

ORDINANCE NO. 10614

AN ORDINANCE AMENDING SECTIONS 6-5-16 AND 6-5-18 OF CHAPTER 5,
OF TITLE VI OF THE PUEBLO MUNICIPAL CODE RELATING TO THE
CLASSIFICATION AND PAY PLAN FOR FISCAL YEAR 2024

BE IT ORDAINED BY THE CITY COUNCIL OF PUEBLO, that: (brackets indicate matter being deleted, underscore indicates matter being added)

SECTION 1.

Section 6-5-16 of Chapter 5, of Title VI, of the Pueblo Municipal Code is hereby repealed in its entirety and re-enacted as follows:

6-5-16. Schedule, classification, work week and monthly salary.

The following shall constitute:

- A. The classification and pay range for all bargaining unit employees of the City effective January 1, 2024;
- B. The classification and pay range for all non-bargaining unit employees of the City effective January 1, 2024;
- C. The pay range for all unclassified employees of the City effective January 1, 2024.

**[CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – GENERAL SERVICE (NON-EXEMPT)
2023**

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE										
Accountant I	5709.55	5850.05	6128.24	6409.19	6546.89	6619.24	6705.45	6793.08	6879.32	7092.58
Accounting Technician II	3188.29	3252.08	3415.13	3609.40	3670.37	3710.06	3758.28	3807.92	3856.13	3989.81
Accounting Technician III	3277.76	3358.61	3518.91	3682.10	3760.14	3870.45	3960.10	4064.96	4169.81	4308.47
Accounting Technician IV	3631.50	3723.31	3902.73	4087.74	4176.76	4294.27	4350.98	4410.53	4470.07	4653.24
Administrative Technician	3944.18	4040.92	4239.16	4435.80	4535.65	4747.95	4811.16	4961.39	5027.33	5397.81
Airport Ops/Maintenance Specialist	3937.52	4041.78	4149.18	4259.79	4373.73	4491.07	4611.94	4736.44	4864.67	5030.56
Airport Ops/Maintenance Worker	3325.52	3411.42	3495.95	3666.45	3832.62	3917.15	3960.11	4011.73	4066.13	4151.52
Area Crew Leader	4607.95	4724.79	4964.04	5204.66	5322.89	5460.32	5538.06	5612.95	5692.12	5873.76
Associate Engineer I	4562.72	4680.97	4916.04	5152.47	5272.09	5326.35	5404.23	5479.34	5550.30	5735.41
Associate Engineer II	4751.20	4874.99	5121.21	5371.57	5495.35	5557.92	5633.06	5712.35	5790.25	5979.21
Associate Engineer II - SW	4751.20	4874.99	5121.21	5371.57	5495.35	5557.92	5633.06	5712.35	5790.25	5979.21
Associate Engineer II - WW	4751.20	4874.99	5121.21	5371.57	5495.35	5557.92	5633.06	5712.35	5790.25	5979.21
Associate Field Engineer	4607.95	4724.79	4964.04	5204.66	5322.89	5460.32	5538.06	5612.95	5692.12	5873.76
Auto Mechanic	4073.81	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Aviation Operations Technician	3525.81	3612.03	3788.69	3963.95	4052.97	4166.62	4221.94	4277.27	4333.96	4653.24
Aviation Security/Contracts Coordinator	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE CONTINUED...										
Building Custodian	2574.25	2658.87	2743.52	2828.19	2912.84	2997.50	3082.15	3166.77	3251.42	3381.16
Business Systems Analyst	4630.34	4802.60	4974.82	5147.03	5319.26	5491.49	5663.73	5835.97	6008.18	6214.23
Carpenter	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Civil Service Analyst	4251.88	4361.74	4578.73	4798.49	4907.00	4962.64	5030.80	5098.94	5167.11	5337.17
Civil Service Technician	3188.29	3252.08	3415.13	3609.40	3670.37	3710.06	3758.28	3807.92	3856.13	3989.81
Code Enforcement Officer	3644.02	3737.23	3918.04	4103.02	4194.83	4240.73	4297.76	4354.78	4411.81	4558.27
Community Development Specialist	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Community Risk Reduction Coordinator	3771.63	3868.74	4060.30	4254.88	4350.38	4397.28	4459.91	4517.64	4580.07	4730.76
Community Service Coordinator	4607.95	4724.79	4964.04	5204.66	5322.89	5460.32	5538.06	5612.95	5692.12	5873.76
Community Service Officer	4016.79	4120.21	4324.22	4531.45	4633.15	4683.10	4749.80	4811.28	4877.78	5038.26
Community Service Specialist	3277.76	3358.61	3518.91	3682.10	3760.14	3870.45	3960.10	4064.96	4169.81	4308.47
Court Marshal	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5475.52
Court Technician	3233.03	3299.71	3467.03	3665.81	3741.18	3789.13	3859.19	3925.17	4001.71	4137.87
Court Technician II	3394.68	3464.70	3640.38	3849.10	3928.24	3978.59	4052.15	4121.43	4201.79	4344.76
Dispatch Training Coordinator	4243.18	4379.92	4516.66	4653.44	4790.21	5070.45	5211.21	5351.96	5492.69	5776.24
Electrician	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Emergency Services Dispatch Supervisor	5261.51	5427.98	5594.45	5760.90	5927.37	6260.03	6431.05	6602.03	6773.05	7074.94
Emergency Services Dispatcher	3894.94	4031.68	4168.42	4305.20	4441.97	4712.07	4852.83	4993.58	5134.30	5411.10
Equipment Operator I	3325.52	3407.58	3573.12	3734.45	3816.52	3858.23	3908.34	3961.16	4011.23	4147.63
Equipment Operator II	3504.95	3591.19	3766.42	3941.69	4069.62	4111.76	4166.56	4222.75	4278.93	4752.81
Equipment Operator IV	4005.58	4106.30	4310.59	4514.92	4686.30	4738.14	4800.07	4843.74	4906.83	5446.08
Fire Support Technician	3188.29	3252.08	3415.13	3609.40	3670.37	3710.06	3758.28	3807.92	3856.13	3989.81
Gardener	3680.19	3773.38	3957.00	4143.36	4236.56	4299.24	4357.96	4416.69	4473.97	4623.00
GIS Specialist I	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Housing/Comm. Dev. Coordinator II	4562.72	4680.97	4916.04	5152.47	5272.09	5326.35	5404.23	5479.34	5550.30	5735.41
HR Records Technician	3188.29	3252.08	3415.13	3609.40	3670.37	3710.06	3758.28	3807.92	3856.13	3989.81
HVAC Technician	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Inspector/Construction	4562.72	4680.97	4916.04	5152.47	5272.09	5326.35	5404.23	5479.34	5550.30	5735.41
Inspector/Stormwater	4562.72	4680.97	4916.04	5152.47	5272.09	5326.35	5404.23	5479.34	5550.30	5735.41
Inspector/Streets	4562.72	4680.97	4916.04	5152.47	5272.09	5326.35	5404.23	5479.34	5550.30	5735.41
Inspector /Wastewater	4562.72	4680.97	4916.04	5152.47	5272.09	5326.35	5404.23	5479.34	5550.30	5735.41
Lab Analyst	4479.99	4595.42	4827.70	5061.37	5175.44	5233.87	5307.55	5378.53	5450.85	5630.67
Lab Analyst II	4751.20	4874.99	5121.21	5371.57	5495.35	5557.92	5633.06	5712.35	5790.25	5979.21
Lab Analyst III	5278.36	5419.10	5698.44	5978.01	6115.96	6188.03	6274.29	6361.89	6448.12	6655.12
Lab Pretreatment Specialist	4479.99	4595.42	4827.70	5061.37	5175.44	5233.87	5307.55	5378.53	5450.85	5630.67
Land Use Technician	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.95	4883.34	4947.34	5112.82
Law Department Technician	3188.29	3252.08	3415.13	3609.40	3670.37	3710.06	3758.28	3807.92	3856.13	3989.81
Lead Code Enforcement Officer	4016.79	4120.21	4324.22	4531.45	4633.15	4683.44	4749.80	4811.28	4877.78	5038.26
Lead Court Technician	3944.18	4040.92	4239.16	4435.80	4535.65	4747.95	4811.16	4961.39	5027.33	5397.81
Legal Support Assistant	3944.18	4040.92	4239.16	4435.80	4535.65	4747.95	4811.16	4961.39	5027.33	5397.81
Licensing Coordinator	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.95	4961.39	5027.33	5397.81

<i>CLASS TITLE</i>	<i>Entrance</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
(A) GENERAL SERVICE CONTINUED...										
Marketing and Recruitment Specialist	4630.34	4802.60	4974.82	5147.03	5319.26	5491.49	5663.73	5835.97	6008.18	6214.23
Media Systems Administrator	4630.34	4802.60	4974.82	5147.03	5319.26	5491.49	5663.73	5835.97	6008.18	6214.23
Media Systems Specialist	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Municipal Records Tech/Coordinator	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Office Assistant	2962.82	3032.31	3175.50	3320.13	3389.60	3426.49	3471.86	3514.41	3559.77	3682.00
Painter	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Parks Area Crew Leader	4607.95	4724.79	4964.04	5204.66	5322.89	5460.32	5538.06	5612.95	5692.12	5873.76
Park Caretaker I	3325.52	3407.58	3573.12	3734.45	3816.52	3858.23	3908.34	3961.16	4011.23	4147.63
Park Caretaker II	3504.95	3591.19	3766.42	3941.69	4069.62	4111.76	4166.56	4222.75	4278.93	4752.81
Park Caretaker II - Irrigation	3680.19	3773.38	3957.34	4143.36	4278.93	4342.24	4401.54	4460.83	4518.71	5015.95
Park Caretaker II - Playground	3680.19	3773.38	3957.34	4143.36	4278.93	4342.24	4401.54	4460.83	4518.71	5015.95
Park Ranger	3644.02	3737.23	3918.04	4103.02	4194.83	4240.73	4297.76	4354.78	4411.81	4558.27
Parking Enforcer	3223.98	3303.24	3460.42	3620.40	3696.90	3742.78	3787.31	3835.99	3884.69	4019.23
Parks & Rec Technician	3188.29	3252.08	3415.13	3609.40	3670.37	3710.06	3758.28	3807.92	3856.13	3989.81
Parks Maintenance Mechanic	4005.58	4106.30	4310.59	4514.92	4663.22	4714.80	4776.43	4843.74	4906.83	5446.08
Parks Senior Mechanic/Welder	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5910.42
Parts Clerk	3223.98	3303.24	3460.42	3620.40	3696.90	3742.78	3787.31	3844.06	3932.59	4054.95
Pavement Management Technician	4479.99	4595.42	4827.70	5061.37	5175.44	5233.87	5307.55	5378.53	5450.85	5630.67
Payroll Coordinator	4570.77	4688.87	4922.13	5158.38	5275.02	5334.84	5408.11	5481.36	5554.64	5977.63
PC Network Technician	3854.58	3975.18	4095.75	4216.35	4336.94	4457.54	4578.12	4698.74	4819.34	4973.73
PD Investigations Technician	3233.03	3299.71	3467.03	3665.81	3741.18	3789.13	3859.19	3925.17	4001.71	4137.87
PD Records Technician	3233.03	3299.71	3467.03	3665.81	3741.18	3789.13	3859.19	3925.17	4001.71	4137.87
Permit Compliance Specialist - SW	5278.37	5419.10	5698.44	5978.01	6115.96	6188.03	6274.29	6361.89	6448.12	6655.12
Permit Compliance Specialist - WW	5278.37	5419.10	5698.44	5978.01	6115.96	6188.03	6274.29	6361.89	6448.12	6655.12
Planner	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Plumber	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Police Payroll Technician	3944.18	4040.92	4239.16	4435.80	4535.65	4747.95	4811.16	4961.39	5027.33	5397.81
Police Services Technician	3188.29	3252.08	3415.13	3609.40	3670.37	3710.06	3758.28	3807.92	3856.13	3989.81
Pretreatment Compliance Technician	4751.20	4874.99	5121.21	5371.57	5495.35	5557.92	5633.06	5712.35	5790.25	5979.21
Probation Case Manager	4550.92	4669.13	4913.94	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Program Coordinator - Aquatics	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Program Coordinator - Forestry	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Program Coordinator - Horticulture	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Program Coordinator - Housing	4016.79	4120.21	4324.22	4531.45	4633.15	4683.10	4749.80	4811.28	4877.78	5038.26
Program Coordinator - Ice Arena	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Program Coordinator - Marketing	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Program Coordinator - Park Ranger	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Program Coordinator - Sports	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Property/Evidence Technician	3233.03	3299.71	3467.03	3665.81	3741.18	3789.13	3859.19	3925.17	4001.71	4137.87
Purchasing/Contract Coordinator	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Purchasing Specialist	3585.62	3673.56	3853.78	4032.54	4123.32	4239.24	4295.68	4352.10	4409.94	4734.92
Public Works Asset Coordinator	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Public Works Projects Coordinator	5738.26	5589.21	6192.78	6496.60	6646.52	6724.85	6818.59	6913.78	7007.50	7232.45

CLASS TITLE	Entrance	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
(A) GENERAL SERVICE CONTINUED...										
Radio Technician	3680.19	3773.38	3957.00	4143.36	4236.56	4299.24	4357.96	4416.69	4473.97	4623.00
Radio Technician II	4232.17	4400.58	4569.01	4737.43	4905.87	5074.24	5242.66	5411.12	5579.53	5781.74
Social Media Specialist	4630.34	4802.60	4974.82	5147.03	5319.26	5491.49	5663.73	5835.97	6008.18	6214.23
Solid Waste Coordinator	4375.67	4489.67	4716.42	4940.37	5054.44	5111.47	5182.39	5253.34	5322.90	5498.06
Sr. Airport Ops/Main. Specialist	4479.99	4600.53	4724.68	4852.56	4984.28	5119.94	5259.68	5403.61	5551.85	5738.36
Sr. Facilities Maintenance Technician	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Sr. Office Assistant	3703.87	3795.23	3976.37	4160.78	4248.95	4528.42	4633.31	4756.01	4878.68	5213.25
Sr. PC Network Technician	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Sr. Planner	5278.36	5419.10	5698.44	5978.01	6115.96	6188.03	6274.29	6361.89	6448.12	6655.12
Sr. Traffic Signal Technician	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Sr. WWTP Maintenance Mechanic	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Stormwater Crew Leader	4607.95	4724.79	4964.04	5204.66	5322.89	5460.32	5538.06	5612.95	5692.12	5873.76
Streets Maintenance Mechanic	4005.58	4106.30	4310.59	4514.92	4663.22	4714.80	4776.43	4843.74	4906.83	5446.08
Survey Party Chief	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
Survey Party Chief LS	4886.14	5002.96	5242.21	5482.82	5601.08	5660.87	5737.34	5811.08	5889.02	6072.34
Surveyor	3712.19	3805.37	3991.76	4178.16	4271.33	4318.61	4375.67	4436.88	4493.90	4644.54
Sweeper Operator	3830.43	3927.79	4119.74	4314.45	4454.53	4503.70	4566.93	4625.94	4686.35	5204.44
Systems Administrator	4630.34	4802.60	4974.82	5147.03	5319.26	5491.49	5663.73	5835.97	6008.18	6214.23
Tax Auditor	4550.92	4669.13	4904.20	5140.68	5260.28	5317.33	5392.44	5466.11	5538.49	5722.40
Tax Auditor II	5709.55	5850.05	6128.24	6409.19	6546.89	6619.24	6705.45	6793.08	6879.32	7092.58
Tax Compliance Technician	3854.58	3975.18	4095.75	4216.35	4336.94	4457.54	4578.12	4698.74	4819.34	4973.73
Traffic Control Utility Worker II	3504.95	3591.19	3766.42	3941.69	4029.33	4071.05	4125.30	4180.94	4236.56	4380.47
Traffic Control Utility Worker III	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Traffic Engineering Analyst	4562.72	4680.97	4916.04	5152.47	5272.09	5326.35	5404.23	5479.34	5550.30	5735.41
Traffic Signal Technician	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Traffic Signs/Mrkg. Specialist	4073.82	4180.94	4389.57	4595.42	4701.13	4752.59	4817.97	4883.34	4947.34	5112.82
Transportation Planning Technician	3631.50	3723.31	3902.73	4087.74	4176.76	4222.66	4278.30	4336.72	4395.12	4653.24
Trash Removal Coordinator	4479.99	4595.42	4827.70	5061.37	5175.44	5233.87	5307.55	5378.53	5450.85	5630.67
Utility Worker	3218.41	3271.27	3325.52	3407.58	3573.12	3734.45	3816.52	3858.23	3908.34	4044.62
Utility Worker III	4251.88	4361.74	4578.73	4798.49	4907.00	4962.64	5030.80	5098.94	5167.11	5337.17
Water Reclamation Worker	3218.41	3271.27	3325.52	3407.58	3573.12	3734.45	3816.52	3858.23	3908.34	4044.62
Water Reclamation Worker I	3504.95	3591.19	3766.42	3941.69	4029.33	4071.05	4125.30	4180.94	4236.56	4380.47
Water Reclamation Worker II	3631.50	3723.31	3902.73	4087.74	4176.76	4222.66	4278.30	4336.72	4395.12	4541.34
WW Data Technician	4251.88	4361.74	4578.73	4798.49	4907.00	4962.64	5030.80	5098.94	5167.11	5337.17
WW Data Technician II	4607.95	4724.79	4964.04	5204.66	5322.89	5460.32	5538.06	5612.95	5692.12	5873.76
WW Instrument/Control Specialist	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
WW Inventory/Control Specialist	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06
WW Maintenance Coordinator	4630.34	4802.60	4974.82	5090.68	5319.26	5491.49	5663.73	5835.97	6008.18	6214.23
WW Operator A	5180.62	5315.86	5383.48	5586.34	5721.58	5856.82	5992.06	6127.30	6262.53	6429.50
WW Operator B	3952.58	4055.77	4258.98	4463.37	4564.90	4616.32	4679.63	4744.35	4808.72	4970.17
WW SCADA Coordinator	5278.36	5419.10	5698.44	5978.01	6115.96	6188.03	6274.29	6361.89	6448.12	6655.12
WW Utility Worker	3218.41	3271.27	3325.52	3407.58	3573.12	3734.45	3816.52	3858.23	3908.34	4044.62
WW Utility Worker I	3491.79	3577.96	3751.77	3921.18	4007.35	4051.14	4103.75	4159.22	4211.80	4355.01
WW Utility Worker II	3715.25	3806.66	3992.41	4217.16	4271.09	4315.32	4372.82	4431.80	4490.75	5037.93
WW Utility Worker III	4213.15	4318.83	4533.12	4747.46	4854.58	4908.19	4972.21	5042.11	5107.61	5277.43
WW Utility Worker IV	4549.51	4667.06	4899.24	5134.38	5250.48	5310.02	5382.95	5455.86	5528.80	5710.78
WWTP Maintenance Mechanic	3937.52	4036.28	4236.56	4436.88	4536.99	4587.09	4646.92	4712.25	4773.47	4932.18

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – FIRE (NON-EXEMPT)
2023

CLASS TITLE						
(A) FIRE						
Assistant Fire Chief *	10117.99					
Emergency Medical Officer *	7419.86					
Fire Captain * ¹	8768.92					
Fire Engineer* ²	7217.50					
Fire Inspector	7554.76					
CLASS TITLE	Entrance	Step 2	Step 3	Step 4	Step 5	Step 6
Firefighter * ³	4978.10	5389.98	5442.16	5601.93	5709.48	6745.33

* Denotes a 56-Hour Work Week.

¹ Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of the Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550.

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018 who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – POLICE (NON-EXEMPT)
2023

CLASS TITLE	Entrance	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
(A) POLICE										
Police Corporal	7001.88	7001.88	7001.88	7104.51	7104.51	7208.72				
Police Patrol Officer	4844.82	5340.26	5656.18	6138.04	6328.22	6426.51	6521.62	6619.95	6713.42	6899.79
Police Sergeant	8038.48	8117.23	8194.21	8274.55	8391.75					

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – CLASS B
2023

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
(B) ADMINISTRATIVE							
Accountant II	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Accounting Manager	8152.69	8397.24	8649.18	8908.59	9175.87	9451.09	9734.73
Administrative Assistant	5213.37	5390.59	5599.69	5791.23	5982.77	6180.73	6383.44
Airport Ops/Maintenance Supervisor	5907.99	6085.22	6267.78	6455.81	6649.49	6848.96	7054.43
Assistant Accounting Manager	7173.83	7416.44	7698.97	7960.79	8220.99	8489.13	8766.86
Assistant Director/Human Resources	7640.13	7898.51	8199.40	8478.23	8755.36	9040.92	9336.70
Assistant Director/Info Technology	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Assistant Director/Parks & Recreation	8845.59	9064.67	9289.27	9590.15	9970.49	10366.06	10792.41
Assistant WWTP Superintendent	7173.83	7416.44	7698.97	7960.79	8220.99	8489.13	8766.87
Budget Analyst	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Civil Engineer Construction	7595.21	7850.67	8153.91	8428.49	8704.63	8988.77	9282.50
Civil Engineer Drainage	6754.01	6961.34	7333.40	7705.46	8077.53	8449.59	8822.56
Civil Engineer Public Works	6754.01	6961.34	7333.40	7705.46	8077.53	8449.59	8822.56
Civil Engineer Transportation	6754.01	6961.34	7333.40	7705.46	8077.53	8449.59	8822.56
Civil Service Administrator	8682.07	8978.97	9326.94	9644.63	9962.23	10291.10	10631.07
Code Enforcement Manager	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Communications Supervisor	5403.78	5758.54	6113.31	6468.08	6822.86	7177.64	7532.40
Court Administrator	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Crime Analyst	4765.30	4953.03	5140.70	5328.44	5516.19	5703.90	5891.58
Deputy City Clerk	5295.02	5472.21	5681.34	5872.87	6064.42	6262.38	6465.09
Deputy Director Public Works	9545.00	9859.99	10195.22	10541.86	10900.29	11270.90	11696.67
Deputy Fire Chief	9264.37	9579.84	9952.54	10290.83	10630.83	10982.24	11571.97
Dispatch Manager	6030.03	6424.48	6818.95	7213.42	7607.87	8002.34	8396.76
Engineering Manager	8982.05	9465.62	9949.19	10432.76	10916.32	11399.89	11884.09
Facilities Maintenance Superintendent	7513.56	7769.03	8072.26	8346.85	8623.01	8907.13	9200.85
Fleet Superintendent	7513.56	7769.03	8072.26	8346.85	8623.01	8907.13	9200.85
Food Project Coordinator	4872.31	5037.93	5233.36	5412.36	5591.38	5776.39	5965.83
Grant & Resource Dev. Administrator	6754.01	6980.66	7247.22	7491.50	7735.71	7987.91	8249.72
Grants Analyst	6439.28	6577.62	6650.32	6736.94	6824.97	6911.61	7125.88

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
(B) ADMINISTRATIVE CONTINUED...							
HR Analyst I	4620.37	4868.34	5142.71	5425.03	5723.52	6038.19	6370.25
HR Analyst II	5336.52	5622.94	5939.82	6265.91	6610.67	6974.10	7357.64
Ice Arena Manager	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Internal Auditor	6922.86	7155.18	7428.41	7678.78	7929.11	8187.61	8455.96
Landscape Architect	5907.99	6107.53	6338.98	6554.47	6768.39	6987.06	7216.95
Legal Assistant	4592.27	4742.46	4892.98	5043.31	5208.52	5374.11	5539.52
MPO Manager	7173.83	7416.44	7698.97	7960.79	8220.99	8489.13	8766.87
MS4 Permit Coordinator	5907.99	6107.53	6338.98	6554.47	6768.39	6987.06	7216.95
Parks Manager	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Parks Supervisor	5295.02	5472.21	5681.34	5872.87	6064.42	6262.38	6465.09
Police Captain	8225.95	8508.11	8837.27	9139.60	9441.89	9750.94	10075.08
Police Deputy Chief	9558.84	9884.40	10268.91	10618.00	10968.77	11331.32	11705.74
Police Records Manager	5330.13	5510.55	5719.67	5912.80	6105.95	6303.86	6509.79
Pretreatment Manager	7173.83	7416.44	7698.97	7960.79	8220.99	8489.13	8766.87
Principal Planner	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Purchasing Contracts Administrator	5330.13	5510.55	5719.67	5913.32	6105.95	6303.86	6641.08
Recreation Supervisor	5295.02	5472.21	5681.34	5872.87	6064.42	6262.38	6465.09
Regulatory Compliance Specialist	7595.21	7850.67	8153.91	8428.49	8704.63	8988.77	9282.50
Shops Supervisor	6034.11	6236.82	6476.26	6693.36	6912.06	7137.11	7370.15
Sr. Business Systems Analyst	5403.78	5758.54	6113.31	6468.08	6822.86	7177.64	7532.40
Sr. GIS Administrator	5403.78	5758.54	6113.31	6468.08	6822.86	7177.64	7532.40
Sr. HR Analyst	6297.10	6635.06	7008.99	7393.78	7800.59	8229.45	8682.01
Sr. Network Administrator	5403.78	5758.54	6113.31	6468.08	6822.86	7177.64	7532.40
Sr. Security Administrator	5403.78	5758.54	6113.31	6468.08	6822.86	7177.64	7532.40
Sr. System Administrator	5403.78	5758.54	6113.31	6468.08	6822.86	7177.64	7532.40
Sr. Tax Auditor	6754.01	6980.66	7247.23	7491.50	7735.71	7987.91	8249.73
Stormwater Coordinator	7595.21	7850.67	8153.91	8428.49	8704.63	8988.77	9282.50
Stormwater Engineering Manager	8982.05	9465.62	9949.19	10432.76	10916.32	11399.89	11884.09
Stormwater Utility Maint. Supervisor	5907.99	6107.53	6338.98	6554.47	6768.39	6987.06	7216.95
Streets Maintenance Supervisor	5907.99	6107.53	6338.98	6554.47	6768.39	6987.06	7216.95
Tax Audit Manager	8152.70	8397.24	8649.18	8908.59	9175.88	9451.10	9734.73
Traffic Control Supervisor	5907.99	6107.53	6338.98	6554.47	6768.39	6987.06	7216.95
Traffic Engineer	8216.68	8497.72	8778.76	9059.80	9340.84	9621.87	9902.91
WW Collections Supervisor	5907.99	6107.53	6338.98	6554.47	6768.39	6987.06	7216.95
WW Engineering Manager	8982.05	9465.62	9949.19	10432.76	10916.32	11399.89	11884.09
WWTP Lab Supervisor	7173.83	7416.44	7698.97	7960.79	8220.99	8489.13	8766.87
WW Maintenance Supervisor	7173.83	7416.44	7698.97	7960.79	8220.99	8489.13	8766.87
WWTP Superintendent	8361.45	8643.95	8976.01	9279.29	9582.60	9895.48	10221.11

CITY OF PUEBLO SALARY SCHEDULE

MONTHLY SALARY SCHEDULE - APPOINTED 2023

<i>CLASS TITLE</i>	<i>MONTHLY BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>
(C) APPOINTED		
Assistant City Attorney I	5919.02	7398.78
Assistant City Attorney II	7398.78	8302.58
Assistant City Attorney III	8302.67	10160.90
Assistant Mayor/Comm Investment	7965.36	10258.45
Assistant Mayor/Development Services	7965.36	10258.45
City Attorney	12965.51	15923.73
City Clerk	8701.08	10636.63
Chief of Staff	7771.08	10982.96
Deputy City Attorney	11177.94	12515.44
Deputy Mayor	No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.	
Director/Aviation	8701.08	10636.63
Director/Finance	9522.05	11637.70
Director/Housing and Citizen Services	9531.54	11650.72
Director/Human Resources	9901.70	12103.18
Director/Information Technology	9901.70	12103.18
Director/Just Transitions Program	6428.92	7806.54
Director/Parks & Recreation	10146.69	12401.34
Director/Planning	9901.70	12103.18
Director/Public Affairs	6428.92	7806.54
Director/Public Works	11445.66	13988.75
Director/Purchasing	8701.08	10636.63
Director/Stormwater	9901.71	12103.18
Director/Wastewater	10246.18	12522.94
Fire Chief	11150.71	13627.75
Mayor	12500.00	12500.00
Municipal Court Judge	9609.02	12390.61
Police Chief	11445.66	14131.60
Secretary to the Mayor	4592.27	5819.82
Sr. Assistant City Attorney	10160.99	11177.84

END 2023

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – GENERAL SERVICE (NON-EXEMPT)
2024

<i><u>CLASS TITLE</u></i>	<i><u>Entrance</u></i>	<i><u>Step 2</u></i>	<i><u>Step 3</u></i>	<i><u>Step 4</u></i>	<i><u>Step 5</u></i>	<i><u>Step 6</u></i>	<i><u>Step 7</u></i>	<i><u>Step 8</u></i>	<i><u>Step 9</u></i>	<i><u>Step 10</u></i>
(A) GENERAL SERVICE										
Abandoned Vehicle Coordinator	3971.53	4073.78	4275.49	4480.39	4580.95	4630.33	4696.29	4757.07	4822.81	4981.49
Abatement Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4258.99
Accountant I	6012.16	6160.11	6453.04	6748.88	6893.87	6970.06	7060.84	7153.11	7243.92	7468.48
Accounting Technician II	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Accounting Technician III	3900.17	3996.38	4187.12	4381.30	4474.15	4768.43	4878.88	5008.08	5137.25	5489.56
Accounting Technician IV	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Administrative Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Airport Ops/Maintenance Specialist	4146.21	4256.00	4369.09	4485.56	4605.53	4729.10	4856.37	4987.47	5122.50	5297.18
Airport Ops/Maintenance Worker	3501.77	3592.23	3681.23	3860.77	4035.75	4124.76	4169.99	4224.35	4281.63	4371.55
Area Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Associate Engineer I	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Associate Engineer II	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Associate Engineer II - SW	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Associate Engineer II - WW	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Associate Field Engineer	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6185.06
Auto Mechanic	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Aviation Operations Technician	3712.68	3803.46	3989.49	4174.04	4267.78	4387.45	4445.71	4503.96	4563.66	4899.87
Aviation Security/Contracts Coordinator	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Building Custodian	2710.68	2799.79	2888.93	2978.08	3067.22	3156.37	3245.50	3334.61	3423.75	3560.36
Business Systems Analyst	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Carpenter	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Civil Service Analyst	4477.23	4592.91	4821.40	5052.81	5167.07	5225.66	5297.43	5369.18	5440.96	5620.04
Civil Service Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Code Enforcement Officer	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
Community Development Specialist	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Community Risk Reduction Coordinator	3971.53	4073.78	4275.49	4480.39	4580.95	4630.33	4696.29	4757.07	4822.81	4981.49
Community Service Coordinator	4852.17	4975.20	5227.13	5480.51	5605.00	5749.72	5831.58	5910.44	5993.80	6185.07
Community Service Officer	4229.68	4338.58	4553.40	4771.62	4878.71	4931.30	5001.54	5066.28	5136.30	5305.29
Community Outreach Specialist	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
Community Service Specialist	3451.48	3536.62	3705.42	3877.25	3959.42	4075.58	4169.98	4280.41	4390.81	4536.82
Court Marshal	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5765.72
Court Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
Court Technician II	3574.60	3648.33	3833.32	4053.10	4136.43	4189.45	4266.91	4339.87	4424.49	4575.04

Dispatch Training Coordinator	4468.07	4612.06	4756.05	4900.07	5044.09	5339.19	5487.41	5635.62	5783.80	6082.38
Electrician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Emergency Services Dispatch Supervisor	5540.36	5715.67	5890.96	6066.23	6241.52	6591.81	6771.89	6951.94	7132.02	7449.92
Emergency Services Dispatcher	4101.37	4245.36	4389.35	4533.38	4677.39	4961.81	5110.03	5258.24	5406.42	5697.89
Equipment Operator I	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4171.10	4223.82	4367.45
Equipment Operator II	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56	4505.71	5004.70
Equipment Operator IV	4217.88	4323.94	4539.05	4754.21	4934.67	4989.26	5054.48	5100.46	5166.89	5734.72
Fire Support Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Fleet Service Writer	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4047.80	4141.02	4269.86
Gardener	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26	4758.20	5281.80
GIS Specialist I	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
GPS Technician	3908.94	4007.06	4203.32	4399.60	4497.71	4547.49	4607.58	4672.04	4732.08	4890.70
Horticultural Specialist	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Housing/Comm. Dev. Coordinator II	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
HR Records Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
HVAC Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Inspector/Construction	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Inspector/Stormwater	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Inspector/Streets	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Inspector /Wastewater	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Lab Analyst	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59	5739.75	5929.10
Lab Analyst II	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Lab Analyst III	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07	6789.87	7007.84
Lab Pretreatment Specialist	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59	5739.75	5929.10
Land Use Technician	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.31	5224.35	5293.78	5683.89
Law Department Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Lead Code Enforcement Officer	4229.68	4338.58	4553.40	4771.62	4878.71	4931.66	5001.54	5066.28	5136.30	5305.29
Lead Court Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Legal Support Assistant	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Licensing Coordinator	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.31	5224.35	5293.78	5683.89
Marketing and Recruitment Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Mason	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Media Systems Administrator	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Media Systems Specialist	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Municipal Records Tech/Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Office Assistant	3119.85	3193.02	3343.80	3496.10	3569.25	3608.09	3655.87	3700.67	3748.43	3877.15

Painter	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Parks Area Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Park Caretaker I	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4171.10	4223.82	4367.45
Park Caretaker II	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56	4505.71	5004.70
Park Caretaker II - Irrigation	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26	4758.20	5281.80
Park Caretaker II - Playground	3875.24	3973.37	4167.08	4362.96	4505.71	4572.38	4634.82	4697.26	4758.20	5281.80
Park Ranger	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
Parking Enforcer	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4039.30	4090.58	4232.25
Parks & Rec Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Parks Maintenance Mechanic	4217.88	4323.94	4539.05	4754.21	4910.37	4964.69	5029.58	5100.46	5166.89	5734.72
Parks Senior Mechanic/Welder	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	6223.67
Parts Clerk	3394.85	3478.31	3643.83	3812.28	3892.84	3941.15	3988.03	4047.80	4141.02	4269.86
Payroll Coordinator	4813.02	4937.38	5183.00	5431.77	5554.60	5617.58	5694.74	5771.87	5849.04	6294.45
PC Network Technician	4058.87	4185.86	4312.83	4439.82	4566.80	4693.79	4820.76	4947.77	5074.77	5237.33
PD Investigations Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
PD Records Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
Permit Compliance Specialist - SW	5558.12	5706.31	6000.45	6294.85	6440.11	6515.99	6606.83	6699.07	6789.87	7007.85
Permit Compliance Specialist - WW	5558.12	5706.31	6000.45	6294.85	6440.11	6515.99	6606.83	6699.07	6789.87	7007.85
Planner	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Plumber	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Police Payroll Technician	4153.22	4255.08	4463.83	4670.89	4776.04	4999.59	5066.16	5224.35	5293.78	5683.89
Police Services Technician	3357.27	3424.44	3596.13	3800.70	3864.90	3906.70	3957.46	4009.74	4060.51	4201.27
Pretreatment Compliance Technician	5003.02	5133.37	5392.63	5656.26	5786.60	5852.49	5931.62	6015.10	6097.13	6296.11
Probation Officer	5367.18	5506.59	5795.30	6062.71	6203.76	6271.04	6359.63	6446.51	6531.87	6748.77
Program Coordinator - Aquatics	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - El Centro Del Quinto Sol	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Forestry	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Horticulture	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Housing	4229.68	4338.58	4553.40	4771.62	4878.71	4931.30	5001.54	5066.28	5136.30	5305.29
Program Coordinator - Ice Arena	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Marketing	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Park Ranger	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Program Coordinator - Sports	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Property/Evidence Technician	3404.38	3474.60	3650.78	3860.09	3939.46	3989.96	4063.72	4133.21	4213.80	4357.18
Purchasing/Contract Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Purchasing Specialist	3775.66	3868.26	4058.03	4246.27	4341.86	4463.92	4523.35	4582.76	4643.66	4985.87
Public Works Asset Coordinator	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Public Works Projects Coordinator	6042.39	6201.34	6521.00	6840.92	6998.79	7081.27	7179.98	7280.21	7378.90	7615.77
Radio Technician	3875.24	3973.37	4166.72	4362.96	4461.10	4527.10	4588.93	4650.77	4711.09	4868.01
Radio Technician II	4456.47	4633.81	4811.17	4988.51	5165.88	5343.18	5520.52	5697.91	5875.25	6088.17
Real Time Crime Center Technician	4375.67	4489.71	4716.42	4940.37	5054.44	5111.47	5182.39	5253.35	5322.89	5498.06

Social Media Specialist	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Solid Waste Coordinator	4607.58	4727.62	4966.39	5202.21	5322.32	5382.37	5457.06	5531.77	5605.01	5789.46
Sr. Airport Ops/Main. Specialist	4717.43	4844.36	4975.09	5109.75	5248.44	5391.30	5538.44	5690.00	5846.10	6042.49
Sr. Facilities Maintenance Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Sr. Office Assistant	3900.17	3996.38	4187.12	4381.30	4474.15	4768.43	4878.88	5008.08	5137.25	5489.56
Sr. PC Network Technician	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Sr. Planner	5558.12	5706.32	6000.46	6294.85	6440.10	6515.99	6606.83	6699.07	6789.87	7007.84
Sr. Traffic Signal Technician	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Sr. WWTP Maintenance Mechanic	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Stormwater Crew Leader	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6348.14
Streets Maintenance Mechanic	4217.88	4323.94	4539.05	4754.21	4910.37	4964.69	5029.58	5100.46	5166.89	5734.72
Survey Party Chief	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
Survey Party Chief LS	5145.10	5268.12	5520.05	5773.41	5897.94	5960.89	6041.42	6119.07	6201.13	6394.18
Surveyor	3908.94	4007.06	4203.32	4399.60	4497.71	4547.49	4607.58	4672.04	4732.08	4890.70
Sweeper Operator	4033.44	4135.96	4338.08	4543.11	4690.62	4742.40	4808.98	4871.11	4934.72	5480.28
Systems Administrator	4875.75	5057.14	5238.49	5419.82	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
Tax Auditor	4792.12	4916.60	5164.13	5413.14	5539.07	5599.14	5678.24	5755.81	5832.03	6025.69
Tax Auditor II	6012.16	6160.11	6453.04	6748.88	6893.87	6970.06	7060.84	7153.11	7243.92	7468.48
Tax Compliance Technician	4058.87	4185.86	4312.83	4439.82	4566.80	4693.79	4820.76	4947.77	5074.77	5237.33
Traffic Control Utility Worker II	3690.71	3781.52	3966.04	4150.60	4242.88	4286.82	4343.95	4402.53	4461.10	4612.63
Traffic Control Utility Worker III	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Traffic Engineering Analyst	4804.55	4929.06	5176.59	5425.55	5551.51	5608.65	5690.65	5769.75	5844.46	6039.38
Traffic Signal Technician	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Traffic Signs/Mrkg. Specialist	4289.74	4402.53	4622.22	4838.98	4950.29	5004.48	5073.32	5142.16	5209.55	5383.80
Transportation Planning Technician	3823.97	3920.64	4109.58	4304.39	4398.13	4446.47	4505.05	4566.56	4628.06	4899.87
Trash Removal Coordinator	4717.43	4838.98	5083.57	5329.63	5449.73	5511.27	5588.85	5663.59	5739.75	5929.10
Utility Locate Technician	3690.71	3781.52	3966.04	4150.60	4285.31	4329.68	4387.38	4446.56	4505.71	5004.70
Utility Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4258.99
Water Reclamation Worker	3388.99	3444.65	3501.77	3588.18	3762.50	3932.38	4018.79	4062.72	4115.48	4258.99
Water Reclamation Worker I	3690.71	3781.52	3966.04	4150.60	4242.88	4286.82	4343.95	4402.53	4461.10	4612.63
Water Reclamation Worker II	3823.97	3920.64	4109.58	4304.39	4398.13	4446.47	4505.05	4566.56	4628.06	4782.04
WW Compliance Officer	3837.15	3935.31	4125.69	4320.48	4417.15	4465.49	4525.54	4585.59	4645.63	4799.86
WW Data Technician	4477.23	4592.91	4821.40	5052.81	5167.07	5225.66	5297.43	5369.18	5440.96	5620.04
WW Data Technician II	4852.17	4975.20	5227.13	5480.51	5605.01	5749.71	5831.58	5910.43	5993.80	6185.06
WW Instrument/Control Specialist	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
WW Inventory/Control Specialist	4607.58	4727.66	4966.39	5202.21	5322.33	5382.38	5457.06	5531.77	5605.01	5789.46
WW Maintenance Coordinator	4875.75	5057.14	5238.49	5360.49	5601.18	5782.54	5963.91	6145.27	6326.62	6543.59
WW Operator A	5455.19	5597.60	5668.80	5882.41	6024.82	6167.23	6309.64	6452.04	6594.45	6770.26
WW Operator B	4162.07	4270.72	4484.70	4699.93	4806.84	4860.99	4927.65	4995.80	5063.59	5233.58

WW SCADA Coordinator	<u>5558.12</u>	<u>5706.32</u>	<u>6000.46</u>	<u>6294.85</u>	<u>6440.10</u>	<u>6515.99</u>	<u>6606.83</u>	<u>6699.07</u>	<u>6789.87</u>	<u>7007.84</u>
WW Utility Worker	<u>3388.99</u>	<u>3444.65</u>	<u>3501.77</u>	<u>3588.18</u>	<u>3762.50</u>	<u>3932.38</u>	<u>4018.79</u>	<u>4062.72</u>	<u>4115.48</u>	<u>4258.99</u>
WW Utility Worker I	<u>3676.86</u>	<u>3767.59</u>	<u>3950.62</u>	<u>4129.00</u>	<u>4219.74</u>	<u>4265.85</u>	<u>4321.25</u>	<u>4379.66</u>	<u>4435.02</u>	<u>4585.83</u>
WW Utility Worker II	<u>3912.16</u>	<u>4008.41</u>	<u>4204.01</u>	<u>4440.67</u>	<u>4497.45</u>	<u>4544.03</u>	<u>4604.58</u>	<u>4666.68</u>	<u>4728.76</u>	<u>5304.94</u>
WW Utility Worker III	<u>4436.45</u>	<u>4547.72</u>	<u>4773.38</u>	<u>4999.08</u>	<u>5111.87</u>	<u>5168.32</u>	<u>5235.74</u>	<u>5309.34</u>	<u>5378.32</u>	<u>5557.13</u>
WW Utility Worker IV	<u>4790.64</u>	<u>4914.42</u>	<u>5158.89</u>	<u>5406.51</u>	<u>5528.76</u>	<u>5591.46</u>	<u>5668.25</u>	<u>5745.02</u>	<u>5821.83</u>	<u>6013.45</u>
WWTP Maintenance Mechanic	<u>4146.21</u>	<u>4250.21</u>	<u>4461.10</u>	<u>4672.04</u>	<u>4777.46</u>	<u>4830.21</u>	<u>4893.21</u>	<u>4962.00</u>	<u>5026.47</u>	<u>5193.58</u>

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – FIRE (NON-EXEMPT)
2024

<u>CLASS TITLE</u>						
<u>(A) FIRE</u>						
Assistant Fire Chief *	10856.60					
-	-					
Emergency Medical Officer *	7961.51					
-	-					
Fire Captain * ¹	9409.05					
Fire Lieutenant	8685.28					
Fire Engineer* ²	7744.38					
Fire Inspector	8106.26					
<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Firefighter * ³	5341.50	5783.45	5839.44	6010.87	6126.27	7237.73

* Denotes a 56-Hour Work Week.

¹Captain (Administration) shall constitute an assignment for Captain and shall have assigned duties primarily relating to administrative functions including training and EMS Coordination. Captain (Administration) shall be a Group A Firefighter. The monthly base pay of the Captain (Administration) shall be the monthly base pay of Captain in the same grade who is a Group B Firefighter plus an additional \$550.

² Fire Engineers who possess and maintain an EMT-I certification or higher with the City shall be paid a monthly stipend of one percent (1%) of their monthly base pay in accordance with the City's usual and customary payroll practices. Fire Engineers hired on or after January 1, 2018, who are required as a condition of their employment as Fire Engineers with the City to possess and maintain an EMT-I Certification or higher pursuant to Section 49.2 of the collective bargaining agreement shall also be eligible for and paid said monthly stipend.

³ Firefighters assigned to Focus Response Unit (FRU) shall be a Group B Firefighter. They shall be allowed to work OT within the FRU classification when approved by the Chief or his/her designee.

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – POLICE (NON-EXEMPT)
2024

<u>CLASS TITLE</u>	<u>Entrance</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>(A) POLICE</u>								
Police Corporal	7372.98	7372.98	7372.98	7481.05	7481.05	7590.78		
Police Patrol Officer	5955.95	6463.36	6663.62	6767.11	6867.27	6970.81	7069.23	7265.48
Police Sergeant	8464.52	8547.44	8628.50	8713.10	8836.51			

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE – CLASS B ADMIN (EXEMPT)
2024

<i>CLASS TITLE</i>	<i>BASE SALARY</i>	<i>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</i>					
<u>(B) ADMINISTRATIVE</u>							
<u>Accountant II</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>Accounting Manager</u>	<u>8584.79</u>	<u>8842.30</u>	<u>9107.59</u>	<u>9380.74</u>	<u>9662.19</u>	<u>9952.00</u>	<u>10250.67</u>
<u>Administrative Assistant</u>	<u>5489.68</u>	<u>5676.29</u>	<u>5896.48</u>	<u>6098.16</u>	<u>6299.86</u>	<u>6508.31</u>	<u>6721.76</u>
<u>Airport Ops/Maintenance Supervisor</u>	<u>6221.12</u>	<u>6407.73</u>	<u>6599.98</u>	<u>6797.96</u>	<u>7001.91</u>	<u>7211.96</u>	<u>7428.32</u>
<u>Assistant Accounting Manager</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.71</u>	<u>8939.06</u>	<u>9231.51</u>
<u>Assistant Director/Human Resources</u>	<u>8045.06</u>	<u>8317.13</u>	<u>8633.97</u>	<u>8927.58</u>	<u>9219.39</u>	<u>9520.09</u>	<u>9831.55</u>
<u>Assistant Director/Info Technology</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>Assistant Director/Parks & Recreation</u>	<u>9314.40</u>	<u>9545.10</u>	<u>9781.60</u>	<u>10098.42</u>	<u>10498.92</u>	<u>10915.46</u>	<u>11364.41</u>
<u>Assistant WWTP Superintendent</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>Budget Analyst</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>CDBG/HOME & Housing Administrator</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>Civil Engineer Drainage</u>	<u>7111.97</u>	<u>7330.29</u>	<u>7722.07</u>	<u>8113.85</u>	<u>8505.64</u>	<u>8897.42</u>	<u>9290.16</u>
<u>Civil Engineer Public Works</u>	<u>7111.97</u>	<u>7330.29</u>	<u>7722.07</u>	<u>8113.85</u>	<u>8505.64</u>	<u>8897.42</u>	<u>9290.16</u>
<u>Civil Engineer Transportation</u>	<u>7111.97</u>	<u>7330.29</u>	<u>7722.07</u>	<u>8113.85</u>	<u>8505.64</u>	<u>8897.42</u>	<u>9290.16</u>
<u>Civil Engineer Wastewater</u>	<u>7111.97</u>	<u>7330.29</u>	<u>7722.07</u>	<u>8113.85</u>	<u>8505.64</u>	<u>8897.42</u>	<u>9290.16</u>
<u>Civil Service Administrator</u>	<u>9142.22</u>	<u>9454.86</u>	<u>9821.26</u>	<u>10155.80</u>	<u>10490.23</u>	<u>10836.53</u>	<u>11194.52</u>
<u>Code Enforcement Manager</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>Communications Supervisor</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Construction Manager</u>	<u>5612.63</u>	<u>5802.61</u>	<u>6022.81</u>	<u>6226.18</u>	<u>6429.57</u>	<u>6637.96</u>	<u>6854.81</u>
<u>Court Administrator</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>Crime Analyst</u>	<u>5017.86</u>	<u>5215.54</u>	<u>5413.16</u>	<u>5610.84</u>	<u>5808.55</u>	<u>6006.21</u>	<u>6203.84</u>
<u>Deputy City Clerk</u>	<u>5575.66</u>	<u>5762.24</u>	<u>5982.46</u>	<u>6184.13</u>	<u>6385.84</u>	<u>6594.29</u>	<u>6807.74</u>
<u>Deputy Director Public Works</u>	<u>10050.89</u>	<u>10382.56</u>	<u>10735.57</u>	<u>11100.58</u>	<u>11478.00</u>	<u>11868.25</u>	<u>12316.59</u>
<u>Deputy Fire Chief</u>	<u>9755.38</u>	<u>10087.57</u>	<u>10480.02</u>	<u>10836.24</u>	<u>11194.26</u>	<u>11860.82</u>	<u>12185.28</u>
<u>Dispatch Manager</u>	<u>6349.62</u>	<u>6764.98</u>	<u>7180.36</u>	<u>7595.73</u>	<u>8011.08</u>	<u>8426.46</u>	<u>8841.78</u>
<u>Engineering Manager</u>	<u>9458.10</u>	<u>9967.30</u>	<u>10476.49</u>	<u>10985.69</u>	<u>11494.89</u>	<u>12004.09</u>	<u>12513.94</u>
<u>Facilities Maintenance Superintendent</u>	<u>7911.78</u>	<u>8180.79</u>	<u>8500.09</u>	<u>8789.23</u>	<u>9080.03</u>	<u>9379.21</u>	<u>9688.50</u>
<u>Fleet Superintendent</u>	<u>7911.78</u>	<u>8180.79</u>	<u>8500.09</u>	<u>8789.23</u>	<u>9080.03</u>	<u>9379.21</u>	<u>9688.50</u>
<u>Food Project Coordinator</u>	<u>5130.54</u>	<u>5304.94</u>	<u>5510.73</u>	<u>5699.22</u>	<u>5887.72</u>	<u>6082.54</u>	<u>6282.02</u>
<u>Grant & Resource Dev. Administrator</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>

<u>Grants Analyst</u>	<u>6780.56</u>	<u>6926.24</u>	<u>7002.78</u>	<u>7093.99</u>	<u>7186.69</u>	<u>7277.93</u>	<u>7503.55</u>
<u>Grant Coordinator/Financial Empowerment</u>	<u>4872.31</u>	<u>5037.93</u>	<u>5233.36</u>	<u>5412.36</u>	<u>5591.38</u>	<u>5776.39</u>	<u>5965.83</u>
<u>HR Analyst I</u>	<u>4865.25</u>	<u>5126.36</u>	<u>5415.27</u>	<u>5712.56</u>	<u>6026.87</u>	<u>6358.21</u>	<u>6707.87</u>
<u>HR Analyst II</u>	<u>5619.36</u>	<u>5920.95</u>	<u>6254.63</u>	<u>6598.01</u>	<u>6961.04</u>	<u>7343.73</u>	<u>7747.60</u>
<u>Ice Arena Manager</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>Internal Auditor</u>	<u>7289.77</u>	<u>7534.40</u>	<u>7822.12</u>	<u>8085.76</u>	<u>8349.35</u>	<u>8621.55</u>	<u>8904.13</u>
<u>Landscape Architect</u>	<u>6221.12</u>	<u>6431.23</u>	<u>6674.95</u>	<u>6901.86</u>	<u>7127.11</u>	<u>7357.37</u>	<u>7599.45</u>
<u>Legal Assistant</u>	<u>4835.66</u>	<u>4993.81</u>	<u>5152.31</u>	<u>5310.61</u>	<u>5484.57</u>	<u>5658.93</u>	<u>5833.11</u>
<u>MPO Manager</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>MS4 Permit Coordinator</u>	<u>6221.12</u>	<u>6431.23</u>	<u>6674.95</u>	<u>6901.86</u>	<u>7127.11</u>	<u>7357.37</u>	<u>7599.45</u>
<u>Outdoor Recreation Administrator</u>	<u>5575.66</u>	<u>5762.24</u>	<u>5982.46</u>	<u>6184.13</u>	<u>6385.84</u>	<u>6594.29</u>	<u>6807.74</u>
<u>Parks Manager</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>Parks Supervisor</u>	<u>5575.66</u>	<u>5762.24</u>	<u>5982.46</u>	<u>6184.13</u>	<u>6385.84</u>	<u>6594.29</u>	<u>6807.74</u>
<u>Police Captain</u>	<u>8661.92</u>	<u>8959.04</u>	<u>9305.65</u>	<u>9624.00</u>	<u>9942.31</u>	<u>10267.74</u>	<u>10609.06</u>
<u>Police Deputy Chief</u>	<u>10065.46</u>	<u>10408.27</u>	<u>10813.16</u>	<u>11180.76</u>	<u>11550.11</u>	<u>11931.88</u>	<u>12326.14</u>
<u>Police Records Manager</u>	<u>5612.62</u>	<u>5802.61</u>	<u>6022.81</u>	<u>6226.18</u>	<u>6429.57</u>	<u>6637.96</u>	<u>6854.81</u>
<u>Pretreatment Manager</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>Principal Planner</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>Purchasing Contracts Administrator</u>	<u>5612.62</u>	<u>5802.61</u>	<u>6022.81</u>	<u>6226.73</u>	<u>6429.57</u>	<u>6637.96</u>	<u>6993.06</u>
<u>Recreation Supervisor</u>	<u>5575.66</u>	<u>5762.24</u>	<u>5982.46</u>	<u>6184.13</u>	<u>6385.84</u>	<u>6594.29</u>	<u>6807.74</u>
<u>Regulatory Compliance Specialist</u>	<u>7997.76</u>	<u>8266.75</u>	<u>8586.06</u>	<u>8875.20</u>	<u>9165.98</u>	<u>9465.17</u>	<u>9774.47</u>
<u>SCADA Administrator</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>Shops Supervisor</u>	<u>6353.92</u>	<u>6567.37</u>	<u>6819.50</u>	<u>7048.11</u>	<u>7278.40</u>	<u>7515.38</u>	<u>7760.77</u>
<u>Sr. Business Systems Analyst</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Sr. GIS Administrator</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Sr. HR Analyst</u>	<u>6630.85</u>	<u>6986.72</u>	<u>7380.47</u>	<u>7785.65</u>	<u>8214.02</u>	<u>8665.61</u>	<u>9142.16</u>
<u>Sr. Integration Administrator</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Sr. Media Systems Administrator</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Sr. Network Administrator</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Sr. Security Administrator</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Sr. System Administrator</u>	<u>5690.18</u>	<u>6063.74</u>	<u>6437.32</u>	<u>6810.88</u>	<u>7184.47</u>	<u>7558.05</u>	<u>7931.62</u>
<u>Sr. Tax Auditor</u>	<u>7111.97</u>	<u>7350.63</u>	<u>7631.33</u>	<u>7888.55</u>	<u>8145.70</u>	<u>8411.27</u>	<u>8686.96</u>
<u>Stormwater Coordinator</u>	<u>7997.76</u>	<u>8266.75</u>	<u>8586.06</u>	<u>8875.20</u>	<u>9165.98</u>	<u>9465.17</u>	<u>9774.47</u>
<u>Stormwater Engineering Manager</u>	<u>9458.10</u>	<u>9967.30</u>	<u>10476.49</u>	<u>10985.69</u>	<u>11494.89</u>	<u>12004.09</u>	<u>12513.94</u>
<u>Streets Maintenance Supervisor</u>	<u>6221.12</u>	<u>6431.23</u>	<u>6674.95</u>	<u>6901.86</u>	<u>7127.11</u>	<u>7357.37</u>	<u>7599.45</u>
<u>Tax Audit Manager</u>	<u>8584.79</u>	<u>8842.29</u>	<u>9107.59</u>	<u>9380.75</u>	<u>9662.20</u>	<u>9952.01</u>	<u>10250.67</u>
<u>Traffic Control Supervisor</u>	<u>6221.12</u>	<u>6431.23</u>	<u>6674.95</u>	<u>6901.86</u>	<u>7127.11</u>	<u>7357.37</u>	<u>7599.45</u>
<u>Traffic Engineer</u>	<u>8652.16</u>	<u>8948.10</u>	<u>9244.03</u>	<u>9539.97</u>	<u>9835.90</u>	<u>10131.83</u>	<u>10427.77</u>

<u>WW Collections Supervisor</u>	<u>6221.12</u>	<u>6431.23</u>	<u>6674.95</u>	<u>6901.86</u>	<u>7127.11</u>	<u>7357.37</u>	<u>7599.45</u>
<u>WW Engineering Manager</u>	<u>9458.10</u>	<u>9967.30</u>	<u>10476.49</u>	<u>10985.69</u>	<u>11494.89</u>	<u>12004.09</u>	<u>12513.94</u>
<u>WWTP Lab Supervisor</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>WW Maintenance Supervisor</u>	<u>7554.05</u>	<u>7809.51</u>	<u>8107.02</u>	<u>8382.71</u>	<u>8656.70</u>	<u>8939.06</u>	<u>9231.51</u>
<u>WWTP Superintendent</u>	<u>8804.61</u>	<u>9102.08</u>	<u>9451.74</u>	<u>9771.10</u>	<u>10090.48</u>	<u>10419.94</u>	<u>10762.83</u>

CITY OF PUEBLO SALARY SCHEDULE
MONTHLY SALARY SCHEDULE - APPOINTED
2024

<u>CLASS TITLE</u>	<u>MONTHLY BASE SALARY</u>	<u>MERIT PAY RANGES GRANTED UNDER SECTION 6-5-1(B)</u>
<u>(C) APPOINTED</u>		
<u>Assistant City Attorney I</u>	<u>6232.73</u>	<u>7790.91</u>
<u>Assistant City Attorney II</u>	<u>7790.92</u>	<u>8742.62</u>
<u>Assistant City Attorney III</u>	<u>8742.71</u>	<u>10699.43</u>
<u>Assistant Mayor/Comm Investment</u>	<u>8387.52</u>	<u>10802.14</u>
<u>City Attorney</u>	<u>13720.28</u>	<u>16767.69</u>
<u>City Clerk</u>	<u>9162.23</u>	<u>11200.37</u>
<u>Chief of Staff</u>	<u>8182.95</u>	<u>11861.62</u>
<u>Deputy City Attorney</u>	<u>11770.37</u>	<u>13720.91</u>
<u>Deputy Mayor</u>	<u>No monthly salary is provided with respect to appointment to the position of Deputy Mayor. All compensation received by the Department Director appointed to this position shall be continued.</u>	
<u>Director/Aviation</u>	<u>9162.23</u>	<u>11200.37</u>
<u>Director/Finance</u>	<u>10728.59</u>	<u>13112.32</u>
<u>Director/Human Resources</u>	<u>10426.49</u>	<u>12744.65</u>
<u>Director/Information Technology</u>	<u>10426.49</u>	<u>12744.65</u>
<u>Director/Just Transitions Program</u>	<u>6769.65</u>	<u>8220.29</u>
<u>Director/Parks & Recreation</u>	<u>10684.47</u>	<u>13058.61</u>
<u>Director/Planning</u>	<u>10426.49</u>	<u>12744.65</u>
<u>Director/Public Affairs</u>	<u>6769.65</u>	<u>8220.29</u>
<u>Director/Public Works</u>	<u>12052.28</u>	<u>14730.16</u>
<u>Director/Purchasing</u>	<u>9162.23</u>	<u>11200.37</u>
<u>Director/Stormwater</u>	<u>9901.71</u>	<u>12103.18</u>
<u>Director/Wastewater</u>	<u>10789.22</u>	<u>13186.65</u>
<u>Fire Chief</u>	<u>11741.70</u>	<u>14350.02</u>
<u>Mayor</u>	<u>12500.00</u>	<u>12500.00</u>
<u>Municipal Court Judge</u>	<u>10118.29</u>	<u>13192.83</u>
<u>Police Chief</u>	<u>12052.28</u>	<u>14880.57</u>

<u>Secretary to the Mayor</u>	<u>4835.66</u>	<u>6401.80</u>
<u>Sr. Assistant City Attorney</u>	<u>10699.52</u>	<u>11770.27</u>

SECTION 2.

Section 18 of Chapter 5 of Title VI of the Pueblo Municipal Code is hereby amended to read as follows:

6-5-18. Unclassified part-time employees.

(a) The pay range with respect to all unclassified part-time employees of the City shall be not less than [~~\$13.65~~] \$14.42 per hour and not greater than \$40.00.

SECTION 3.

The officers and staff of the City are directed and authorized to perform any and all acts consistent with the intent of this Ordinance to effectuate and transactions described therein.

SECTION 4.

This Ordinance shall become effective January 1, 2024.

Action by City Council:

Introduced and initial adoption of Ordinance by City Council on November 27, 2023.

Final adoption of Ordinance by City Council on December 11, 2023.



President of City Council

Action by the Mayor:

☒ Approved on December 18, 2023.

☐ Disapproved on _____ based on the following objections:



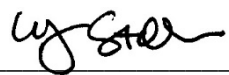
Mayor

Action by City Council After Disapproval by the Mayor:

- ☐ Council did not act to override the Mayor's veto.
- ☐ Ordinance re-adopted on a vote of _____, on _____
- ☐ Council action on _____ failed to override the Mayor's veto.

President of City Council

ATTEST



City Clerk