

**CITY OF PUEBLO SALARY SCHEDULE
2026 MONTHLY SALARY SCHEDULE - GENERAL SERVICE (NON-EXEMPT)**

<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										
Abandoned Vehicle Coordinator	4215.418	4323.956	4538.053	4755.532	4862.261	4914.679	4984.685	5049.202	5118.983	5287.403
Abatement Worker	3597.11	3656.18	3716.82	3808.53	3993.55	4173.86	4265.59	4312.21	4368.21	4520.53
Accountant I	6381.37	6538.40	6849.32	7163.33	7317.22	7398.09	7494.45	7592.38	7688.77	7927.12
Accounting Technician II	3563.44	3634.73	3816.97	4034.10	4102.24	4146.61	4200.49	4255.98	4309.86	4459.26
Accounting Technician III	4139.68	4241.79	4444.25	4650.35	4748.90	5061.26	5178.49	5315.62	5452.72	5826.67
Accounting Technician IV	4408.27	4516.39	4737.95	4957.73	5069.34	5306.62	5377.27	5545.18	5618.87	6032.94
Administrative Technician	4408.27	4516.39	4737.95	4957.73	5069.34	5306.62	5377.27	5545.18	5618.87	6032.94
Airport Ops/Maintenance Specialist	4400.83	4517.36	4637.40	4761.01	4888.36	5019.51	5154.60	5293.75	5437.07	5622.48
Airport Ops/Maintenance Worker	3716.82	3812.82	3907.30	4097.86	4283.59	4378.06	4426.07	4483.76	4544.57	4640.00
Area Crew Leader	5150.14	5280.73	5548.13	5817.06	5949.21	6102.80	6189.69	6273.39	6361.88	6737.98
Associate Engineer I	5099.60	5231.75	5494.48	5758.73	5892.43	5953.08	6040.11	6124.07	6203.37	6410.26
Associate Engineer II	5310.25	5448.61	5723.79	6003.61	6141.95	6211.89	6295.88	6384.49	6471.55	6682.75
Associate Engineer II - SW	5310.25	5448.61	5723.79	6003.61	6141.95	6211.89	6295.88	6384.49	6471.55	6682.75
Associate Engineer II - WW	5310.25	5448.61	5723.79	6003.61	6141.95	6211.89	6295.88	6384.49	6471.55	6682.75
Associate Field Engineer	5150.14	5280.73	5548.13	5817.06	5949.21	6102.80	6189.69	6273.39	6361.88	6564.89
Aviation Operations Technician	3940.67	4037.03	4234.49	4430.37	4529.87	4656.88	4718.72	4780.55	4843.91	5200.77
Aviation Security/Contracts Coordinator	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	5714.42
Building Custodian	2877.14	2971.73	3066.34	3160.97	3255.58	3350.20	3444.81	3539.39	3634.00	3779.00
Business Systems Analyst	5175.17	5367.70	5560.18	5752.65	5945.15	6137.65	6330.15	6522.66	6715.13	6945.43
Carpenter	4890.527	5017.986	5271.38	5521.675	5649.172	5712.908	5792.175	5871.479	5949.209	6144.989
Civil Service Analyst	4752.17	4874.96	5117.48	5363.10	5484.38	5546.57	5622.75	5698.90	5775.09	5965.17
Civil Service Technician	3563.44	3634.73	3816.97	4034.10	4102.24	4146.61	4200.49	4255.98	4309.86	4459.26
Code Enforcement Officer	4072.79	4176.98	4379.05	4585.80	4688.41	4739.72	4803.45	4867.19	4930.92	5094.62
Community Development Specialist	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
Community Risk Reduction Coordinator	4215.42	4323.96	4538.05	4755.53	4862.26	4914.68	4984.68	5049.20	5118.98	5287.40
Community Service Coordinator	5150.14	5280.73	5548.13	5817.06	5949.21	6102.81	6189.69	6273.40	6361.88	6737.98
Community Service Officer	4489.42	4605.01	4833.03	5064.64	5178.31	5234.13	5308.69	5377.40	5451.72	5631.08
Community Outreach Specialist	4072.79	4176.98	4379.05	4585.80	4688.41	4739.72	4803.45	4867.19	4930.92	5094.62
Community Service Specialist	3663.44	3753.80	3932.97	4115.36	4202.57	4325.86	4426.06	4543.27	4660.45	4815.43
Court Marshal	5150.14	5280.73	5548.13	5817.06	5949.21	6102.81	6189.69	6273.40	6361.88	6737.98
Court Technician	3613.44	3687.97	3874.97	4097.14	4181.38	4234.98	4313.28	4387.03	4472.57	4624.75
Court Technician II	3794.11	3872.37	4068.72	4302.00	4390.45	4446.73	4528.94	4606.38	4696.19	4855.99
Dispatch Training Coordinator	4742.45	4895.283	5048.115	5200.986	5353.845	5667.066	5824.39	5981.7	6138.984	6455.904
Electrician	4890.527	5017.986	5271.38	5521.675	5649.172	5712.908	5792.175	5871.479	5949.209	6144.989
Emergency Services Dispatch Supervisor	5880.599	6066.666	6252.719	6438.758	6624.811	6996.615	7187.757	7378.856	7569.997	7907.416
Emergency Services Dispatcher	4353.23	4506.07	4658.90	4811.77	4964.63	5266.51	5423.84	5581.15	5738.43	6047.79
Equipment Operator I	3716.82	3808.53	3993.55	4173.86	4265.59	4312.21	4368.21	4427.25	4483.21	4635.66
Equipment Operator II	3917.36	4013.74	4209.60	4405.49	4548.47	4595.57	4656.81	4719.62	4782.41	5312.044
Equipment Operator IV	4476.90	4589.47	4817.80	5046.16	5237.71	5295.65	5364.87	5413.68	5484.19	6086.89
Facilities Maintenance Technician	3917.357	4013.741	4209.595	4405.492	4548.472	4595.575	4656.812	4719.619	4782.406	5312.04
Fire Support Technician	3563.437	3634.73	3816.969	4034.099	4102.244	4146.607	4200.492	4255.978	4309.864	4459.265
Fleet Mechanic	5150.14	5280.73	5548.13	5817.06	5949.21	6102.80	6189.69	6273.39	6361.88	6737.98
Fleet Service Writer	3603.33	3691.92	3867.59	4046.39	4131.89	4183.17	4232.94	4296.37	4395.31	4532.07
Gardener	4113.215	4217.371	4422.976	4630.885	4782.405	4853.165	4919.446	4985.715	5050.406	5606.151
GIS Specialist I	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
GPS Technician	4148.99	4253.13	4461.44	4669.78	4773.91	4826.75	4890.53	4958.95	5022.67	5191.04
Horticultural Specialist	5150.143	5280.726	5548.127	5817.064	5949.209	6102.805	6189.692	6273.393	6361.88	6737.98

Housing/Comm. Dev. Coordinator II	5099.60	5231.75	5494.48	5758.73	5892.43	5953.08	6040.11	6124.07	6203.37	6410.26
Housing/Comm. Development Specialist	5086.40	5218.21	5481.26	5745.56	5879.22	5942.98	6026.94	6109.27	6190.17	6395.73
HR Records Technician	3563.44	3634.73	3816.97	4034.10	4102.24	4146.61	4200.49	4255.98	4309.86	4459.26
HVAC Technician	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
Inspector/Construction	5099.596	5231.753	5494.481	5758.732	5892.426	5953.076	6040.115	6124.067	6203.371	6410.261
Inspector/Stormwater	5099.60	5231.75	5494.48	5758.73	5892.43	5953.08	6040.11	6124.07	6203.37	6410.26
Inspector/Streets	5099.60	5231.75	5494.48	5758.73	5892.43	5953.08	6040.11	6124.07	6203.37	6410.26
Inspector /Wastewater	5099.60	5231.75	5494.48	5758.73	5892.43	5953.08	6040.11	6124.07	6203.37	6410.26
Lab Analyst	5007.128	5136.137	5395.753	5656.919	5784.403	5849.713	5932.066	6011.396	6092.224	6293.206
Lab Analyst II	5310.25	5448.61	5723.79	6003.61	6141.95	6211.89	6295.88	6384.49	6471.55	6682.75
Lab Analyst III	5899.45	6056.74	6368.95	6681.42	6835.59	6916.14	7012.55	7110.46	7206.83	7438.20
Lab Pretreatment Specialist	5007.13	5136.14	5395.75	5656.92	5784.40	5849.71	5932.07	6011.40	6092.22	6293.21
Land Use Technician	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.86	5545.18	5618.87	6032.94
Land Use Technician II	4672.89	4906.07	5136.14	5254.29	5311.81	5384.86	5545.18	5725.01	6032.94	6189.79
Law Department Technician	3563.44	3634.73	3816.97	4034.10	4102.24	4146.61	4200.49	4255.98	4309.86	4459.26
Lead Code Enforcement Officer	4489.42	4605.01	4833.03	5064.64	5178.31	5234.51	5308.69	5377.40	5451.72	5631.08
Lead Court Technician	4408.27	4516.39	4737.95	4957.73	5069.34	5306.62	5377.27	5545.18	5618.87	6032.94
Legal Support Assistant	4408.27	4516.39	4737.95	4957.73	5069.34	5306.62	5377.27	5545.18	5618.87	6032.94
Licensing Coordinator	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.86	5545.18	5618.87	6032.94
Marketing and Recruitment Specialist	5175.172	5367.702	5560.181	5752.648	5945.153	6137.645	6330.15	6522.655	6715.135	6945.428
Marketing and Social Media Specialist	5175.17	5367.70	5560.18	5752.65	5945.15	6137.65	6330.15	6522.66	6715.13	6945.43
Mason	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
Media Systems Administrator	5175.17	5367.70	5560.18	5752.65	5945.15	6137.65	6330.15	6522.66	6715.13	6945.43
Media Systems Specialist	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
Municipal Records Tech/Coordinator	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
Network Communications Specialist I	4113.215	4217.371	4422.598	4630.885	4735.054	4805.114	4870.739	4936.377	5000.402	5166.959
Network Communications Specialist II	4730.14	4918.38	5106.62	5294.86	5483.12	5671.30	5859.54	6047.82	6236.05	6462.04
Office Assistant	3311.441	3389.108	3549.14	3710.797	3788.439	3829.666	3880.377	3927.927	3978.626	4115.243
Painter	4890.527	5017.986	5271.38	5521.675	5649.172	5712.908	5792.175	5871.479	5949.209	6144.989
Parks Area Crew Leader	5150.14	5280.73	5548.13	5817.06	5949.21	6102.80	6189.69	6273.39	6361.88	6737.98
Park Caretaker I	3716.82	3808.53	3993.55	4173.86	4265.59	4312.21	4368.21	4427.25	4483.21	4635.66
Park Caretaker II	3917.36	4013.74	4209.60	4405.49	4548.47	4595.57	4656.81	4719.62	4782.41	5312.04
Park Caretaker II - Irrigation	4113.21	4217.37	4422.98	4630.89	4782.41	4853.16	4919.45	4985.71	5050.41	5606.15
Park Caretaker II - Playground	4113.21	4217.37	4422.98	4630.89	4782.41	4853.16	4919.45	4985.71	5050.41	5606.15
Park Ranger	4072.79	4176.98	4379.05	4585.80	4688.41	4739.72	4803.45	4867.19	4930.92	5094.62
Parking Enforcer	3603.33	3691.92	3867.59	4046.39	4131.89	4183.17	4232.94	4287.35	4341.78	4492.15
Parks & Rec Technician	3563.44	3634.73	3816.97	4034.10	4102.24	4146.61	4200.49	4255.98	4309.86	4459.26
Parks Maintenance Mechanic	4476.90	4589.47	4817.80	5046.16	5211.91	5269.57	5338.44	5413.68	5484.19	6086.89
Parks Senior Mechanic/Welder	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6605.86
Parts Clerk	3603.33	3691.92	3867.59	4046.39	4131.89	4183.17	4232.94	4296.37	4395.31	4532.07
Payroll Coordinator	5108.59	5240.58	5501.29	5765.34	5895.71	5962.56	6044.45	6126.32	6208.23	6680.99
PC Network Technician	4308.13	4442.92	4577.68	4712.47	4847.25	4982.04	5116.80	5251.62	5386.41	5558.96
PD Investigations Technician	3613.44	3687.97	3874.97	4097.14	4181.38	4234.98	4313.28	4387.03	4472.57	4624.75
PD Records Technician	3613.44	3687.97	3874.97	4097.14	4181.38	4234.98	4313.28	4387.03	4472.57	4624.75
Permit Compliance Specialist - SW	5899.44	6056.74	6368.94	6681.41	6835.59	6916.14	7012.55	7110.46	7206.84	7438.20
Permit Compliance Specialist - WW	5899.44	6056.74	6368.94	6681.41	6835.59	6916.14	7012.55	7110.46	7206.84	7438.20
Planner	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
Plumber	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
Police Payroll Technician	4408.27	4516.39	4737.95	4957.73	5069.34	5306.62	5377.27	5545.18	5618.87	6032.94
Police Services Technician	3563.44	3634.73	3816.97	4034.10	4102.24	4146.61	4200.49	4255.98	4309.86	4459.26

Pretreatment Compliance Technician	5310.25	5448.61	5723.79	6003.61	6141.95	6211.89	6295.88	6384.49	6471.55	6682.75
Probation Officer	5696.78	5844.75	6151.19	6435.02	6584.73	6656.15	6750.17	6842.39	6932.99	7163.21
Program Coordinator - Aquatics	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - El Centro Del Quinto Sol	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - Forestry	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - Horticulture	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - Housing	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - Ice Arena	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - Marketing	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - Park Ranger	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Program Coordinator - Sports	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	6086.89
Property/Evidence Technician	3613.44	3687.97	3874.97	4097.14	4181.38	4234.98	4313.28	4387.03	4472.57	4624.75
Purchasing/Contract Coordinator	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
Purchasing Specialist	4139.68	4241.79	4444.25	4650.35	4748.90	5061.26	5178.49	5315.62	5452.72	5826.67
Public Works Asset Coordinator	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
Public Works Projects Coordinator	6413.45	6582.16	6921.45	7261.02	7428.58	7516.13	7620.90	7727.29	7832.04	8083.45
Real Time Crime Center Technician	4644.375	4765.419	5006.059	5243.756	5364.836	5425.364	5500.641	5575.954	5649.771	5835.697
Social Media Specialist	5175.172	5367.702	5560.181	5752.648	5945.153	6137.645	6330.15	6522.655	6715.135	6945.428
Solid Waste Coordinator	4890.53	5017.95	5271.37	5521.68	5649.17	5712.91	5792.18	5871.48	5949.21	6144.99
Sr. Airport Ops/Main. Specialist	5007.13	5141.86	5280.61	5423.54	5570.75	5722.38	5878.56	6039.42	6205.11	6413.56
Sr. Facilities Maintenance Technician	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
Sr. Office Assistant	4139.68	4241.79	4444.25	4650.35	4748.90	5061.26	5178.49	5315.62	5452.72	5826.67
Sr. PC Network Technician	5086.41	5218.53	5481.25	5745.56	5879.23	5942.99	6026.94	6109.28	6190.17	6395.73
Sr. Planner	5899.45	6056.74	6368.95	6681.42	6835.59	6916.14	7012.55	7110.46	7206.83	7438.20
Sr. Traffic Signal Technician	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
Sr. WWTP Maintenance Mechanic	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6605.86
Stormwater Crew Leader	5150.14	5280.73	5548.13	5817.06	5949.21	6102.80	6189.69	6273.39	6361.88	6737.98
Streets Maintenance Mechanic	4476.90	4589.47	4817.80	5046.16	5211.91	5269.57	5338.44	5413.68	5484.19	6086.89
Survey Party Chief	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
Survey Party Chief LS	5461.06	5591.63	5859.03	6127.96	6260.13	6326.95	6412.43	6494.84	6581.94	6786.84
Surveyor	4148.99	4253.13	4461.44	4669.78	4773.91	4826.75	4890.53	4958.95	5022.67	5191.04
Sweeper Operator	4281.13	4389.95	4604.48	4822.11	4978.67	5033.63	5104.30	5170.25	5237.76	5816.82
Systems Administrator	5175.17	5367.70	5560.18	5752.65	5945.15	6137.65	6330.15	6522.66	6715.13	6945.43
Tax Auditor	6381.366	6538.4	6849.32	7163.326	7317.224	7398.09	7494.45	7592.384	7688.769	7927.123
Tax Compliance Technician	4663.52	4802.73	4961.12	5108.94	5256.40	5500.84	5643.98	5885.09	6026.24	6421.46
Traffic Control Utility Worker II	3917.36	4013.74	4209.60	4405.49	4503.44	4550.07	4610.71	4672.89	4735.05	4895.89
Traffic Control Utility Worker III	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	5714.42
Traffic Engineering Analyst	5099.60	5231.75	5494.48	5758.73	5892.43	5953.08	6040.11	6124.07	6203.37	6410.26
Traffic Signal Technician	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	5714.42
Traffic Signs/Markings Specialist	4553.17	4672.89	4906.07	5136.14	5254.29	5311.80	5384.87	5457.94	5529.47	5714.42
Transportation Planning Technician	4058.80	4161.41	4361.95	4568.72	4668.22	4719.52	4781.71	4847.00	4912.27	5200.77
Trash Removal Coordinator	5007.13	5136.14	5395.75	5656.92	5784.40	5849.71	5932.07	6011.40	6092.22	6293.21
Utility Locate Technician	3917.359	4013.744	4209.599	4405.492	4548.473	4595.57	4656.814	4719.622	4782.405	5312.044
Utility Worker	3597.11	3656.18	3716.82	3808.53	3993.55	4173.86	4265.59	4312.21	4368.21	4520.53
Water Reclamation Worker	3597.106	3656.181	3716.818	3808.53	3993.553	4173.864	4265.589	4312.206	4368.208	4520.532
Water Reclamation Worker I	3917.36	4013.74	4209.60	4405.49	4503.44	4550.07	4610.71	4672.89	4735.05	4895.89
Water Reclamation Worker II	4058.80	4161.41	4361.95	4568.72	4668.22	4719.52	4781.71	4847.00	4912.27	5075.70
WW Compliance Officer	4072.79	4176.98	4379.05	4585.80	4688.41	4739.72	4803.45	4867.19	4930.92	5094.62
WW Data Technician	4752.17	4874.96	5117.48	5363.10	5484.38	5546.57	5622.75	5698.90	5775.09	5965.17
WW Data Technician II	5150.14	5280.73	5548.13	5817.06	5949.21	6102.80	6189.69	6273.39	6361.88	6564.89

WW Instrument/Control Specialist	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
WW Inventory/Control Specialist	4890.53	5017.99	5271.38	5521.68	5649.17	5712.91	5792.17	5871.48	5949.21	6144.99
WW Maintenance Coordinator	5175.17	5367.70	5560.18	5689.67	5945.15	6137.65	6330.15	6522.66	6715.13	6945.43
WW Operator A	5790.20	5941.35	6016.93	6243.65	6394.81	6545.96	6697.11	6848.26	6999.41	7186.02
WW Operator B	4417.66	4532.99	4760.11	4988.55	5102.03	5159.50	5230.25	5302.59	5374.54	5554.98
WW SCADA Coordinator	5899.44	6056.74	6368.95	6681.42	6835.59	6916.14	7012.55	7110.46	7206.83	7438.20
WW Utility Worker	3597.11	3656.18	3716.82	3808.53	3993.55	4173.86	4265.59	4312.21	4368.21	4520.53
WW Utility Worker I	3902.65	3998.96	4193.22	4382.56	4478.87	4527.81	4586.61	4648.61	4707.38	4867.45
WW Utility Worker II	4152.40	4254.57	4462.18	4713.38	4773.64	4823.08	4887.35	4953.26	5019.16	5630.71
WW Utility Worker III	4708.89	4827.00	5066.51	5306.07	5425.79	5485.71	5557.26	5635.39	5708.60	5898.40
WW Utility Worker IV	5084.83	5216.21	5475.70	5738.52	5868.28	5934.83	6016.34	6097.83	6179.35	6382.73
WWTP Maintenance Mechanic	4400.83	4511.21	4735.05	4958.95	5070.84	5126.83	5193.70	5266.72	5335.14	5512.52