



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



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 (\$)
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



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 (\$)
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		