Supervisor, Marketing	S038	S2-4	MARKETING & CREATIVE SERVICES	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Supervisor, Mechanical Engr	S022	S2-3	SCIENCES & ENGINEERING	80,194	106,926	133,657	3,084.38	4,112.54	5,140.65
Sr Supervisor, Natural Areas	S058	S2-1	CULTURE, PARKS & RECREATION	68,279	91,038	113,797	2,626.12	3,501.46	4,376.81
Sr Supervisor, Neighborhood Svc	S055	S2-1	DEVELOPMENT & COMPLIANCE	68,279	91,038	113,797	2,626.12	3,501.46	4,376.81
Sr Supervisor, Netwk Engineer	S065	S2-3	TECHNOLOGY	80,194	106,926	133,657	3,084.38	4,112.54	5,140.65
Sr Supervisor, Outreach	S079	S2-5	PROTECTIVE SERVICES	62,088	82,785	103,482	2,388.00	3,184.04	3,980.08
Sr Supervisor, Parks	S031	S2-1	CULTURE, PARKS & RECREATION	68,279	91,038	113,797	2,626.12	3,501.46	4,376.81
Sr Supervisor, Plant Ops	S023	S2-2	OPERATIONS	72,344	96,457	120,574	2,782.46	3,709.88	4,637.46
Sr Supervisor, Premise Tech	S088	S2-3	TECHNOLOGY	80,194	106,926	133,657	3,084.38	4,112.54	5,140.65
Sr Supervisor, Process Support	S048	S2-5	PROTECTIVE SERVICES	62,088	82,785	103,482	2,388.00	3,184.04	3,980.08
Sr Supervisor, Project Mgmt	S043	S2-4	ADMINISTRATION	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Supervisor, Public Engage	S039	S2-4	CUSTOMER SERVICE	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Supervisor, Recreation	S044	S2-1	CULTURE, PARKS & RECREATION	68,279	91,038	113,797	2,626.12	3,501.46	4,376.81
Sr Supervisor, Safety&Security	S077	S2-5	PROTECTIVE SERVICES	62,088	82,785	103,482	2,388.00	3,184.04	3,980.08
Sr Supervisor, Sciences	S020	S2-3	SCIENCES & ENGINEERING	80,194	106,926	133,657	3,084.38	4,112.54	5,140.65
Sr Supervisor, Transit	S042	S2-2	OPERATIONS	72,344	96,457	120,574	2,782.46	3,709.88	4,637.46
Sr Supervisor, Transportn Ops	S060	S2-2	OPERATIONS	72,344	96,457	120,574	2,782.46	3,709.88	4,637.46
Sr Supervisor, Video Productn	S066	S2-4	MARKETING & CREATIVE SERVICES	65,389	88,236	108,987	2,514.96	3,393.69	4,191.81
Sr Tech, Elec Project Engineer	O095	O5-2	OPERATIONS	59,439	74,298	89,158	2,286.12	2,857.62	3,429.15
Sr Tech, Floodplain Admin	A099	A5-3	SCIENCES & ENGINEERING	55,555	69,445	83,334	2,136.73	2,670.96	3,205.15
Sr Tech, Police Records	A092	A5-5	PROTECTIVE SERVICES	62,864	78,577	94,290	2,417.85	3,022.19	3,626.54
Sr Tech, Police Technology	A063	A5-5	PROTECTIVE SERVICES	62,864	78,577	94,290	2,417.85	3,022.19	3,626.54
Sr Tech, Processing Support	A091	A5-5	PROTECTIVE SERVICES	62,864	78,577	94,290	2,417.85	3,022.19	3,626.54
Sr Tech, Signal Construction	O084	O5-2	OPERATIONS	59,439	74,298	89,158	2,286.12	2,857.62	3,429.15
Sr Tech, Transportation Ops	O046	O5-2	OPERATIONS	59,439	74,298	89,158	2,286.12	2,857.62	3,429.15
Sr Technical Project Manager	P076	P3-4	ADMINISTRATION	72,013	96,014	120,015	2,769.73	3,692.85	4,615.96
Sr Technician, Client Services	A047	A6-3	TECHNOLOGY	61,112	76,390	91,667	2,350.46	2,938.08	3,525.65
Sr Technician, Facilities	O049	O5-2	OPERATIONS	59,439	74,298	89,158	2,286.12	2,857.62	3,429.15
Sr Technician, Fiber	O089	O5-3	TECHNOLOGY	63,332	79,033	94,850	2,435.85	3,039.73	3,648.08
Sr Technician, Graphic Design	A100	A5-4	MARKETING & CREATIVE SERVICES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Technician, HRIS	A113	A5-4	HUMAN RESOURCES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Technician, Maintenance	O050	O5-2	OPERATIONS	59,439	74,298	89,158	2,286.12	2,857.62	3,429.15
Sr Technician, Network Engr	A080	A5-3	TECHNOLOGY	55,555	69,445	83,334	2,136.73	2,670.96	3,205.15
Sr Technician, Police Admin	A081	A5-5	PROTECTIVE SERVICES	62,864	78,577	94,290	2,417.85	3,022.19	3,626.54
Sr Technician, Traffic Engr	O055	O5-3	SCIENCES & ENGINEERING	63,332	79,033	94,850	2,435.85	3,039.73	3,648.08
Sr Technician, Traffic Signals	O086	O5-3	SCIENCES & ENGINEERING	63,332	79,033	94,850	2,435.85	3,039.73	3,648.08
Sr Technician, Video Prod	A084	A5-4	MARKETING & CREATIVE SERVICES	50,979	63,726	76,469	1,960.73	2,451.00	2,941.12
Sr Technician, Water Field Ops	O053	O5-2	OPERATIONS	59,439	74,298	89,158	2,286.12	2,857.62	3,429.15
Supervisor I, Sign Shop	S072	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Supervisor, Accounts Payable	S067	S1-4	FINANCE & ACCOUNTING	57,547	76,725	95,903	2,213.35	2,950.96	3,688.58
Supervisor, Administration	S003	S1-4	ADMINISTRATION	57,547	76,725	95,903	2,213.35	2,950.96	3,688.58
Supervisor, Bldg & Dev Rev	S057	S1-1	DEVELOPMENT & COMPLIANCE	60,963	81,284	101,605	2,344.73	3,126.31	3,907.88
Supervisor, Client Services	S004	S1-3	TECHNOLOGY	70,570	94,095	117,617	2,714.23	3,619.04	4,523.73



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Supervisor, Cultural Services	S062	S1-1	CULTURE, PARKS & RECREATION	60,963	81,284	101,605	2,344.73	3,126.31	3,907.88
Supervisor, Customer Support	S001	S1-4	CUSTOMER SERVICE	57,547	76,725	95,903	2,213.35	2,950.96	3,688.58
Supervisor, Energy Services	S028	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Supervisor, Enforcement	S009	S1-5	PROTECTIVE SERVICES	53,993	71,988	89,985	2,076.65	2,768.77	3,460.96
Supervisor, Facilities	S008	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Supervisor, Fiber	S063	S1-3	TECHNOLOGY	70,570	94,095	117,617	2,714.23	3,619.04	4,523.73
Supervisor, Fleet	S021	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Supervisor, Land Surveying	S005	S1-3	SCIENCES & ENGINEERING	70,570	94,095	117,617	2,714.23	3,619.04	4,523.73
Supervisor, Network Engr	S061	S1-3	TECHNOLOGY	70,570	94,095	117,617	2,714.23	3,619.04	4,523.73
Supervisor, Office Management	S069	S1-4	LEGAL	57,547	76,725	95,903	2,213.35	2,950.96	3,688.58
Supervisor, Plans Examiner	S064	S1-1	DEVELOPMENT & COMPLIANCE	60,963	81,284	101,605	2,344.73	3,126.31	3,907.88
Supervisor, Plant Operations	S054	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Supervisor, Traffic Markings	S071	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Supervisor, Traffic Signals	S073	S1-3	SCIENCES & ENGINEERING	70,570	94,095	117,617	2,714.23	3,619.04	4,523.73
Supervisor, Transit	S007	S1-2	OPERATIONS	63,592	84,789	105,985	2,445.85	3,261.12	4,076.35
Support I, Recycling Ops	O107	O1-2	OPERATIONS	40,598	50,747	60,897	1,561.46	1,951.81	2,342.19
Tech I, Material Handling	O070	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Tech II, Investigative Support	A094	A4-5	PROTECTIVE SERVICES	55,009	68,762	82,514	2,115.73	2,644.69	3,173.62
Tech II, Police Technology	A089	A4-5	PROTECTIVE SERVICES	55,009	68,762	82,514	2,115.73	2,644.69	3,173.62
Tech II, Processing Support	A033	A4-5	PROTECTIVE SERVICES	55,009	68,762	82,514	2,115.73	2,644.69	3,173.62
Tech II, Resource Recovery	O096	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Tech II, Transportation Ops	O031	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Tech Proj Mgr, Environmental	P212	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Technical Project Manager	P036	P2-4	ADMINISTRATION	63,369	84,491	105,615	2,437.27	3,249.65	4,062.12
Technical Svcs Mgr, Police Svc	P176	P3-5	ADMINISTRATION	69,421	92,565	115,709	2,670.04	3,560.19	4,450.35
Technician I, Bldg Dev Review	A010	A3-1	DEVELOPMENT & COMPLIANCE	44,377	55,472	66,566	1,706.81	2,133.54	2,560.23
Technician I, CCT Ops	O071	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Technician I, Civil Engr	O014	O3-3	SCIENCES & ENGINEERING	51,220	64,025	76,835	1,970.00	2,462.50	2,955.19
Technician I, Customer Support	O016	O3-4	CUSTOMER SERVICE	41,362	51,703	62,044	1,590.85	1,988.58	2,386.31
Technician I, Facilities	O020	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Technician I, Fiber	O062	O3-3	OPERATIONS	51,220	64,025	76,835	1,970.00	2,462.50	2,955.19
Technician I, Fleet	O017	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Technician I, Forestry	O018	O3-1	CULTURE, PARKS & RECREATION	44,907	56,134	67,359	1,727.19	2,159.00	2,590.73
Technician I, Horticulture	O075	O3-1	CULTURE, PARKS & RECREATION	44,907	56,134	67,359	1,727.19	2,159.00	2,590.73
Technician I, Natural Areas	O060	O3-1	CULTURE, PARKS & RECREATION	44,907	56,134	67,359	1,727.19	2,159.00	2,590.73
Technician I, Parks	O024	O3-1	CULTURE, PARKS & RECREATION	44,907	56,134	67,359	1,727.19	2,159.00	2,590.73
Technician I, Police Admin	A012	A3-5	PROTECTIVE SERVICES	50,012	62,513	75,012	1,923.54	2,404.35	2,885.08
Technician I, Recreation	O105	O3-1	CULTURE, PARKS & RECREATION	44,907	56,134	67,359	1,727.19	2,159.00	2,590.73
Technician I, Traffic Control	O068	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Technician I, Water Field Util	O027	O3-2	OPERATIONS	49,124	61,405	73,685	1,889.38	2,361.73	2,834.04
Technician II, Client Services	A019	A4-3	TECHNOLOGY	50,505	63,132	75,758	1,942.50	2,428.15	2,913.77
Technician II, Energy Services	O040	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Technician II, Facilities	O032	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Technician II, Fiber	O061	O4-3	TECHNOLOGY	56,899	71,138	85,359	2,188.42	2,736.08	3,283.04
Technician II, Fleet	O054	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Technician II, Forestry	O033	O4-1	CULTURE, PARKS & RECREATION	49,896	62,370	74,844	1,919.08	2,398.85	2,878.62
Technician II, GIS	A027	A4-3	TECHNOLOGY	50,505	63,132	75,758	1,942.50	2,428.15	2,913.77
Technician II, Graphic Design	A085	A4-4	MARKETING & CREATIVE SERVICES	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Technician II, Land Surveying	O028	O4-3	SCIENCES & ENGINEERING	56,899	71,138	85,359	2,188.42	2,736.08	3,283.04
Technician II, Maintenance	O041	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46



EXHIBIT A TO ORDINANCE NO. 181, 2025

City of Fort Collins 2026 Open Pay Plan - For Council

Job Title	Job Code	Pay Grade	Job Function	Annual Min (\$)	Annual Mid (\$)	Annual Max (\$)	Bi-Weekly Min (\$)	Bi-Weekly Mid (\$)	Bi-Weekly Max (\$)
Technician II, Natural Areas	O034	O4-1	CULTURE, PARKS & RECREATION	49,896	62,370	74,844	1,919.08	2,398.85	2,878.62
Technician II, Network Engr	A079	A4-3	TECHNOLOGY	50,505	63,132	75,758	1,942.50	2,428.15	2,913.77
Technician II, Police Records	A035	A4-5	PROTECTIVE SERVICES	55,009	68,762	82,514	2,115.73	2,644.69	3,173.62
Technician II, Recreation	O104	O4-1	CULTURE, PARKS & RECREATION	49,896	62,370	74,844	1,919.08	2,398.85	2,878.62
Technician II, Sciences	A078	A4-3	SCIENCES & ENGINEERING	50,505	63,132	75,758	1,942.50	2,428.15	2,913.77
Technician II, Traffic Control	O074	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Technician II, Traffic Engr	O030	O4-3	SCIENCES & ENGINEERING	56,899	71,138	85,359	2,188.42	2,736.08	3,283.04
Technician II, Traffic Ops	O091	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Technician II, Traffic Signals	O085	O4-3	SCIENCES & ENGINEERING	56,899	71,138	85,359	2,188.42	2,736.08	3,283.04
Technician II, Video Prod	A029	A4-4	MARKETING & CREATIVE SERVICES	46,345	57,931	69,517	1,782.50	2,228.12	2,673.73
Technician II, Water Engr	O029	O4-3	SCIENCES & ENGINEERING	56,899	71,138	85,359	2,188.42	2,736.08	3,283.04
Technician II, Wtr Field Util	O039	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Victim Advocate	A034	A4-5	PROTECTIVE SERVICES	55,009	68,762	82,514	2,115.73	2,644.69	3,173.62
Water Engineer II	P038	P2-3	SCIENCES & ENGINEERING	76,745	102,326	127,908	2,951.73	3,935.62	4,919.54
Water Meter Technician	O101	O4-2	OPERATIONS	54,037	67,544	81,054	2,078.35	2,597.85	3,117.46
Worker I, Facilities	O003	O1-2	OPERATIONS	40,598	50,747	60,897	1,561.46	1,951.81	2,342.19
Worker I, Fleet	O067	O1-2	OPERATIONS	40,598	50,747	60,897	1,561.46	1,951.81	2,342.19
Worker I, Natural Areas	O098	O1-1	CULTURE, PARKS & RECREATION	36,375	45,468	54,562	1,399.04	1,748.77	2,098.54
Worker I, Parks	O004	O1-1	CULTURE, PARKS & RECREATION	36,375	45,468	54,562	1,399.04	1,748.77	2,098.54
Worker I, Parks Shop Attendant	O072	O1-1	CULTURE, PARKS & RECREATION	36,375	45,468	54,562	1,399.04	1,748.77	2,098.54
Worker I, Recreation	O059	O1-1	CULTURE, PARKS & RECREATION	36,375	45,468	54,562	1,399.04	1,748.77	2,098.54
Worker I, Traffic Control	O111	O1-2	OPERATIONS	40,598	50,747	60,897	1,561.46	1,951.81	2,342.19
Worker I, Transit	O002	O1-2	OPERATIONS	40,598	50,747	60,897	1,561.46	1,951.81	2,342.19
Worker I, Transportation Ops	O005	O1-2	OPERATIONS	40,598	50,747	60,897	1,561.46	1,951.81	2,342.19
Worker II, Cultural Services	O063	O2-1	CULTURE, PARKS & RECREATION	40,415	50,521	60,624	1,554.42	1,943.12	2,331.69
Worker II, Facilities	O008	O2-2	OPERATIONS	44,658	55,823	66,987	1,717.62	2,147.04	2,576.42
Worker II, Fleet	O007	O2-2	OPERATIONS	44,658	55,823	66,987	1,717.62	2,147.04	2,576.42
Worker II, Theatre Audio Engr	O082	O2-1	CULTURE, PARKS & RECREATION	40,415	50,521	60,624	1,554.42	1,943.12	2,331.69
Worker II, Theatre Lighting	O083	O2-1	CULTURE, PARKS & RECREATION	40,415	50,521	60,624	1,554.42	1,943.12	2,331.69
Worker II, Theatre Production	O080	O2-1	CULTURE, PARKS & RECREATION	40,415	50,521	60,624	1,554.42	1,943.12	2,331.69

EXHIBIT A TO ORDINANCE NO. 181, 2025



City of Fort Collins

2026 Step Pay Plan

JOB TITLE	1	2	3	4	5	6	7	8	9	10
LINE GROUNDWORKER										
	\$65,256	\$68,386	\$71,670	\$75,110	\$78,716	\$82,496	\$86,536	\$90,851		
ELECTRIC LINEWORKER										
	\$90,977	\$96,116	\$98,978	\$101,932	\$105,024	\$108,163	\$111,396	\$115,411	\$119,682	\$126,932
LINE CREW CHIEF										
	\$132,644	\$138,433								
	1	2	3	4	5	6	7	8	9	10
ELECTRIC METER SYSTEM TECH										
	\$70,961	\$78,048	\$83,352	\$88,615	\$93,837	\$99,005	\$103,211	\$107,445	\$111,663	\$115,883
	1	2	3	4	5					
SUBSTATION SPECIALIST										
	\$90,977	\$100,075	\$108,081	\$116,727	\$126,932					
SUBSTATION ELEC/COMM SPEC										
	\$103,553	\$114,173	\$124,338	\$134,076	\$144,478					
SUBSTATION CREW CHIEF										
	\$132,644	\$138,433								
	1	2	3	4	5	6	7			
ELECTRIC SYSTEMS OPERATOR										
	\$90,977	\$96,969	\$102,962	\$108,954	\$114,947	\$120,939	\$126,932			
	1	2	3	4	5	6				
WATER OPERATOR										
	\$66,875	\$72,721	\$77,067	\$81,703	\$86,624	\$93,305				
	1	2	3	4	5	6	7	8	9	
FLEET MAINTENANCE TECHNICIAN										
	\$59,379	\$65,819	\$68,422	\$71,186	\$74,030	\$76,995	\$80,078	\$82,847	\$86,161	
	1	2	3	4	5	6	7	8		
BUILDING INSPECTOR										
	\$70,904	\$77,839	\$80,970	\$84,578	\$87,884	\$91,404	\$95,057	\$98,925		
LEAD BUILDING INSPECTOR										
	\$77,993	\$85,228	\$88,639	\$92,604	\$96,271	\$100,109	\$104,074	\$108,291		