



**City of Fort Collins
Open Pay Plan**

EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 1 SUSTAINABILITY, PLANNING, CULTURE, PARKS & RECREATION, DEVELOPMENT & COMPLIANCE

ADMINISTRATIVE				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A2-1	Annual	\$39,156.03	\$48,945.80	\$58,736.60
	Biweekly	\$1,506.00	\$1,882.53	\$2,259.10
A3-1	Annual	\$43,507.15	\$54,384.45	\$65,260.73
	Biweekly	\$1,673.35	\$2,091.71	\$2,510.03
A4-1	Annual	\$48,341.05	\$60,426.83	\$72,511.58
	Biweekly	\$1,859.27	\$2,324.11	\$2,788.91
A5-1	Annual	\$53,174.95	\$66,469.20	\$79,763.45
	Biweekly	\$2,045.19	\$2,556.51	\$3,067.83
A6-1	Annual	\$58,492.65	\$73,115.30	\$87,740.00
	Biweekly	\$2,249.72	\$2,812.13	\$3,374.62
MANAGERIAL				
		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M1-1	Annual	\$78,531.40	\$104,708.88	\$130,885.33
	Biweekly	\$3,020.44	\$4,027.26	\$5,034.05
M2-1	Annual	\$87,960.38	\$117,274.35	\$146,586.28
	Biweekly	\$3,383.09	\$4,510.55	\$5,637.93
S1-1	Annual	\$59,767.75	\$79,689.65	\$99,612.58
	Biweekly	\$2,298.76	\$3,064.99	\$3,831.25
S2-1	Annual	\$66,939.68	\$89,252.90	\$111,566.13
	Biweekly	\$2,574.60	\$3,432.80	\$4,291.00



**City of Fort Collins
Open Pay Plan**

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TABLE: 1 SUSTAINABILITY, PLANNING, CULTURE, PARKS & RECREATION, DEVELOPMENT & COMPLIANCE

OPERATIONS & SKILLED TRADE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O1-1	Annual	\$35,661.80	\$44,576.23	\$53,491.68
	Biweekly	\$1,371.61	\$1,714.47	\$2,057.37
O2-1	Annual	\$39,623.43	\$49,530.05	\$59,434.63
	Biweekly	\$1,523.98	\$1,905.00	\$2,285.95
O3-1	Annual	\$44,025.80	\$55,033.28	\$66,037.68
	Biweekly	\$1,693.30	\$2,116.66	\$2,539.91
O4-1	Annual	\$48,918.13	\$61,147.40	\$73,375.65
	Biweekly	\$1,881.47	\$2,351.82	\$2,822.14
O5-1	Annual	\$54,352.68	\$67,941.10	\$81,529.53
	Biweekly	\$2,090.49	\$2,613.12	\$3,135.75
O6-1	Annual	\$60,391.98	\$75,490.23	\$90,588.48
	Biweekly	\$2,322.77	\$2,903.47	\$3,484.17

PROFESSIONAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P1-1	Annual	\$51,932.65	\$69,241.83	\$86,553.05
	Biweekly	\$1,997.41	\$2,663.15	\$3,328.96
P2-1	Annual	\$59,013.35	\$78,684.13	\$98,354.90
	Biweekly	\$2,269.74	\$3,026.31	\$3,782.88
P3-1	Annual	\$67,060.63	\$89,414.85	\$111,768.05
	Biweekly	\$2,579.25	\$3,439.03	\$4,298.77
P4-1	Annual	\$76,171.85	\$101,575.45	\$126,979.05
	Biweekly	\$2,929.69	\$3,906.75	\$4,883.81



City of Fort Collins
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EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 2

OPERATIONS

MANAGERIAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M1-2	Annual	\$84,676.28	\$112,906.83	\$141,137.38
	Biweekly	\$3,256.78	\$4,342.57	\$5,428.36
M2-2	Annual	\$99,623.85	\$132,831.80	\$166,035.65
	Biweekly	\$3,831.69	\$5,108.92	\$6,385.99
S1-2	Annual	\$62,344.60	\$83,126.48	\$103,907.33
	Biweekly	\$2,397.87	\$3,197.17	\$3,996.44
S2-2	Annual	\$70,924.88	\$94,566.50	\$118,210.18
	Biweekly	\$2,727.88	\$3,637.17	\$4,546.55



**City of Fort Collins
Open Pay Plan**

EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 2

OPERATIONS

OPERATIONS & SKILLED TRADE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O1-2	Annual	\$39,801.78	\$49,752.48	\$59,703.18
	Biweekly	\$1,530.84	\$1,913.56	\$2,296.28
O2-2	Annual	\$43,781.85	\$54,727.83	\$65,673.80
	Biweekly	\$1,683.92	\$2,104.92	\$2,525.92
O3-2	Annual	\$48,160.65	\$60,201.33	\$72,239.95
	Biweekly	\$1,852.33	\$2,315.44	\$2,778.46
O4-2	Annual	\$52,977.13	\$66,220.13	\$79,465.18
	Biweekly	\$2,037.58	\$2,546.93	\$3,056.35
O5-2	Annual	\$58,274.33	\$72,840.60	\$87,409.95
	Biweekly	\$2,241.32	\$2,801.56	\$3,361.92
O6-2	Annual	\$64,101.45	\$80,126.30	\$96,152.18
	Biweekly	\$2,465.44	\$3,081.78	\$3,698.16

PROFESSIONAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P1-2	Annual	\$49,405.00	\$65,871.63	\$82,340.30
	Biweekly	\$1,900.19	\$2,533.52	\$3,166.93
P2-2	Annual	\$56,141.30	\$74,854.73	\$93,569.18
	Biweekly	\$2,159.28	\$2,879.03	\$3,598.81



**City of Fort Collins
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EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 3 SCIENCES & ENGINEERING, TECHNOLOGY

ADMINISTRATIVE		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A4-3	Annual	\$49,513.65	\$61,893.60	\$74,271.50
	Biweekly	\$1,904.37	\$2,380.52	\$2,856.60
A5-3	Annual	\$54,465.43	\$68,082.55	\$81,699.68
	Biweekly	\$2,094.82	\$2,618.56	\$3,142.30
A6-3	Annual	\$59,912.28	\$74,891.63	\$89,868.93
	Biweekly	\$2,304.32	\$2,880.45	\$3,456.50
MANAGERIAL		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M1-3	Annual	\$90,414.23	\$120,554.35	\$150,691.40
	Biweekly	\$3,477.47	\$4,636.71	\$5,795.82
M2-3	Annual	\$103,978.05	\$138,635.35	\$173,295.73
	Biweekly	\$3,999.16	\$5,332.13	\$6,665.22
S1-3	Annual	\$69,186.48	\$92,250.00	\$115,311.48
	Biweekly	\$2,661.02	\$3,548.08	\$4,435.06
S2-3	Annual	\$78,621.60	\$104,828.80	\$131,036.00
	Biweekly	\$3,023.91	\$4,031.88	\$5,039.85



**City of Fort Collins
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EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 3

SCIENCES & ENGINEERING, TECHNOLOGY

OPERATIONS & SKILLED TRADE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O1-3	Annual	\$39,877.63	\$49,845.75	\$59,810.80
	Biweekly	\$1,533.75	\$1,917.14	\$2,300.42
O2-3	Annual	\$44,303.58	\$55,384.85	\$66,466.13
	Biweekly	\$1,703.98	\$2,130.19	\$2,556.39
O3-3	Annual	\$50,215.78	\$62,769.98	\$75,328.28
	Biweekly	\$1,931.38	\$2,414.23	\$2,897.24
O4-3	Annual	\$55,782.55	\$69,743.05	\$83,685.10
	Biweekly	\$2,145.48	\$2,682.43	\$3,218.66
O5-3	Annual	\$62,090.40	\$77,482.83	\$92,990.05
	Biweekly	\$2,388.09	\$2,980.11	\$3,576.54

PROFESSIONAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P1-3	Annual	\$66,211.93	\$88,281.20	\$110,352.53
	Biweekly	\$2,546.61	\$3,395.43	\$4,244.33
P2-3	Annual	\$75,240.13	\$100,319.83	\$125,399.53
	Biweekly	\$2,893.85	\$3,858.45	\$4,823.06
P3-3	Annual	\$85,501.40	\$114,001.53	\$142,499.60
	Biweekly	\$3,288.52	\$4,384.67	\$5,480.75
P4-3	Annual	\$97,159.75	\$129,545.65	\$161,930.53
	Biweekly	\$3,736.91	\$4,982.53	\$6,228.10



**City of Fort Collins
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EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 4 HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MARKETING, LEGAL

ADMINISTRATIVE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A2-4	Annual	\$36,803.65	\$46,005.08	\$55,205.48
	Biweekly	\$1,415.53	\$1,769.43	\$2,123.29
A3-4	Annual	\$40,892.38	\$51,115.73	\$61,339.08
	Biweekly	\$1,572.78	\$1,965.99	\$2,359.20
A4-4	Annual	\$45,436.20	\$56,795.25	\$68,154.30
	Biweekly	\$1,747.55	\$2,184.43	\$2,621.32
A5-4	Annual	\$49,979.00	\$62,475.80	\$74,969.53
	Biweekly	\$1,922.27	\$2,402.92	\$2,883.44
A6-4	Annual	\$54,977.93	\$68,721.13	\$82,466.38
	Biweekly	\$2,114.54	\$2,643.12	\$3,171.78

MANAGERIAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M1-4	Annual	\$81,360.40	\$108,478.83	\$135,600.33
	Biweekly	\$3,129.25	\$4,172.26	\$5,215.40
M2-4	Annual	\$93,564.05	\$124,751.73	\$155,940.43
	Biweekly	\$3,598.62	\$4,798.14	\$5,997.71
S1-4	Annual	\$56,419.08	\$75,220.65	\$94,023.25
	Biweekly	\$2,169.96	\$2,893.10	\$3,616.28
S2-4	Annual	\$64,106.58	\$86,505.90	\$106,850.10
	Biweekly	\$2,465.64	\$3,327.15	\$4,109.62



**City of Fort Collins
Open Pay Plan**

EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 4 HUMAN RESOURCES, FINANCE & ACCTG, CUSTOMER SERVICE, ADMINISTRATION, MARKETING, LEGAL

OPERATIONS & SKILLED TRADE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O3-4	Annual	\$40,551.05	\$50,689.33	\$60,826.58
	Biweekly	\$1,559.66	\$1,949.59	\$2,339.48
O4-4	Annual	\$45,056.95	\$56,321.70	\$67,585.43
	Biweekly	\$1,732.96	\$2,166.22	\$2,599.44

PROFESSIONAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P1-4	Annual	\$54,671.45	\$72,894.93	\$91,118.40
	Biweekly	\$2,102.75	\$2,803.65	\$3,504.55
P2-4	Annual	\$62,126.28	\$82,834.35	\$103,544.48
	Biweekly	\$2,389.47	\$3,185.94	\$3,982.48
P3-4	Annual	\$70,600.98	\$94,130.88	\$117,661.80
	Biweekly	\$2,715.42	\$3,620.42	\$4,525.45
P4-4	Annual	\$80,217.53	\$106,966.95	\$133,707.15
	Biweekly	\$3,085.29	\$4,114.11	\$5,142.58



**City of Fort Collins
Open Pay Plan**

EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 5 PROTECTIVE SERVICES (non-CBU)

ADMINISTRATIVE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
A2-5	Annual	\$44,131.38	\$55,156.28	\$66,196.55
	Biweekly	\$1,697.36	\$2,121.40	\$2,546.02
A3-5	Annual	\$49,030.88	\$61,286.80	\$73,540.68
	Biweekly	\$1,885.80	\$2,357.18	\$2,828.49
A4-5	Annual	\$53,930.38	\$67,414.25	\$80,896.08
	Biweekly	\$2,074.25	\$2,592.86	\$3,111.39
A5-5	Annual	\$61,631.20	\$77,035.93	\$92,440.65
	Biweekly	\$2,370.43	\$2,962.92	\$3,555.41
A6-5	Annual	\$67,800.68	\$84,739.83	\$101,691.28
	Biweekly	\$2,607.72	\$3,259.22	\$3,911.20

MANAGERIAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
M1-5	Annual	\$74,631.28	\$99,508.03	\$124,384.78
	Biweekly	\$2,870.43	\$3,827.23	\$4,784.03
M2-5	Annual	\$87,800.48	\$117,068.33	\$146,334.13
	Biweekly	\$3,376.94	\$4,502.63	\$5,628.24
S1-5	Annual	\$52,934.08	\$70,576.38	\$88,220.73
	Biweekly	\$2,035.93	\$2,714.48	\$3,393.10
S2-5	Annual	\$60,150.08	\$80,200.10	\$100,252.18
	Biweekly	\$2,313.46	\$3,084.62	\$3,855.85



**City of Fort Collins
Open Pay Plan**

EXHIBIT A TO ORDINANCE NO. 014, 2025

TABLE: 5 PROTECTIVE SERVICES (non-CBU)

OPERATIONS & SKILLED TRADE

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
O2-5	Annual	\$39,699.28	\$49,624.35	\$59,549.43
	Biweekly	\$1,526.90	\$1,908.63	\$2,290.36
O3-5	Annual	\$44,109.85	\$55,137.83	\$66,164.78
	Biweekly	\$1,696.53	\$2,120.69	\$2,544.80
O4-5	Annual	\$49,011.40	\$61,264.25	\$73,517.10
	Biweekly	\$1,885.05	\$2,356.32	\$2,827.58

PROFESSIONAL

		<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
P1-5	Annual	\$54,264.53	\$72,346.55	\$90,437.80
	Biweekly	\$2,087.10	\$2,782.56	\$3,478.38
P2-5	Annual	\$60,769.18	\$81,027.28	\$101,281.28
	Biweekly	\$2,337.28	\$3,116.43	\$3,895.43
P3-5	Annual	\$68,060.00	\$90,750.43	\$113,439.83
	Biweekly	\$2,617.69	\$3,490.40	\$4,363.07
P4-5	Annual	\$102,742.93	\$136,971.78	\$171,228.30
	Biweekly	\$3,951.65	\$5,268.15	\$6,585.70



City of Fort Collins
2025 Step Pay Plan

EXHIBIT A TO ORDINANCE NO. 014, 2025

JOB TITLE	1	2	3	4	5	6	7	8	9	10
LINE GROUNDWORKER										
	\$63,976	\$67,045	\$70,265	\$73,637	\$77,173	\$80,878	\$84,839	\$89,070		
ELECTRIC LINeworkER										
	\$89,193	\$94,231	\$97,037	\$99,933	\$102,965	\$106,042	\$109,212	\$113,148	\$117,335	\$124,443
LINE CREW CHIEF										
	\$130,043	\$135,719								
ELECTRIC METER SYSTEM TECH										
	\$69,570	\$76,518	\$81,718	\$86,877	\$91,997	\$97,064	\$101,187	\$105,338	\$109,474	\$113,611
SUBSTATION SPECIALIST										
	\$89,263	\$99,786	\$108,074	\$116,273	\$124,540					
SUBSTATION ELEC/COMM SPEC										
	\$101,523	\$111,934	\$121,900	\$131,447	\$141,645					
ELECTRIC SYSTEMS OPERATOR										
	\$86,315	\$92,001	\$97,686	\$103,371	\$109,057	\$114,742	\$120,428			
WATER OPERATOR										
	\$65,564	\$71,295	\$75,556	\$80,101	\$84,925	\$91,475				
FLEET MAINTENANCE TECHNICIAN										
	\$58,215	\$64,528	\$67,080	\$69,790	\$72,578	\$75,485	\$78,508	\$81,223		
BUILDING INSPECTOR										
	\$69,514	\$76,313	\$79,382	\$82,920	\$86,161	\$89,612	\$93,193	\$96,985		
LEAD BUILDING INSPECTOR										
	\$76,464	\$83,557	\$86,901	\$90,788	\$94,383	\$98,146	\$102,033	\$106,168		



**City of Fort Collins
2025 CBU Pay Plan**

EXHIBIT A TO ORDINANCE NO. 014, 2025

JOB TITLE	1	2	3	4	5	6
POLICE OFFICER						
	\$ 85,789.50	\$ 92,645.23	\$ 99,504.11	\$ 106,413.36	\$ 116,758.00	
POLICE CORPORAL						
	\$ 124,931.06	\$ 128,433.80				
POLICE SERGEANT						
	\$ 137,400.00	\$ 142,397.00				
POLICE LIEUTENANT						
	\$ 165,155.54	\$ 179,273.00				
	1	2	3	4	5	
COMMUNITY SERVICE OFFICER						
	\$ 70,172.33	\$ 75,801.31	\$ 81,846.90	\$ 88,398.31	\$ 95,506.94	
COMMUNITY SERVICE OFFICER SUPERVISOR						
	\$ 109,832.98	\$ 114,608.33				
	1	2	3	4	5	6
COMMUNICATIONS DISPATCHER						
	\$ 72,475.70	\$ 76,823.94	\$ 80,811.89	\$ 86,467.51	\$ 92,065.97	\$ 98,654.00
COMMUNICATIONS SUPERVISOR						
	\$ 100,276.80	\$ 118,027.52				
COMMUNICATIONS MANAGER						
	\$ 142,456.08	\$ 162,507.28				