

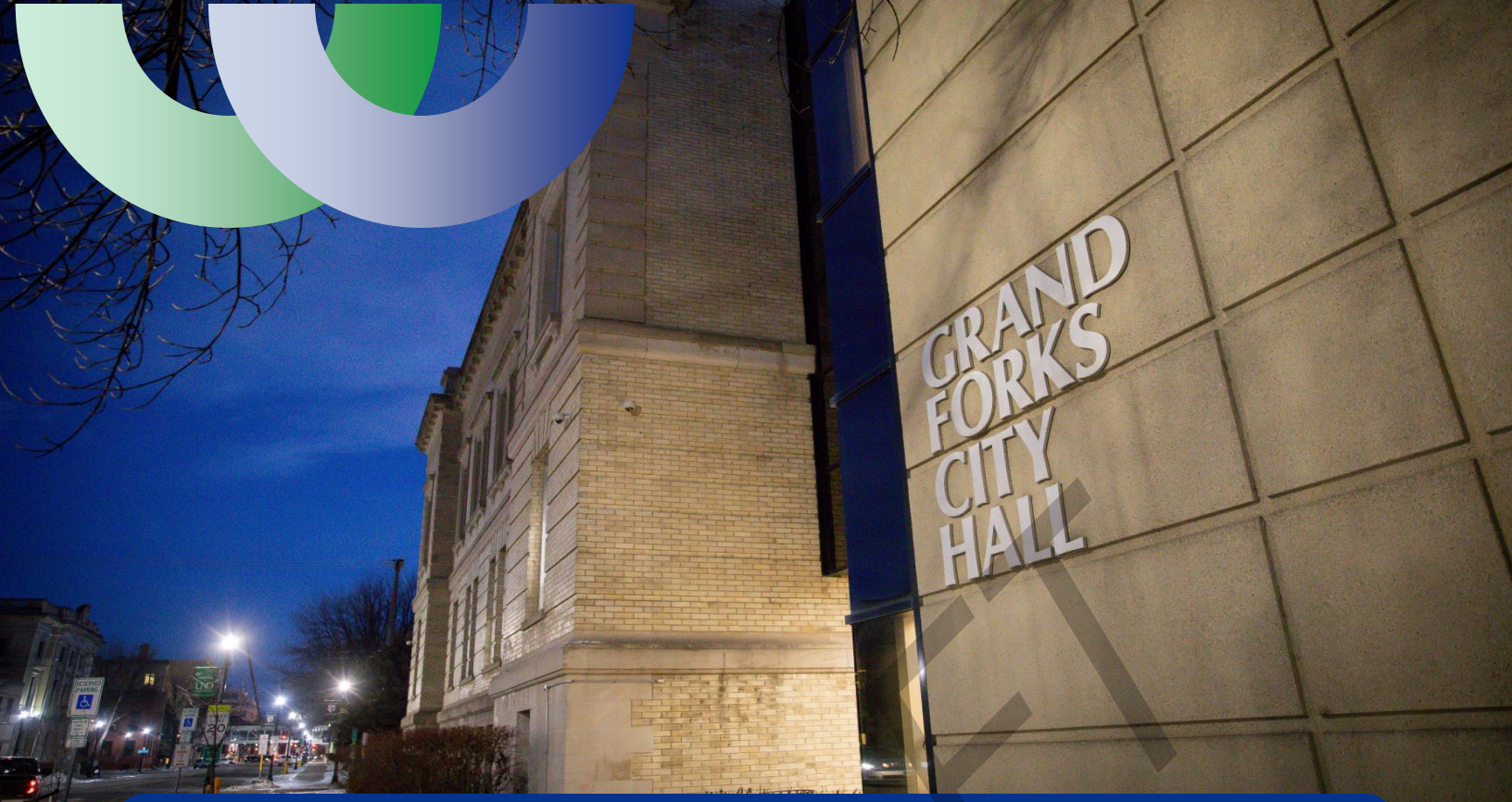
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On June 16, 2025 the proposed 2026 Salary and Compensation plan was presented to Council. Since that presentation, the following additions have been added to the proposed plan:

- Addition of one new job classification
  - Police Records Specialist, Senior
- Change in grades for the Police Records Supervisor and Property and Evidence Supervisor from a grade 17 to grade 18. This change provides consistency across the City with positions that function at a similar level and scope of responsibility.



***Job Classification and Compensation Plan***

**FY 2026**

**CITY OF**

**GRAND  
FORKS**

**NORTH DAKOTA**

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## EXECUTIVE SUMMARY 2026 ANNUAL SALARY PLAN

The City of Grand Forks sees continued success with the implementation of the step and grade compensation system implemented in 2024. This plan provides a predictable, externally equitable, and competitive method of compensation that focuses on attracting and retaining top talent. The City of Grand Forks has seen applicant numbers increase significantly for positions and our number of open positions has decreased in 2025.

This forward-looking classification plan has created opportunities for succession planning to ensure our departments are organized as efficiently and effectively as possible. This approach also allows the City to focus on retaining valuable employees with the performance-based step increase, which rewards employees with an annual step increase that is granted as long as their performance is satisfactory. With the implementation of the new salary classification plan, we are beginning to see the City regain a competitive advantage and work to ensure our employees have a career they truly enjoy.

Maintenance of the compensation plan recommended by the consultant, Condrey and Associates, is an annual market adjustment to the salary schedule determined by the Employment Cost Index published by the Bureau of Labor Statistics. Ideally 75% - 100% of the Employment Cost Index should be applied annually to maintain the plan.

This year's initial General Fund budget request for a step increase (2.5%) and Employer Cost Index (ECI) (1.90%), which is 50% of the Employer Cost Index, which came in at 3.80%. After careful review and consideration stemming from newly implemented legislature and other budgetary constraints, a 50% ECI is recommended for 2026. The ECI increase along with the Step increase totals an overall increase of 4.40%. With the general fund budget salaries at approximately \$27,416,421 the ECI increase of 1.90% would equal \$520,912 and the 2.5% step increase would be \$685,411. The general fund impact would be around \$1,206,323.

The City of Grand Forks continues to examine, anticipate, and react to strategic opportunities and initiatives. City Departments have worked together to fund necessary positions and promotions for the upcoming budget year 2026.

Upon approval of the budget, a concurrent motion will be required to approve the Salary Plan.

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## The Classification Plan

The system used to classify the jobs in the City of Grand Forks is an adapted version of the Factor Evaluation System (FES). FES is considered to be a state-of-the-art system in public human resource management.

FES is a point-factor-comparison evaluation system that uses nine factors for the evaluation of jobs: Knowledge Required by the Position, Supervisory Controls, Guidelines, Complexity, Scope and Effect, Personal Contacts, Purpose of Contacts, Physical Demands, and Work Environment. In order to adapt it to this setting, a tenth factor covering supervisory responsibility was added by Condrey and Associates. The factors are weighted (i.e., Knowledge Required by the Position "counts more" than Physical Demands). Each factor has several levels, and each level is assigned a specified number of points. The combined score on all the factors determines the total number of points for each position and its assignment to a grade in the classification plan. The assigned grade levels reflect a combination of data generated by FES, the salary survey, and a review of organizational relationships within the City.

## The Compensation Plan

The compensation plan developed for the City is based on an internal value system reflected in the classification plan and on a salary survey of comparable organizations to help assure an externally equitable and competitive pay system.

The City's pay plan consists of twenty-eight grades. The 2026 proposed annual salary schedule shows the grades and steps for the plan. The range is deliberately broad so that problems associated with employees reaching the top of their pay range will be minimized.

In order to keep the proposed salary tables current, an annual market adjustment is recommended. This adjustment should be applied as an increase to the salary schedule and as a general percentage salary increase for all employees when market conditions dictate. An excellent source to determine market conditions is the Employment Cost Index published by the United States Bureau of Labor Statistics. If the City applies approximately 75% - 100% of this index to the salary plans on an annual basis, a review and update of the City's personnel system will not be necessary for three to four years. This market adjustment should be made in addition to employee performance increases. Thus, the City has budgeted for the following:

1) an across-the-board market increase which would raise every employee salary and every pay range equally when market conditions dictate, and

2) Step increase linked to employee performance.

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Comparable Entities  
City of Grand Forks

**North Dakota**

City of Bismarck  
City of Fargo  
City of Minot  
City of West Fargo  
Grand Forks County  
Metro Area Transit  
Red River Regional Center  
State of North Dakota

**Minnesota**

City of Burnsville  
City of Mankato  
City of Moorhead  
City of Rochester  
City of St. Cloud

**South Dakota**

City of Rapid City  
City of Sioux Falls

Budget Request  
Grand Forks Personnel Project

	Performance Step Increase (2.5%)	ECl funded at 50% (1.90%)	Total General Fund Cost with Benefits
FY 2026	\$685,411 (2.5%)	\$520,912 (1.90%)	\$1,206,323 (4.40%)

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## City of Grand Forks Permanent Salary Grade Table

Grade	Minimum	Midpoint (Step I)	Maximum
<b>0</b>	\$ -	\$ -	\$ -
<b>1</b>	\$ 31,761.60	\$ 38,708.80	\$ 48,318.40
<b>2</b>	\$ 33,363.20	\$ 40,643.20	\$ 50,772.80
<b>3</b>	\$ 35,068.80	\$ 42,723.20	\$ 53,331.20
<b>4</b>	\$ 36,836.80	\$ 44,886.40	\$ 56,056.00
<b>5</b>	\$ 38,708.80	\$ 47,153.60	\$ 58,843.20
<b>6</b>	\$ 40,643.20	\$ 49,524.80	\$ 61,838.40
<b>7</b>	\$ 42,723.20	\$ 52,041.60	\$ 64,979.20
<b>8</b>	\$ 44,886.40	\$ 54,662.40	\$ 68,265.60
<b>9</b>	\$ 47,153.60	\$ 57,449.60	\$ 71,739.20
<b>10</b>	\$ 49,524.80	\$ 60,340.80	\$ 75,358.40
<b>11</b>	\$ 52,041.60	\$ 63,377.60	\$ 79,144.00
<b>12</b>	\$ 54,662.40	\$ 66,601.60	\$ 83,179.20
<b>13</b>	\$ 57,449.60	\$ 69,971.20	\$ 87,360.00
<b>14</b>	\$ 60,340.80	\$ 73,528.00	\$ 91,811.20
<b>15</b>	\$ 63,377.60	\$ 77,230.40	\$ 96,428.80
<b>16</b>	\$ 66,601.60	\$ 81,140.80	\$ 101,337.60
<b>17</b>	\$ 69,971.20	\$ 85,259.20	\$ 106,454.40
<b>18</b>	\$ 73,528.00	\$ 89,564.80	\$ 111,862.40
<b>19</b>	\$ 77,230.40	\$ 94,099.20	\$ 117,520.00
<b>20</b>	\$ 81,140.80	\$ 98,862.40	\$ 123,448.00
<b>21</b>	\$ 89,564.80	\$ 109,116.80	\$ 136,281.60
<b>22</b>	\$ 98,862.40	\$ 120,432.00	\$ 150,404.80
<b>23</b>	\$ 109,116.80	\$ 132,932.80	\$ 166,025.60
<b>24</b>	\$ 120,432.00	\$ 146,764.80	\$ 183,268.80
<b>25</b>	\$ 132,932.80	\$ 161,990.40	\$ 202,259.20
<b>26</b>	\$ 146,764.80	\$ 178,776.00	\$ 223,267.20
<b>27</b>	\$ 161,990.40	\$ 197,371.20	\$ 246,459.20
<b>28</b>	\$ 178,776.00	\$ 217,838.40	\$ 272,043.20

**2026 HOURLY SALARY SCHEDULE (1.90% ECI)**

Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	\$ 15.13	\$ 15.51	\$ 15.90	\$ 16.29	\$ 16.70	\$ 17.12	\$ 17.55	\$ 17.99	\$ 18.43	\$ 18.90	\$ 19.36	\$ 19.84	\$ 20.35	\$ 20.86	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02
2	\$ 15.90	\$ 16.29	\$ 16.70	\$ 17.12	\$ 17.55	\$ 17.99	\$ 18.43	\$ 18.90	\$ 19.36	\$ 19.84	\$ 20.35	\$ 20.86	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18
3	\$ 16.70	\$ 17.12	\$ 17.55	\$ 17.99	\$ 18.43	\$ 18.90	\$ 19.36	\$ 19.84	\$ 20.35	\$ 20.86	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40
4	\$ 17.55	\$ 17.99	\$ 18.43	\$ 18.90	\$ 19.36	\$ 19.84	\$ 20.35	\$ 20.86	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70
5	\$ 18.43	\$ 18.90	\$ 19.36	\$ 19.84	\$ 20.35	\$ 20.86	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03
6	\$ 19.36	\$ 19.84	\$ 20.35	\$ 20.86	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46
7	\$ 20.35	\$ 20.86	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95
8	\$ 21.38	\$ 21.91	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52
9	\$ 22.46	\$ 23.02	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17
10	\$ 23.59	\$ 24.18	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90
11	\$ 24.79	\$ 25.40	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70
12	\$ 26.04	\$ 26.70	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62
13	\$ 27.36	\$ 28.03	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62
14	\$ 28.75	\$ 29.46	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.74
15	\$ 30.19	\$ 30.95	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.94
16	\$ 31.72	\$ 32.52	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.94	\$ 47.09	\$ 48.27
17	\$ 33.33	\$ 34.17	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.94	\$ 47.09	\$ 48.27	\$ 49.47	\$ 50.71
18	\$ 35.02	\$ 35.90	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.94	\$ 47.09	\$ 48.27	\$ 49.47	\$ 50.71	\$ 51.98	\$ 53.28
19	\$ 36.79	\$ 37.70	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.94	\$ 47.09	\$ 48.27	\$ 49.47	\$ 50.71	\$ 51.98	\$ 53.28	\$ 54.61	\$ 55.97
20	\$ 38.65	\$ 39.62	\$ 40.61	\$ 41.62	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.94	\$ 47.09	\$ 48.27	\$ 49.47	\$ 50.71	\$ 51.98	\$ 53.28	\$ 54.61	\$ 55.97	\$ 57.37	\$ 58.81
21	\$ 42.67	\$ 43.74	\$ 44.83	\$ 45.94	\$ 47.09	\$ 48.27	\$ 49.47	\$ 50.71	\$ 51.98	\$ 53.28	\$ 54.61	\$ 55.97	\$ 57.37	\$ 58.81	\$ 60.27	\$ 61.78	\$ 63.32	\$ 64.91
22	\$ 47.09	\$ 48.27	\$ 49.47	\$ 50.71	\$ 51.98	\$ 53.28	\$ 54.61	\$ 55.97	\$ 57.37	\$ 58.81	\$ 60.27	\$ 61.78	\$ 63.32	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	\$ 71.65
23	\$ 51.98	\$ 53.28	\$ 54.61	\$ 55.97	\$ 57.37	\$ 58.81	\$ 60.27	\$ 61.78	\$ 63.32	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	\$ 71.65	\$ 73.44	\$ 75.27	\$ 77.16	\$ 79.08
24	\$ 57.37	\$ 58.81	\$ 60.27	\$ 61.78	\$ 63.32	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	\$ 71.65	\$ 73.44	\$ 75.27	\$ 77.16	\$ 79.08	\$ 81.06	\$ 83.09	\$ 85.16	\$ 87.30
25	\$ 63.32	\$ 64.91	\$ 66.53	\$ 68.19	\$ 69.90	\$ 71.65	\$ 73.44	\$ 75.27	\$ 77.16	\$ 79.08	\$ 81.06	\$ 83.09	\$ 85.16	\$ 87.30	\$ 89.47	\$ 91.71	\$ 94.01	\$ 96.35
26	\$ 69.90	\$ 71.65	\$ 73.44	\$ 75.27	\$ 77.16	\$ 79.08	\$ 81.06	\$ 83.09	\$ 85.16	\$ 87.30	\$ 89.47	\$ 91.71	\$ 94.01	\$ 96.35	\$ 98.76	\$ 101.24	\$ 103.76	\$ 106.35
27	\$ 77.16	\$ 79.08	\$ 81.06	\$ 83.09	\$ 85.16	\$ 87.30	\$ 89.47	\$ 91.71	\$ 94.01	\$ 96.35	\$ 98.76	\$ 101.24	\$ 103.76	\$ 106.35	\$ 109.02	\$ 111.73	\$ 114.54	\$ 117.40
28	\$ 85.16	\$ 87.30	\$ 89.47	\$ 91.71	\$ 94.01	\$ 96.35	\$ 98.76	\$ 101.24	\$ 103.76	\$ 106.35	\$ 109.02	\$ 111.73	\$ 114.54	\$ 117.40	\$ 120.33	\$ 123.34	\$ 126.43	\$ 129.59

City of Grand Forks  
FY 2026 Salary Plan

Table 1 - Schematic of Occupational Job Classes (Exempt/Non-Exempt Listing)

Class Code	Occupational Job Families and Job Classes	FLSA	Changes
1000	<b>Administrative Series</b>		
	<b>City Administration Group</b>		
1001	City Administrator	Exempt	
1301	Public Information Officer	Non-Exempt	
1303	Communications Strategist	Non-Exempt	
	<b>Office &amp; Administrative Services Group</b>		
1102	Administrative Specialist, Senior	Non-Exempt	
1103	City Clerk	Non-Exempt	
1104	Administrative Specialist	Non-Exempt	
1106	Administrative Services Coordinator	Non-Exempt	
1107	Clerk of Court	Non-Exempt	
1109	Assistant City Clerk	Non-Exempt	
1110	Deputy Clerk of Court	Non-Exempt	
	<b>Finance and Accounting Group</b>		
1201	Finance Director	Exempt	
1202	Assistant Finance Director	Exempt	
1203	Accountant, Senior	Exempt	
1204	Accountant	Non-Exempt	
1205	Accounting Specialist	Non-Exempt	
1206	Accounting Technician	Non-Exempt	
1208	Budget Officer	Exempt	
1209	Grant Accountant, Senior	Exempt	
1210	Special Assessment Manager	Exempt	
1211	Accounting Technician, Senior	Non-Exempt	
1212	Accounting Specialist, Senior	Non-Exempt	
1214	Budget Manager	Exempt	
1215	Accounting Manager	Exempt	
	<b>Human Resources Group</b>		
1401	Human Resource Director	Exempt	
1402	Assistant Human Resource Director	Exempt	
1403	Human Resource Generalist	Non-Exempt	
1404	Safety Coordinator	Non-Exempt	
1405	Human Resource Manager	Exempt	
1406	Human Resource Specialist	Non-Exempt	
1407	Human Resource Generalist, Senior	Exempt	
	<b>Information Technology Group</b>		
1501	Information Technology Director	Exempt	
1502	Assistant Information Technology Director	Exempt	
1503	Development Analyst	Non-Exempt	
1505	Network Manager	Exempt	
1507	Systems Specialist	Non-Exempt	
1508	Network Specialist	Non-Exempt	
1509	Development Manager	Exempt	
1510	GIS Manager	Exempt	
1513	GIS Analyst	Non-Exempt	
1514	Systems Manager	Exempt	
1516	Network Analyst	Non-Exempt	
1517	Systems Analyst	Non-Exempt	
1518	Development Analyst, Senior	Non-Exempt	
1519	GIS Analyst, Senior	Non-Exempt	
1520	Systems Analyst, Senior	Non-Exempt	
1521	Network Analyst, Senior	Non-Exempt	

City of Grand Forks  
FY 2026 Salary Plan

**Table 1 - Schematic of Occupational Job Classes (Exempt/Non-Exempt Listing)**

Class Code	Occupational Job Families and Job Classes	FLSA	Changes
<b>General Maintenance Group</b>			
1603	Building Maintenance Lead	Non-Exempt	
1604	Building Maintenance Worker	Non-Exempt	
4094	Custodian	Non-Exempt	
2000	<b>Public Safety Series</b>		
<b>Law Enforcement Group</b>			
2001	Police Chief	Exempt	
2002	Deputy Chief of Police	Exempt	
2003	Police Lieutenant	Exempt	
2004	Police Sergeant	Non-Exempt	
2005	Corporal	Non-Exempt	
2006	Police Officer	Non-Exempt	
2007	Community Service Officer	Non-Exempt	
2008	Crime Analyst	Non-Exempt	
<b>Law Enforcement Support Group</b>			
2011	Police Records Supervisor	Non-Exempt	
2012	Evidence and Property Coordinator	Non-Exempt	
2013	Police Records Specialist	Non-Exempt	
2014	Evidence and Property Supervisor	Non-Exempt	
2015	Evidence and Property Technician	Non-Exempt	
2016	Police Records Specialist, Senior	Non-Exempt	
<b>Communications Group</b>			
2021	911 Center Director	Exempt	
2022	Public Safety Telecommunicator Team Leader	Non-Exempt	
2023	Public Safety Telecommunicator Training Specialist	Non-Exempt	
2024	Public Safety Telecommunicator	Non-Exempt	
2025	Public Safety Telecommunicator, Senior	Non-Exempt	
2027	PSAP Operations Manager	Exempt	
2028	Systems and Data Coordinator	Exempt	
<b>Fire Operations Group</b>			
2031	Fire Chief	Exempt	
2032	Deputy Fire Chief	Exempt	
2034	Fire Battalion Chief	Exempt	
2035	Fire Marshal	Exempt	
2036	Fire Captain	Non-Exempt	
2037	Deputy Fire Marshal	Non-Exempt	
2038	Fire Apparatus Specialist	Non-Exempt	
2040	Firefighter	Non-Exempt	
3000	<b>Economic and Community Development Series</b>		
<b>Planning &amp; Community Development Group</b>			
3001	Planning and Community Development Director	Exempt	
3002	Planner, Senior	Exempt	
3003	Planner	Non-Exempt	
3004	Planning Manager	Exempt	
3005	Economic Development Manager	Exempt	
3006	Community Development Manager	Exempt	
<b>Assessment Group</b>			
3031	City Assessor	Exempt	
3032	Deputy City Assessor	Exempt	
3033	Real Estate Appraiser, Senior	Non-Exempt	
3034	Real Estate Appraiser	Non-Exempt	

City of Grand Forks  
FY 2026 Salary Plan

**Table 1 - Schematic of Occupational Job Classes (Exempt/Non-Exempt Listing)**

Class Code	Occupational Job Families and Job Classes	FLSA	Changes
3035	Assessing Specialist	Non-Exempt	
	<b>Building Safety Group</b>		
3040	Building Safety Director	Exempt	
3041	Zoning and Special Projects Manager	Exempt	
3042	Building Inspector, Senior	Non-Exempt	
3043	Building Trades Inspector	Non-Exempt	
3044	Building Inspector	Non-Exempt	
3046	Building Trades Inspector/ Special Projects Manager	Exempt	
3047	Construction Inspector	Non-Exempt	
3049	Deputy Building Official	Exempt	
4000/5000	<b>Public Works Operations Series</b>		
	<b>Public Works Administration Group</b>		
4001	Public Works Director	Exempt	
4081	Building and Grounds Supervisor	Non-Exempt	
4082	Public Works Operations Supervisor	Non-Exempt	
	<b>Engineering Group</b>		
4011	City Engineer	Exempt	
4012	Assistant City Engineer	Exempt	
4013	Civil Engineer, Principal	Exempt	
4014	Civil Engineer, Senior	Exempt	
4015	Civil Engineer	Non-Exempt	
4016	Civil Engineering Technician II	Non-Exempt	
4017	Civil Engineering Technician I	Non-Exempt	
4018	Engineering/GIS Specialist	Non-Exempt	
4019	Right-of-Way Administrator	Exempt	
4026	Bidding and Services Technician	Non-Exempt	
4027	Civil Engineering Technician III	Exempt	
4028	Project and Program Coordinator	Non-Exempt	
	<b>Electrical Services Group</b>		
4021	Electrical Division Manager	Exempt	
4022	Electrician	Non-Exempt	
4023	Electrical Technician	Non-Exempt	
4024	Master Electrician	Non-Exempt	
4025	Instrumentation and Controls Technician	Non-Exempt	
	<b>Water Utility Group</b>		
4039	Water Works Director	Exempt	
	<b>Water Utility - Water Distribution Group</b>		
4031	Water Operations Manager	Exempt	
4032	Water Distribution Supervisor	Non-Exempt	
4033	Water Utility Worker, Senior	Non-Exempt	
4034	Water Utility Worker	Non-Exempt	
4037	Water Service Worker, Lead	Non-Exempt	
	<b>Water Utility - Water Treatment Group</b>		
4061	Water Plant Manager	Exempt	
4062	Water Plant Supervisor	Non-Exempt	
4063	Water Utility Worker, Senior	Non-Exempt	
4064	Water Utility Worker	Non-Exempt	
4067	Water Plant Operator, Lead	Non-Exempt	
4068	Process Control Operator	Non-Exempt	

City of Grand Forks  
FY 2026 Salary Plan

Table 1 - Schematic of Occupational Job Classes (Exempt/Non-Exempt Listing)

Class Code	Occupational Job Families and Job Classes	FLSA	Changes
<b>Wastewater/Stormwater Systems Group</b>			
4043	Wastewater/Stormwater Service Worker, Senior	Non-Exempt	
4044	Wastewater/Stormwater Service Worker	Non-Exempt	
4045	Wastewater/Stormwater Service Worker, Lead	Non-Exempt	
4046	Wastewater Collections Supervisor	Non-Exempt	
4047	Stormwater Collections Supervisor	Non-Exempt	
4078	Greenway Specialist	Non-Exempt	
<b>Wastewater Treatment Group</b>			
4052	Wastewater Treatment Plant Manager	Exempt	
4053	Wastewater Treatment Plant Operator, Senior	Non-Exempt	
4054	Wastewater Treatment Plant Operator	Non-Exempt	
4055	Wastewater Treatment Plant Operator, Lead	Non-Exempt	
4056	Wastewater Treatment Supervisor	Non-Exempt	
<b>Environmental Management Group</b>			
4040	Environmental Management Director	Exempt	
4072	Laboratory Supervisor	Non-Exempt	
4073	Laboratory Analyst, Senior	Non-Exempt	
4074	Laboratory Analyst	Non-Exempt	
4075	Environmental Specialist	Non-Exempt	
4077	Environmental Manager	Exempt	
4079	Water Compliance Inspector	Non-Exempt	
6012	Mosquito Control Field Assistant, Lead	Non-Exempt	
6015	Mosquito Control Supervisor	Non-Exempt	
<b>Street Maintenance Group</b>			
4093	Parking Compliance Attendant	Non-Exempt	
<b>Transportation Group</b>			
5001	Transportation Dispatch Supervisor	Non-Exempt	
5002	Bus Operations Supervisor	Non-Exempt	
5003	Bus Operator	Non-Exempt	
5008	Bus Operator, Senior	Non-Exempt	
5004	Transportation Dispatcher	Non-Exempt	
5006	Public Transportation Director	Exempt	
5007	Transportation Dispatcher, Senior	Non-Exempt	
<b>Fleet Maintenance Group</b>			
5012	Mechanic	Non-Exempt	
5014	Lead Mechanic	Non-Exempt	
5016	Mechanic, Senior	Non-Exempt	
5017	Mechanic Supervisor	Non-Exempt	
<b>Equipment Operations Group</b>			
5021	Equipment Operator, Senior	Non-Exempt	
5022	Equipment Operator	Non-Exempt	
5024	Heavy Equipment Operator	Non-Exempt	
5026	Equipment Operator, Lead	Non-Exempt	
4082	Public Works Operations Supervisor	Non-Exempt	

City of Grand Forks  
FY 2026 Salary Plan

Table 1 - Schematic of Occupational Job Classes (Exempt/Non-Exempt Listing)

Class Code	Occupational Job Families and Job Classes	FLSA	Changes
6000	<b>Public Health Series</b>		
6001	Public Health Director	Exempt	
6003	Environmental Health Manager	Exempt	
6004	Assistant Public Health Director	Exempt	
6005	Environmental Health Supervisor	Non-Exempt	
6006	Environmental Health Specialist, Senior	Non-Exempt	
6007	Environmental Health Specialist	Non-Exempt	
6008	Public Health Nurse	Non-Exempt	
6009	Public Health Dietitian	Non-Exempt	
6010	Public Health Team Leader	Non-Exempt	
6011	Regional Emergency Response Coordinator	Non-Exempt	
6013	Emergency Preparedness Specialist	Non-Exempt	
6018	Public Health Administrative Coordinator	Non-Exempt	
6019	Public Health Analyst	Non-Exempt	
6020	Public Health Program Coordinator	Non-Exempt	
6021	Community Mental Health Coordinator	Non-Exempt	
6022	Medical Office Supervisor - Corrections	Non-Exempt	
	<b>Contract Positions</b>		
	Managing Director of the Hive	Exempt	
	Public Service Worker	Non-Exempt	
	Paratransit Operator (Non CDL)	Non-Exempt	
	Paratransit Operator, Senior	Non-Exempt	
	CDL Paratransit Operator	Non-Exempt	
	Utility Engineer	Exempt	
	Community Integrations Facilitator	Non-Exempt	

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2026 - City of Grand Forks  
Position Classification Plan

**Table 2 - Index of Current to Recommended Job Classes**

Transaction Codes:

M = Merge Into Other Class

S = Split into Two or More Classes

T = Title Modification

N = No Change

D = Delete Class Title

J = New Job Class

R = Mid-Year Restructure

	Current Job Class	2026 Recommended Job Class	Trans Code
1001	City Administrator		N
1102	Administrative Specialist, Senior		N
1103	City Clerk		N
1104	Administrative Specialist		N
1106	Administrative Services Coordinator		N
1107	Clerk of Court		N
1109	Assistant City Clerk		N
1110	Deputy Clerk of Court		N
1201	Finance Director		N
1202	Asst Finance Director		N
1203	Accountant, Senior		N
1204	Accountant		N
1205	Accounting Specialist		N
1206	Accounting Technician		N
1208	Budget Officer		N
1209	Grant Accountant, Senior		N
1210	Special Assessment Manager		N
1211	Accounting Technician, Senior		N
1212	Accounting Specialist, Senior		N
1214	Budget Manager		N
1215	Accounting Manager		N
1301	Public Information Officer		N
1303	Communications Strategist		N
1401	Human Resource Director		N
1402	Assistant Human Resource Director		N
1403	Human Resource Generalist		N
1404	Safety Coordinator		N
1405	Human Resource Manager		N
1406	Human Resource Specialist		N
1407	Human Resource Generalist, Senior		N
1501	Information Technology Director		N
1502	Assistant Information Technology Director		N
1503	Development Analyst		N
1505	Network Manager		N
1507	Systems Specialist		N
1508	Network Specialist		N
1509	Development Manager		N
1510	GIS Manager		N
1513	GIS Analyst		N
1514	Systems Manager		N
1516	Network Analyst		N
1517	Systems Analyst		N
1518	Development Analyst, Senior		N
1519	GIS Analyst, Senior		N
1520	Systems Analyst, Senior		J

2026 - City of Grand Forks  
Position Classification Plan

**Table 2 - Index of Current to Recommended Job Classes**

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	Current Job Class	2026 Recommended Job Class	Trans Code
1521	Network Analyst, Senior		J
1603	Building Maintenance, Lead		N
1604	Building Maintenance Worker		N
2001	Police Chief		N
2002	Deputy Chief of Police		N
2003	Police Lieutenant		N
2004	Police Sergeant		N
2005	Corporal		N
2006	Police Officer		N
2007	Community Service Officer		N
2008	Crime Analyst		N
2011	Police Records Supervisor		N
2012	Evidence and Property Coordinator		N
2013	Police Records Specialist		N
2014	Evidence and Property Supervisor		J
2015	Evidence and Property Technician		J
2016	Police Records Specialist, Senior		J
2021	911 Center Director		N
2022	Public Safety Telecommunicator Team Leader		N
2023	Public Safety Telecommunicator Training Specialist		N
2024	Public Safety Telecommunicator		N
2025	Public Safety Telecommunicator, Senior		N
2027	911 Center Assistant Director	PSAP Operations Manager	R
2028	Systems and Data Coordinator		N
2031	Fire Chief		N
2032	Deputy Fire Chief		N
2034	Fire Battalion Chief		N
2035	Fire Marshal		N
2036	Fire Captain		N
2037	Deputy Fire Marshal		N
2038	Fire Apparatus Specialist		N
2040	Firefighter		N
3001	Planning & Community Development Director		N
3002	Planner, Senior		N
3003	Planner		N
3004	Planning Manager		N
3005	Economic Development Manager		N
3006	Community Development Manager		N
3031	City Assessor		N
3032	Deputy City Assessor		N
3033	Real Estate Appraiser, Senior		N
3034	Real Estate Appraiser		N
3035	Assessing Specialist		N
3040	Building Safety Director		N
3041	Zoning and Special Projects Manager		N

2026 - City of Grand Forks  
Position Classification Plan

**Table 2 - Index of Current to Recommended Job Classes**

Transaction Codes:

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	Current Job Class	2026 Recommended Job Class	Trans Code
3042	Building Inspector, Senior		N
3043	Building Trades Inspector		N
3044	Building Inspector		N
3046	Building Trader Inspector/ Special Projects Manager		N
3047	Construction Inspector		N
3049	Deputy Building Official		N
4001	Public Works Director		N
4011	City Engineer		N
4012	Assistant City Engineer		N
4013	Civil Engineer, Principal		N
4014	Civil Engineer, Senior		N
4015	Civil Engineer		N
4016	Civil Engineering Technician II		N
4017	Civil Engineering Technician I		N
4018	Engineering/GIS Specialist		N
4019	Right-of-Way Administrator		N
4021	Electrical Division Manager		N
4022	Electrician		N
4023	Electrical Technician		N
4024	Master Electrician		N
4025	Instrumentation and Controls Technician		N
4026	Bidding and Services Technician		N
4027	Civil Engineering Technician III		N
4028	Project and Program Coordinator		J
4031	Water Operations Manager		N
4032	Water Distribution Supervisor		N
4033	Water Utility Worker, Senior		N
4034	Water Utility Worker		N
4037	Water Service Worker, Lead		N
4039	Water Works Director		N
4040	Environmental Management Director		N
4043	Wastewater/Stormwater Svc Worker, Senior		N
4044	Wastewater/Stormwater Service Worker		N
4045	Wastewater/Stormwater Svc Wkr, Lead		N
4046	Wastewater Collections Supervisor		N
4047	Stormwater Collections Supervisor		N
4052	Wastewater Treatment Plant Manager		N
4053	Wastewater Treatment Plant Operator, Senior		N
4054	Wastewater Treatment Plant Operator		N
4055	Wastewater Treatment Plant Op, Lead		N
4056	Wastewater Treatment Supervisor		N
4061	Water Plant Manager		N
4062	Water Plant Supervisor		N
4063	Water Utility Worker, Senior		N

2026 - City of Grand Forks  
Position Classification Plan

**Table 2 - Index of Current to Recommended Job Classes**

Transaction Codes:

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	Current Job Class	2026 Recommended Job Class	Trans Code
4064	Water Utility Worker		N
4067	Water Plant Operator, Lead		N
4068	Process Control Operator		N
4072	Laboratory Supervisor		N
4073	Laboratory Analyst, Senior		N
4074	Laboratory Analyst		N
4075	Environmental Specialist		N
4077	Environmental Manager		N
4078	Greenway Specialist		N
4081	Building and Grounds Supervisor		N
4082	Public Works Operations Supervisor		N
4083	Mechanic Supervisor		N
4093	Parking Compliance Attendant		N
4094	Custodian		N
5001	Transportation Dispatch Supervisor		N
5002	Bus Operations Supervisor		N
5003	Bus Operator		N
5004	Transportation Dispatcher		N
5006	Public Transportation Director		N
5007	Transportation Dispatcher, Senior		N
5008	Bus Operator, Senior		N
5012	Mechanic		N
5014	Lead Mechanic		N
5016	Senior Mechanic		N
5021	Equipment Operator, Senior		N
5022	Equipment Operator		N
5024	Heavy Equipment Operator		N
5026	Equipment Operator, Lead		N
6001	Public Health Director		N
6002	Environmental Health Manager		N
6003	Nursing and Nutrition Manager		N
6004	Assistant Public Health Director		R
6005	Environmental Health Supervisor		J
6006	Environmental Health Specialist, Senior		N
6007	Environmental Health Specialist		N
6008	Public Health Nurse		N
6009	Public Health Dietitian		N
6010	Public Health Team Leader		N
6011	Regional Emergency Response Coordinator		N
6012	Mosquito Control Field Asst, Lead		N
6013	Emergency Preparedness Specialist		N
6015	Mosquito Control Supervisor		N
6018	Public Health Administrative Coordinator		N
6019	Public Health Analyst		N
6020	Public Health Program Coordinator		J

2026 - City of Grand Forks

Position Classification Plan

**Table 2 - Index of Current to Recommended Job Classes**

Transaction Codes:

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Current Job Class	2026 Recommended Job Class	Trans Code
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6021	Community Mental Health Coordinator	J
6022	Medical Office Supervisor - Corrections	J

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City of Grand Forks  
FY 2026 Salary Plan  
Table 3 - Salary Grades By Department

Class Code	Occupational Job Families and Job Classes		2026 Salary Grade Recommendations			
			Salary Grade	Minimum	Midpoint	Maximum
	1000	<b>Administrative Series</b>				
		<b>City Administration Group</b>				
1001		City Administrator	28	\$178,776	\$217,838	\$272,043
1301		Public Information Officer	19	\$77,230	\$94,099	\$117,520
1303		Communications Strategist	17	\$69,971	\$85,259	\$106,454
		<b>Office &amp; Administrative Services Group</b>				
1102		Administrative Specialist, Senior	14	\$60,341	\$73,528	\$91,811
1103		City Clerk	18	\$73,528	\$89,565	\$111,862
1104		Administrative Specialist	12	\$54,662	\$66,602	\$83,179
1106		Administrative Services Coordinator	16	\$66,602	\$81,141	\$101,338
1107		Clerk of Court	18	\$73,528	\$89,565	\$111,862
1109		Assistant City Clerk	15	\$63,378	\$77,230	\$96,429
1110		Deputy Clerk of Court	12	\$54,662	\$66,602	\$83,179
		<b>Finance and Accounting Group</b>				
1201		Finance Director	26	\$146,765	\$178,776	\$223,267
1202		Asst Finance Director	24	\$120,432	\$146,765	\$183,269
1203		Accountant, Senior	19	\$77,230	\$94,099	\$117,520
1204		Accountant	17	\$69,971	\$85,259	\$106,454
1205		Accounting Specialist	14	\$60,341	\$73,528	\$91,811
1206		Accounting Technician	12	\$54,662	\$66,602	\$83,179
1208		Budget Officer	19	\$77,230	\$94,099	\$117,520
1209		Grant Accountant, Senior	19	\$77,230	\$94,099	\$117,520
1210		Special Assessment Manager	22	\$98,862	\$120,432	\$150,405
1211		Accounting Technician, Senior	13	\$57,450	\$69,971	\$87,360
1212		Accounting Specialist, Senior	16	\$66,602	\$81,141	\$101,338
1214		Budget Manager	23	\$109,117	\$132,933	\$166,026
1215		Accounting Manager	22	\$98,862	\$120,432	\$150,405
		<b>Human Resources Group</b>				
1401		Human Resource Director	25	\$132,933	\$161,990	\$202,259
1402		Assistant Human Resource Director	23	\$109,117	\$132,933	\$166,026
1403		Human Resource Generalist	17	\$69,971	\$85,259	\$106,454
1404		Safety Coordinator	17	\$69,971	\$85,259	\$106,454
1405		Human Resource Manager	22	\$98,862	\$120,432	\$150,405
1406		Human Resource Specialist	14	\$60,341	\$73,528	\$91,811
1407		Human Resource Generalist, Senior	19	\$77,230	\$94,099	\$117,520
		<b>Information Technology Group</b>				
1501		Information Technology Director	25	\$132,933	\$161,990	\$202,259
1502		Assistant Information Technology Director	23	\$109,117	\$132,933	\$166,026
1503		Development Analyst	19	\$77,230	\$94,099	\$117,520
1505		Network Manager	21	\$89,565	\$109,117	\$136,282
1507		Systems Specialist	17	\$69,971	\$85,259	\$106,454
1508		Network Specialist	17	\$69,971	\$85,259	\$106,454
1509		Development Manager	21	\$89,565	\$109,117	\$136,282
1510		GIS Manager	21	\$89,565	\$109,117	\$136,282
1513		GIS Analyst	19	\$77,230	\$94,099	\$117,520
1514		Systems Manager	21	\$89,565	\$109,117	\$136,282
1516		Network Analyst	19	\$77,230	\$94,099	\$117,520
1517		Systems Analyst	19	\$77,230	\$94,099	\$117,520
1518		Development Analyst, Senior	20	\$81,141	\$98,862	\$123,448
1519		GIS Analyst, Senior	20	\$81,141	\$98,862	\$123,448
1520		Systems Analyst, Senior	20	\$81,141	\$98,862	\$123,448

City of Grand Forks  
 FY 2026 Salary Plan  
 Table 3 - Salary Grades By Department

Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Recommendations			
		Salary Grade	Minimum	Midpoint	Maximum
1521	Network Analyst, Senior	20	\$81,141	\$98,862	\$123,448
	<b>General Maintenance Group</b>				
1603	Building Maintenance, Lead	12	\$54,662	\$66,602	\$83,179
1604	Building Maintenance Worker	10	\$49,525	\$60,341	\$75,358
4094	Custodian	7	\$42,723	\$52,042	\$64,979
	<b>Public Safety Series</b>				
	<b>Law Enforcement Group</b>				
2001	Police Chief	26	\$146,765	\$178,776	\$223,267
2002	Deputy Chief of Police	24	\$120,432	\$146,765	\$183,269
2003	Police Lieutenant	22	\$98,862	\$120,432	\$150,405
2004	Police Sergeant	20	\$81,141	\$98,862	\$123,448
2005	Corporal	18	\$73,528	\$89,565	\$111,862
2006	Police Officer	17	\$69,971	\$85,259	\$106,454
2007	Community Service Officer	14	\$60,341	\$73,528	\$91,811
2008	Crime Analyst	17	\$69,971	\$85,259	\$106,454
	<b>Law Enforcement Support Group</b>				
2011	Police Records Supervisor	18	\$73,528	\$89,565	\$111,862
2012	Evidence and Property Coordinator	16	\$66,602	\$81,141	\$101,338
2013	Police Records Specialist	12	\$54,662	\$66,602	\$83,179
2014	Evidence and Property Supervisor	18	\$73,528	\$89,565	\$111,862
2015	Evidence and Property Technician	12	\$54,662	\$66,602	\$83,179
2016	Police Records Specialist, Senior	14	\$60,341	\$73,528	\$91,811
	<b>Communications Group</b>				
2021	911 Center Director	24	\$120,432	\$146,765	\$183,269
2022	Public Safety Telecommunicator Team Leader	16	\$66,602	\$81,141	\$101,338
2023	Public Safety Telecommunicator Training Specialist	16	\$66,602	\$81,141	\$101,338
2024	Public Safety Telecommunicator	14	\$60,341	\$73,528	\$91,811
2025	Public Safety Telecommunicator, Senior	15	\$63,378	\$77,230	\$96,429
2027	PSAP Operations Manager	22	\$98,862	\$120,432	\$150,405
2028	Systems and Data Coordinator	20	\$81,141	\$98,862	\$123,448
	<b>Fire Operations Group</b>				
2031	Fire Chief	26	\$146,765	\$178,776	\$223,267
2032	Deputy Fire Chief	24	\$120,432	\$146,765	\$183,269
2034	Fire Battalion Chief	22	\$98,862	\$120,432	\$150,405
2035	Fire Marshal	22	\$98,862	\$120,432	\$150,405
2036	Fire Captain	20	\$81,141	\$98,862	\$123,448
2037	Deputy Fire Marshal	20	\$81,141	\$98,862	\$123,448
2038	Fire Apparatus Specialist	18	\$73,528	\$89,565	\$111,862
2040	Firefighter	17	\$69,971	\$85,259	\$106,454
	<b>3000 Economic and Community Development Series</b>				
	<b>Planning &amp; Community Development Group</b>				
3001	Planning & Community Development Director	24	\$120,432	\$146,765	\$183,269
3002	Planner, Senior	19	\$77,230	\$94,099	\$117,520
3003	Planner	17	\$69,971	\$85,259	\$106,454
3004	Planning Manager	22	\$98,862	\$120,432	\$150,405
3005	Economic Development Manager	22	\$98,862	\$120,432	\$150,405
3006	Community Development Manager	22	\$98,862	\$120,432	\$150,405

City of Grand Forks  
 FY 2026 Salary Plan  
 Table 3 - Salary Grades By Department

Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Recommendations			
		Salary Grade	Minimum	Midpoint	Maximum
	<b>Assessment Group</b>				
3031	City Assessor	24	\$120,432	\$146,765	\$183,269
3032	Deputy City Assessor	22	\$98,862	\$120,432	\$150,405
3033	Real Estate Appraiser, Senior	19	\$77,230	\$94,099	\$117,520
3034	Real Estate Appraiser	16	\$66,602	\$81,141	\$101,338
3035	Assessing Specialist	12	\$54,662	\$66,602	\$83,179
	<b>Building Safety Group</b>				
3040	Building Safety Director	24	\$120,432	\$146,765	\$183,269
3041	Zoning and Special Projects Manager	22	\$98,862	\$120,432	\$150,405
3042	Building Inspector, Senior	19	\$77,230	\$94,099	\$117,520
3043	Building Trades Inspector	20	\$81,141	\$98,862	\$123,448
3044	Building Inspector	16	\$66,602	\$81,141	\$101,338
3046	Building Trades Inspector/ Special Projects Manager	22	\$98,862	\$120,432	\$150,405
3047	Construction Inspector	17	\$69,971	\$85,259	\$106,454
3049	Deputy Building Official	22	\$98,862	\$120,432	\$150,405
	<b>4000/5000 Public Works Operations Series</b>				
	<b>Public Works Administration Group</b>				
4001	Public Works Director	25	\$132,933	\$161,990	\$202,259
4081	Building and Grounds Supervisor	16	\$66,602	\$81,141	\$101,338
4082	Public Works Operations Supervisor	20	\$81,141	\$98,862	\$123,448
	<b>Engineering Group</b>				
4011	City Engineer	26	\$146,765	\$178,776	\$223,267
4012	Assistant City Engineer	24	\$120,432	\$146,765	\$183,269
4013	Civil Engineer, Principal	23	\$109,117	\$132,933	\$166,026
4014	Civil Engineer, Senior	22	\$98,862	\$120,432	\$150,405
4015	Civil Engineer	20	\$81,141	\$98,862	\$123,448
4016	Civil Engineering Technician II	19	\$77,230	\$94,099	\$117,520
4017	Civil Engineering Technician I	16	\$66,602	\$81,141	\$101,338
4018	Engineering/GIS Specialist	19	\$77,230	\$94,099	\$117,520
4019	Right-of-Way Administrator	24	\$120,432	\$146,765	\$183,269
4026	Bidding and Services Technician	17	\$69,971	\$85,259	\$106,454
4027	Civil Engineering Technician III	21	\$89,565	\$109,117	\$136,282
4028	Project and Program Coordinator	20	\$81,141	\$98,862	\$123,448
	<b>Electrical Services Group</b>				
4021	Electrical Division Manager	23	\$109,117	\$132,933	\$166,026
4022	Electrician	18	\$73,528	\$89,565	\$111,862
4023	Electrical Technician	16	\$66,602	\$81,141	\$101,338
4024	Master Electrician	20	\$81,141	\$98,862	\$123,448
4025	Instrumentation and Controls Technician	18	\$73,528	\$89,565	\$111,862
	<b>Water Distribution Group</b>				
4031	Water Operations Manager	22	\$98,862	\$120,432	\$150,405
4032	Water Distribution Supervisor	20	\$81,141	\$98,862	\$123,448
4033	Water Utility Worker, Senior	13	\$57,450	\$69,971	\$87,360
4034	Water Utility Worker	12	\$54,662	\$66,602	\$83,179
4037	Water Service Worker, Lead	17	\$69,971	\$85,259	\$106,454
4039	Water Works Director	25	\$132,933	\$161,990	\$202,259

City of Grand Forks  
 FY 2026 Salary Plan  
 Table 3 - Salary Grades By Department

Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Recommendations			
		Salary Grade	Minimum	Midpoint	Maximum
	<b>Wastewater/Stormwater Systems Group</b>				
4043	Wastewater/Stormwater Svc Worker, Senior	13	\$57,450	\$69,971	\$87,360
4044	Wastewater/Stormwater Service Worker	12	\$54,662	\$66,602	\$83,179
4045	Wastewater/Stormwater Svc Wkr, Lead	17	\$69,971	\$85,259	\$106,454
4046	Wastewater Collections Supervisor	20	\$81,141	\$98,862	\$123,448
4047	Stormwater Collections Supervisor	20	\$81,141	\$98,862	\$123,448
4078	Greenway Specialist	20	\$81,141	\$98,862	\$123,448
	<b>Wastewater Treatment Group</b>				
4052	Wastewater Treatment Plant Manager	22	\$98,862	\$120,432	\$150,405
4053	Wastewater Treatment Plant Operator, Senior	13	\$57,450	\$69,971	\$87,360
4054	Wastewater Treatment Plant Operator	12	\$54,662	\$66,602	\$83,179
4055	Wastewater Treatment Plant Op, Lead	17	\$69,971	\$85,259	\$106,454
4056	Wastewater Treatment Supervisor	20	\$81,141	\$98,862	\$123,448
	<b>Water Treatment Group</b>				
4061	Water Plant Manager	22	\$98,862	\$120,432	\$150,405
4062	Water Plant Supervisor	20	\$81,141	\$98,862	\$123,448
4063	Water Utility Worker, Senior	13	\$57,450	\$69,971	\$87,360
4064	Water Utility Worker	12	\$54,662	\$66,602	\$83,179
4067	Water Plant Operator, Lead	17	\$69,971	\$85,259	\$106,454
4068	Process Control Operator	18	\$73,528	\$89,565	\$111,862
	<b>Environmental Management Group</b>				
4040	Environmental Management Director	25	\$132,933	\$161,990	\$202,259
4072	Laboratory Supervisor	20	\$81,141	\$98,862	\$123,448
4073	Laboratory Analyst, Senior	17	\$69,971	\$85,259	\$106,454
4074	Laboratory Analyst	15	\$63,378	\$77,230	\$96,429
4075	Environmental Specialist	17	\$69,971	\$85,259	\$106,454
4077	Environmental Manager	22	\$98,862	\$120,432	\$150,405
6012	Mosquito Control Field Asst, Lead	17	\$69,971	\$85,259	\$106,454
6015	Mosquito Control Supervisor	20	\$81,141	\$98,862	\$123,448
	<b>Street Maintenance Group</b>				
4093	Parking Compliance Attendant	11	\$52,042	\$63,378	\$79,144
	<b>Transportation Group</b>				
5001	Transportation Dispatch Supervisor	19	\$77,230	\$94,099	\$117,520
5002	Bus Operations Supervisor	19	\$77,230	\$94,099	\$117,520
5003	Bus Operator	10	\$49,525	\$60,341	\$75,358
5004	Transportation Dispatcher	10	\$49,525	\$60,341	\$75,358
5006	Public Transportation Director	24	\$120,432	\$146,765	\$183,269
5007	Transportation Dispatcher, Senior	12	\$54,662	\$66,602	\$83,179
5008	Bus Operator, Senior	12	\$54,662	\$66,602	\$83,179
	<b>Fleet Maintenance Group</b>				
5012	Mechanic	14	\$60,341	\$73,528	\$91,811
5014	Lead Mechanic	17	\$69,971	\$85,259	\$106,454
5016	Senior Mechanic	16	\$66,602	\$81,141	\$101,338
4083	Mechanic Supervisor	20	\$81,141	\$98,862	\$123,448
	<b>Equipment Operations Group</b>				
5021	Equipment Operator, Senior	14	\$60,341	\$73,528	\$91,811
5022	Equipment Operator	12	\$54,662	\$66,602	\$83,179
5024	Heavy Equipment Operator	13	\$57,450	\$69,971	\$87,360
5026	Equipment Operator, Lead	17	\$69,971	\$85,259	\$106,454

City of Grand Forks  
 FY 2026 Salary Plan  
 Table 3 - Salary Grades By Department

Class Code	Occupational Job Families and Job Classes		2026 Salary Grade Recommendations			
			Salary Grade	Minimum	Midpoint	Maximum
	<b>6000</b>	<b><u>Public Health Series</u></b>				
6001		Public Health Director	26	\$146,765	\$178,776	\$223,267
6002		Environmental Health Manager	23	\$109,117	\$132,933	\$166,026
6004		Assistant Public Health Director	24	\$120,432	\$146,765	\$183,269
6005		Environmental Health Supervisor	21	\$89,565	\$109,117	\$136,282
6006		Environmental Health Specialist, Senior	19	\$77,230	\$94,099	\$117,520
6007		Environmental Health Specialist	17	\$69,971	\$85,259	\$106,454
6008		Public Health Nurse	19	\$77,230	\$94,099	\$117,520
6009		Public Health Dietitian	19	\$77,230	\$94,099	\$117,520
6010		Public Health Team Leader	21	\$89,565	\$109,117	\$136,282
6011		Regional Emergency Response Coordinator	21	\$89,565	\$109,117	\$136,282
6013		Emergency Preparedness Specialist	17	\$69,971	\$85,259	\$106,454
6018		Public Health Administrative Coordinator	16	\$66,602	\$81,141	\$101,338
6019		Public Health Analyst	20	\$81,141	\$98,862	\$123,448
6020		Public Health Program Coordinator	18	\$73,528	\$89,565	\$111,862
6021		Community Mental Health Coordinator	19	\$77,230	\$94,099	\$117,520
6022		Medical Office Supervisor - Corrections	21	\$89,565	\$109,117	\$136,282
		<b>Contract Positions</b>				
		Managing Director of the Hive				
		Public Service Worker				
		Paratransit Operator (Non CDL)				
		Paratransit Operator, Senior				
		CDL Paratransit Operator				
		Utility Engineer				
		Community Integrations Facilitator				
		Wildlife Mitigation Specialist				

City of Grand Forks

FY 2026 Salary Plan

Table 4 - Salary Grades Per Job Class - (Salary Grade Order)

Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Assignment			
		Salary Grade	Minimum	Midpoint	Maximum
1001	City Administrator	28	\$178,776	\$217,838	\$272,043
1201	Finance Director	26	\$146,765	\$178,776	\$223,267
2001	Police Chief	26	\$146,765	\$178,776	\$223,267
2031	Fire Chief	26	\$146,765	\$178,776	\$223,267
4011	City Engineer	26	\$146,765	\$178,776	\$223,267
6001	Public Health Director	26	\$146,765	\$178,776	\$223,267
1401	Human Resource Director	25	\$132,933	\$161,990	\$202,259
1501	Information Technology Director	25	\$132,933	\$161,990	\$202,259
4001	Public Works Director	25	\$132,933	\$161,990	\$202,259
4039	Water Works Director	25	\$132,933	\$161,990	\$202,259
4040	Environmental Management Director	25	\$132,933	\$161,990	\$202,259
1202	Asst Finance Director	24	\$120,432	\$146,765	\$183,269
2002	Deputy Chief of Police	24	\$120,432	\$146,765	\$183,269
2021	911 Center Director	24	\$120,432	\$146,765	\$183,269
2032	Deputy Fire Chief	24	\$120,432	\$146,765	\$183,269
3001	Planning & Community Development Director	24	\$120,432	\$146,765	\$183,269
3031	City Assessor	24	\$120,432	\$146,765	\$183,269
3040	Building Safety Director	24	\$120,432	\$146,765	\$183,269
4012	Assistant City Engineer	24	\$120,432	\$146,765	\$183,269
4019	Right-of-Way Administrator	24	\$120,432	\$146,765	\$183,269
5006	Public Transportation Director	24	\$120,432	\$146,765	\$183,269
6004	Assistant Public Health Director	24	\$120,432	\$146,765	\$183,269
1214	Budget Manager	23	\$109,117	\$132,933	\$166,026
1402	Assistant Human Resource Director	23	\$109,117	\$132,933	\$166,026
1502	Assistant Information Technology Director	23	\$109,117	\$132,933	\$166,026
4013	Civil Engineer, Principal	23	\$109,117	\$132,933	\$166,026
4021	Electrical Division Manager	23	\$109,117	\$132,933	\$166,026
6002	Environmental Health Manager	23	\$109,117	\$132,933	\$166,026
1210	Special Assessment Manager	22	\$98,862	\$120,432	\$150,405
1215	Accounting Manager	22	\$98,862	\$120,432	\$150,405
1405	Human Resource Manager	22	\$98,862	\$120,432	\$150,405
2003	Police Lieutenant	22	\$98,862	\$120,432	\$150,405
2034	Fire Battalion Chief	22	\$98,862	\$120,432	\$150,405
2035	Fire Marshal	22	\$98,862	\$120,432	\$150,405
2027	PSAP Operations Manager	22	\$98,862	\$120,432	\$150,405
3041	Zoning and Special Projects Manager	22	\$98,862	\$120,432	\$150,405
3004	Planning Manager	22	\$98,862	\$120,432	\$150,405
3005	Economic Development Manager	22	\$98,862	\$120,432	\$150,405
3006	Community Development Manager	22	\$98,862	\$120,432	\$150,405
3032	Deputy City Assessor	22	\$98,862	\$120,432	\$150,405
3046	Building Trader Inspector/ Special Projects Manager	22	\$98,862	\$120,432	\$150,405
3049	Deputy Building Official	22	\$98,862	\$120,432	\$150,405
4014	Civil Engineer, Senior	22	\$98,862	\$120,432	\$150,405
4031	Water Operations Manager	22	\$98,862	\$120,432	\$150,405

City of Grand Forks

FY 2026 Salary Plan

Table 4 - Salary Grades Per Job Class - (Salary Grade Order)

Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Assignment			
		Salary Grade	Minimum	Midpoint	Maximum
4052	Wastewater Treatment Plant Manager	22	\$98,862	\$120,432	\$150,405
4061	Water Plant Manager	22	\$98,862	\$120,432	\$150,405
4077	Environmental Manager	22	\$98,862	\$120,432	\$150,405
1505	Network Manager	21	\$89,565	\$109,117	\$136,282
1509	Development Manager	21	\$89,565	\$109,117	\$136,282
1510	GIS Manager	21	\$89,565	\$109,117	\$136,282
1514	Systems Manager	21	\$89,565	\$109,117	\$136,282
4027	Civil Engineering Technician III	21	\$89,565	\$109,117	\$136,282
6005	Environmental Health Supervisor	21	\$89,565	\$109,117	\$136,282
6010	Public Health Team Leader	21	\$89,565	\$109,117	\$136,282
6011	Regional Emergency Response Coordinator	21	\$89,565	\$109,117	\$136,282
6022	Medical Office Supervisor - Corrections	21	\$89,565	\$109,117	\$136,282
1518	Development Analyst, Senior	20	\$81,141	\$98,862	\$123,448
1519	GIS Analyst, Senior	20	\$81,141	\$98,862	\$123,448
1520	Systems Analyst, Senior	20	\$81,141	\$98,862	\$123,448
1521	Network Analyst, Senior	20	\$81,141	\$98,862	\$123,448
2004	Police Sergeant	20	\$81,141	\$98,862	\$123,448
2028	Systems and Data Coordinator	20	\$81,141	\$98,862	\$123,448
2036	Fire Captain	20	\$81,141	\$98,862	\$123,448
2037	Deputy Fire Marshal	20	\$81,141	\$98,862	\$123,448
3043	Building Trades Inspector	20	\$81,141	\$98,862	\$123,448
4015	Civil Engineer	20	\$81,141	\$98,862	\$123,448
4024	Master Electrician	20	\$81,141	\$98,862	\$123,448
4028	Project and Program Coordinator	20	\$81,141	\$98,862	\$123,448
4032	Water Distribution Supervisor	20	\$81,141	\$98,862	\$123,448
4046	Wastewater Collections Supervisor	20	\$81,141	\$98,862	\$123,448
4047	Stormwater Collections Supervisor	20	\$81,141	\$98,862	\$123,448
4056	Wastewater Treatment Supervisor	20	\$81,141	\$98,862	\$123,448
4062	Water Plant Supervisor	20	\$81,141	\$98,862	\$123,448
4072	Laboratory Supervisor	20	\$81,141	\$98,862	\$123,448
4078	Greenway Specialist	20	\$81,141	\$98,862	\$123,448
4082	Public Works Operations Supervisor	20	\$81,141	\$98,862	\$123,448
4083	Mechanic Supervisor	20	\$81,141	\$98,862	\$123,448
6015	Mosquito Control Supervisor	20	\$81,141	\$98,862	\$123,448
6019	Public Health Analyst	20	\$81,141	\$98,862	\$123,448
1203	Accountant, Senior	19	\$77,230	\$94,099	\$117,520
1208	Budget Officer	19	\$77,230	\$94,099	\$117,520
1209	Grant Accountant, Sr.	19	\$77,230	\$94,099	\$117,520
1301	Public Information Officer	19	\$77,230	\$94,099	\$117,520
1407	Human Resource Generalist, Senior	19	\$77,230	\$94,099	\$117,520
1503	Development Analyst	19	\$77,230	\$94,099	\$117,520
1513	GIS Analyst	19	\$77,230	\$94,099	\$117,520
1516	Network Analyst	19	\$77,230	\$94,099	\$117,520
1517	Systems Analyst	19	\$77,230	\$94,099	\$117,520

City of Grand Forks

FY 2026 Salary Plan

Table 4 - Salary Grades Per Job Class - (Salary Grade Order)

Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Assignment			
		Salary Grade	Minimum	Midpoint	Maximum
3002	Planner, Senior	19	\$77,230	\$94,099	\$117,520
3033	Real Estate Appraiser, Senior	19	\$77,230	\$94,099	\$117,520
3042	Building Inspector, Senior	19	\$77,230	\$94,099	\$117,520
4016	Civil Engineering Technician II	19	\$77,230	\$94,099	\$117,520
4018	Engineering/GIS Specialist	19	\$77,230	\$94,099	\$117,520
5001	Transportation Dispatch Supervisor	19	\$77,230	\$94,099	\$117,520
5002	Bus Operations Supervisor	19	\$77,230	\$94,099	\$117,520
6006	Environmental Health Specialist, Senior	19	\$77,230	\$94,099	\$117,520
6008	Public Health Nurse	19	\$77,230	\$94,099	\$117,520
6009	Public Health Dietitian	19	\$77,230	\$94,099	\$117,520
6021	Community Mental Health Coordinator	19	\$77,230	\$94,099	\$117,520
1103	City Clerk	18	\$73,528	\$89,565	\$111,862
1107	Clerk of Court	18	\$73,528	\$89,565	\$111,862
2005	Corporal	18	\$73,528	\$89,565	\$111,862
2011	Police Records Supervisor	18	\$73,528	\$89,565	\$111,862
2014	Evidence and Property Supervisor	18	\$73,528	\$89,565	\$111,862
2038	Fire Apparatus Specialist	18	\$73,528	\$89,565	\$111,862
4022	Electrician	18	\$73,528	\$89,565	\$111,862
4025	Instrumentation and Controls Technician	18	\$73,528	\$89,565	\$111,862
4068	Process Control Operator	18	\$73,528	\$89,565	\$111,862
6020	Public Health Program Coordinator	18	\$73,528	\$89,565	\$111,862
1204	Accountant	17	\$69,971	\$85,259	\$106,454
1303	Communications Strategist	17	\$69,971	\$85,259	\$106,454
1403	Human Resource Generalist	17	\$69,971	\$85,259	\$106,454
1404	Safety Coordinator	17	\$69,971	\$85,259	\$106,454
1507	Systems Specialist	17	\$69,971	\$85,259	\$106,454
1508	Network Specialist	17	\$69,971	\$85,259	\$106,454
2006	Police Officer	17	\$69,971	\$85,259	\$106,454
2008	Crime Analyst	17	\$69,971	\$85,259	\$106,454
4026	Bidding and Services Technician	17	\$69,971	\$85,259	\$106,454
2040	Firefighter	17	\$69,971	\$85,259	\$106,454
3003	Planner	17	\$69,971	\$85,259	\$106,454
3047	Construction Inspector	17	\$69,971	\$85,259	\$106,454
4037	Water Service Worker, Lead	17	\$69,971	\$85,259	\$106,454
4045	Wastewater/Stormwater Svc Wkr, Lead	17	\$69,971	\$85,259	\$106,454
4055	Wastewater Treatment Plant Op, Lead	17	\$69,971	\$85,259	\$106,454
4067	Water Plant Operator, Lead	17	\$69,971	\$85,259	\$106,454
4073	Laboratory Analyst, Senior	17	\$69,971	\$85,259	\$106,454
4075	Environmental Specialist	17	\$69,971	\$85,259	\$106,454
5014	Lead Mechanic	17	\$69,971	\$85,259	\$106,454
5026	Equipment Operator, Lead	17	\$69,971	\$85,259	\$106,454
6007	Environmental Health Specialist	17	\$69,971	\$85,259	\$106,454
6012	Mosquito Control Field Asst, Lead	17	\$69,971	\$85,259	\$106,454
6013	Emergency Preparedness Specialist	17	\$69,971	\$85,259	\$106,454

City of Grand Forks

FY 2026 Salary Plan

Table 4 - Salary Grades Per Job Class - (Salary Grade Order)

Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Assignment			
		Salary Grade	Minimum	Midpoint	Maximum
1106	Administrative Services Coordinator	16	\$66,602	\$81,141	\$101,338
1212	Accounting Specialist, Senior	16	\$66,602	\$81,141	\$101,338
2012	Evidence and Property Coordinator	16	\$66,602	\$81,141	\$101,338
2022	Public Safety Telecommunicator Team Leader	16	\$66,602	\$81,141	\$101,338
2023	Public Safety Telecommunicator Training Specialist	16	\$66,602	\$81,141	\$101,338
3034	Real Estate Appraiser	16	\$66,602	\$81,141	\$101,338
3044	Building Inspector	16	\$66,602	\$81,141	\$101,338
4017	Civil Engineering Technician I	16	\$66,602	\$81,141	\$101,338
4023	Electrical Technician	16	\$66,602	\$81,141	\$101,338
4081	Building and Grounds Supervisor	16	\$66,602	\$81,141	\$101,338
5016	Senior Mechanic	16	\$66,602	\$81,141	\$101,338
6018	Public Health Administrative Coordinator	16	\$66,602	\$81,141	\$101,338
1109	Assistant City Clerk	15	\$63,378	\$77,230	\$96,429
2025	Public Safety Telecommunicator, Senior	15	\$63,378	\$77,230	\$96,429
4074	Laboratory Analyst	15	\$63,378	\$77,230	\$96,429
1102	Administrative Specialist, Senior	14	\$60,341	\$73,528	\$91,811
1205	Accounting Specialist	14	\$60,341	\$73,528	\$91,811
1406	Human Resource Specialist	14	\$60,341	\$73,528	\$91,811
2007	Community Service Officer	14	\$60,341	\$73,528	\$91,811
2016	Police Records Specialist, Senior	14	\$60,341	\$73,528	\$91,811
2024	Public Safety Telecommunicator	14	\$60,341	\$73,528	\$91,811
5012	Mechanic	14	\$60,341	\$73,528	\$91,811
5021	Equipment Operator, Senior	14	\$60,341	\$73,528	\$91,811
1211	Accounting Technician, Senior	13	\$57,450	\$69,971	\$87,360
4033	Water Utility Worker, Senior	13	\$57,450	\$69,971	\$87,360
4043	Wastewater/Stormwater Svc Worker, Senior	13	\$57,450	\$69,971	\$87,360
4053	Wastewater Treatment Plant Operator, Senior	13	\$57,450	\$69,971	\$87,360
4063	Water Utility Worker, Senior	13	\$57,450	\$69,971	\$87,360
5024	Heavy Equipment Operator	13	\$57,450	\$69,971	\$87,360
1104	Administrative Specialist	12	\$54,662	\$66,602	\$83,179
1110	Deputy Clerk of Court	12	\$54,662	\$66,602	\$83,179
1206	Accounting Technician	12	\$54,662	\$66,602	\$83,179
1603	Building Maintenance, Lead	12	\$54,662	\$66,602	\$83,179
2013	Police Records Specialist	12	\$54,662	\$66,602	\$83,179
2015	Evidence and Property Technician	12	\$54,662	\$66,602	\$83,179
3035	Assessing Specialist	12	\$54,662	\$66,602	\$83,179
4034	Water Utility Worker	12	\$54,662	\$66,602	\$83,179
4044	Wastewater/Stormwater Service Worker	12	\$54,662	\$66,602	\$83,179
4054	Wastewater Treatment Plant Operator	12	\$54,662	\$66,602	\$83,179
4064	Water Utility Worker	12	\$54,662	\$66,602	\$83,179
5007	Transportation Dispatcher, Senior	12	\$54,662	\$66,602	\$83,179
5008	Bus Operator, Senior	12	\$54,662	\$66,602	\$83,179
5022	Equipment Operator	12	\$54,662	\$66,602	\$83,179

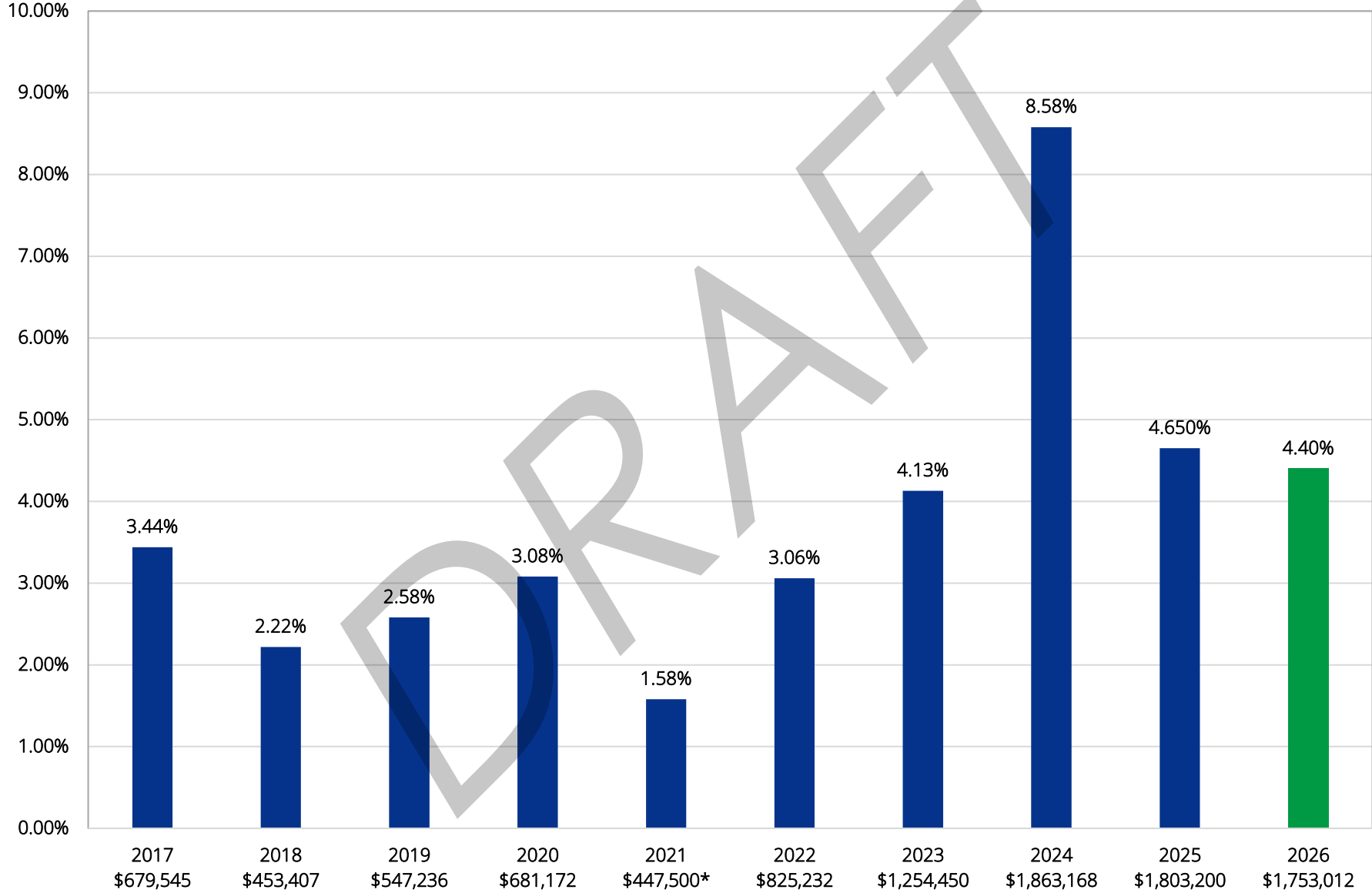
City of Grand Forks  
FY 2026 Salary Plan

**Table 4 - Salary Grades Per Job Class - (Salary Grade Order)**

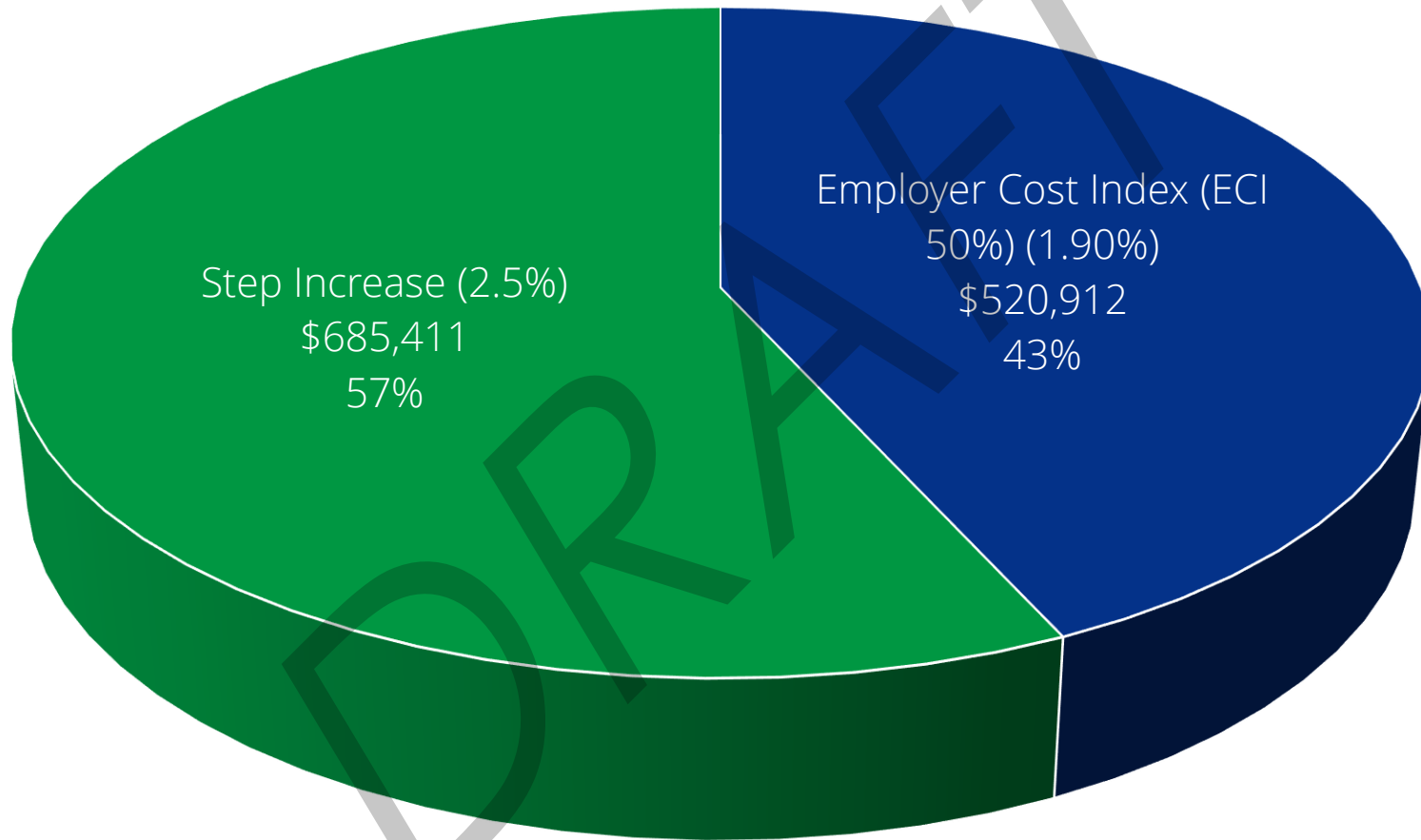
Class Code	Occupational Job Families and Job Classes	2026 Salary Grade Assignment			
		Salary Grade	Minimum	Midpoint	Maximum
4093	Parking Compliance Attendant	11	\$52,042	\$63,378	\$79,144
1604	Building Maintenance Worker	10	\$49,525	\$60,341	\$75,358
5003	Bus Operator	10	\$49,525	\$60,341	\$75,358
5004	Transportation Dispatcher	10	\$49,525	\$60,341	\$75,358
4094	Custodian	7	\$42,723	\$52,042	\$64,979

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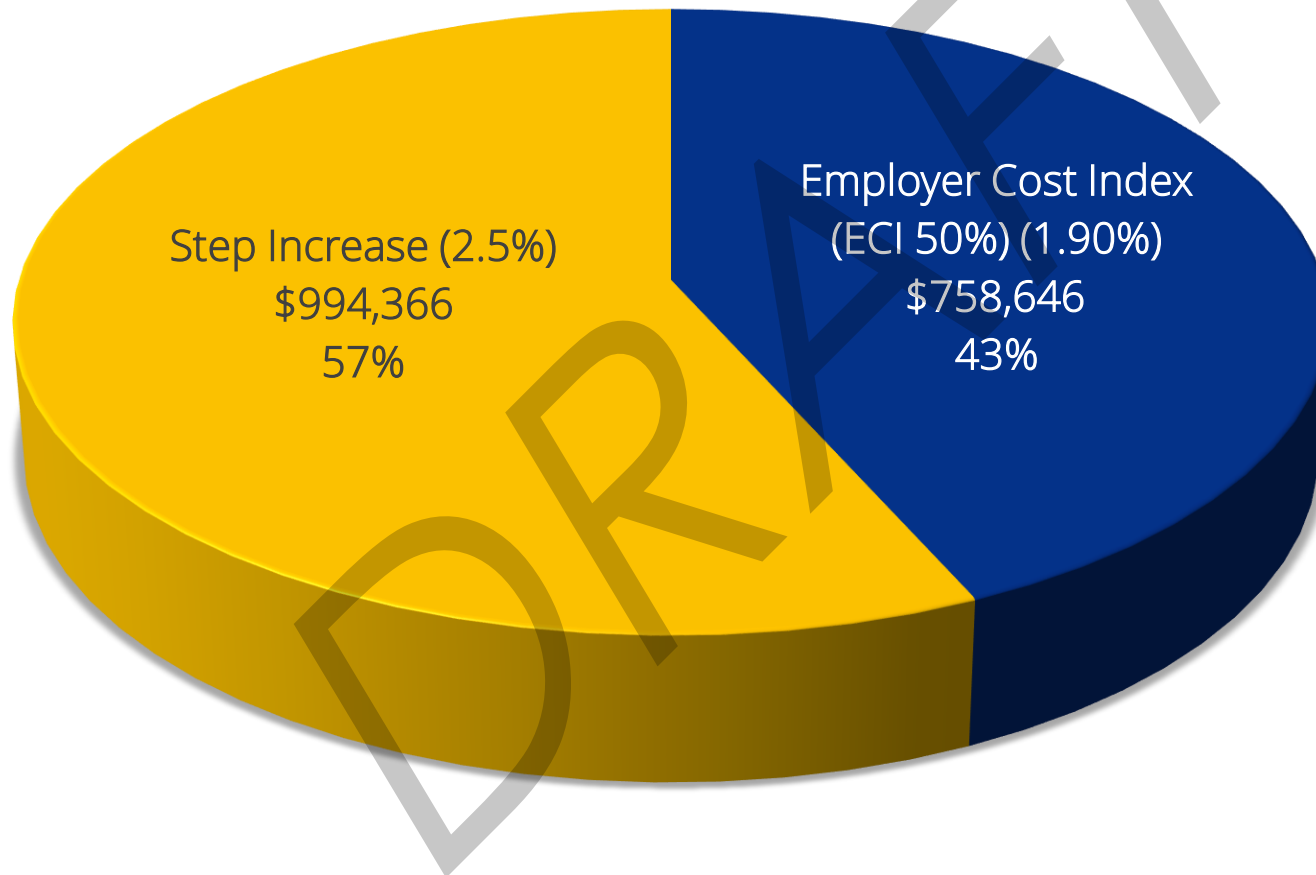
### Council Approved Yearly Percentage Including Mayor Proposed 2026 Percentage Increase



## 2026 Salary Break Out - General Fund



## 2026 Salary Break Out - All Funds



## Elected Officials - FY 2026 Salary Survey

### Mayor

Surveyed Organization	Salary
City of Bismarck	\$ 33,420.00
City of Minot	\$ 18,000.00
City of Fargo	\$ 63,055.00
City of West Fargo	\$ 19,314.00
City of Sioux Falls (full time)*	\$ 79,747.20
City of Rapid City (full time)*	\$ 64,172.00
City of Burnsville	\$ 15,600.00
City of Mankato	\$ 24,632.00
City of Moorhead	\$ 20,664.00
City Rochestor (full time)*	\$ 41,880.00
City of St. Cloud	\$ 50,000.00

Average      \$    39,134.93

	<u>City Salary</u>
Elected Official	\$42,180.32
2026 Salary	\$        42,180.32

\*Calculated to 50%

### City Council/Commission Member

Surveyed Organization	Salary
City of Bismarck	\$ 18,598.00
City of Minot	\$ 14,280.00
City of Fargo	\$ 29,858.40
City of West Fargo	\$ 13,507.00
City of Sioux Falls	\$ 23,924.16
City of Rapid City	\$ 13,037.00
City of Burnsville	\$ 12,000.00
City of Mankato	\$ 12,316.00
Grand Forks County Commissioner	\$ 22,078.00
City of Moorhead	\$ 10,836.00
City of Rochestor	\$ 55,840.00
City of St. Cloud	\$ 12,500.00

Average      \$    19,897.88

	<u>City Salary</u>
Elected Official	\$19,415.50
2026 Salary	\$        19,897.88

## Municipal Judge - FY 2026 Salary Survey

### Municipal Judge

Surveyed Organization	Salary
City of Bismarck**	\$ 110,880.00
City of Minot	\$ 60,036.00
City of Fargo*	\$ 135,268.00
City of West Fargo	\$ 75,000.00

		<u>City Salary</u>
Elected Official		\$84,682.87
2026 Salary	4.40% Increase - follows plan	\$88,408.92

\*Full-time Judge

\*\*Salary set by City Commission; Judge for 35 yrs.

Average      \$    95,296.00

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**City of Grand Forks  
FY 2026 Salary Plan  
Addendum**

Department	2026 Job Class	2025 Hourly Rate	2025 Current Salary	2025 Salary Grade	2025 Salary Step	2026 Salary Grade	2026 Salary Step *If Satisfactory Eval	Jan. 1, 2026 Hrly Rate	2026 Salary
Assessor	Assessing Specialist	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Assessor	City Assessor	\$65.29	\$135,803.20	24 - Grade	G	24 - Grade	H	\$68.19	141,835.20
Assessor	Deputy City Assessor	\$47.37	\$98,529.60	22 - Grade	B	22 - Grade	C	\$49.47	102,897.60
Assessor	Real Estate Appraiser, Senior	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Assessor	Real Estate Appraiser, Senior	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Assessor	Real Estate Appraiser, Senior	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Assessor	Real Estate Appraiser, Senior	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Building Safety	Administrative Specialist, Senior	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Building Safety	Building Inspector	\$31.91	\$66,372.80	16 -Grade	B	16 -Grade	C	\$33.33	69,326.40
Building Safety	Building Inspector, Senior	\$40.84	\$84,947.20	19 - Grade	F	19 - Grade	G	\$42.67	88,753.60
Building Safety	Building Inspector, Senior	\$36.10	\$75,088.00	19 - Grade	A	19 - Grade	B	\$37.70	78,416.00
Building Safety	Building Trades Inspector	\$41.87	\$87,089.60	19 - Grade	G	19 - Grade	H	\$43.74	90,979.20
Building Safety	Building Trades Inspector	\$45.08	\$93,766.40	20 - Grade	H	20 - Grade	I	\$47.09	97,947.20
Building Safety	Building Trades Inspector	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Building Safety	Building Trades Inspector	\$38.88	\$80,870.40	20 - Grade	B	20 - Grade	C	\$40.61	84,468.80
Building Safety	Deputy Building Official	\$37.93	\$78,894.40	16 -Grade	I	16 -Grade	J	\$39.62	82,409.60
Building Safety	Deputy Building Official	\$52.29	\$108,763.20	22 - Grade	F	22 - Grade	G	\$54.61	113,588.80
Building Safety	Director of Building Safety	\$65.29	\$135,803.20	24 - Grade	G	24 - Grade	H	\$68.19	141,835.20
Building Safety	Zoning and Special Projects Manager	\$57.71	\$120,036.80	22 - Grade	J	22 - Grade	K	\$60.27	125,361.60
Central Garage	Lead Mechanic	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Central Garage	Mechanic	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Central Garage	Mechanic	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Central Garage	Mechanic	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Central Garage	Public Works Operations Supervisor	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Central Garage	Senior Mechanic	\$33.53	\$69,742.40	16 -Grade	D	16 -Grade	E	\$35.02	72,841.60
City Administrator	Administrative Specialist, Senior	\$29.63	\$61,630.40	14 - Grade	C	14 - Grade	D	\$30.95	64,376.00
City Administrator	City Administrator	\$97.92	\$203,673.60	28 - Grade	G	28 - Grade	H	\$101.24	210,579.20
City Administrator	Communications Strategist	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
City Administrator	Managing Director of The Hive	\$51.90	\$107,952.00					\$54.18	112,701.89
City Administrator	Public Information Officer	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Dial - A- Ride	CDL Paratransit Operator	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20
Dial - A- Ride	CDL Paratransit Operator	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20
Dial - A- Ride	Mechanic	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Dial - A- Ride	Paratransit Operator (Non CDL)	\$21.50	\$44,720.00	7 - Grade	D	7 - Grade	E	\$22.46	46,716.80
Dial - A- Ride	Paratransit Operator (Non CDL)	\$21.50	\$44,720.00	7 - Grade	D	7 - Grade	E	\$22.46	46,716.80
Dial - A- Ride	Paratransit Operator (Non CDL)	\$20.47	\$42,577.60	7 - Grade	B	7 - Grade	C	\$21.38	44,470.40
Dial - A- Ride	Paratransit Operator (Non CDL)	\$21.50	\$44,720.00	7 - Grade	D	7 - Grade	E	\$22.46	46,716.80
Dial - A- Ride	Paratransit Operator (Non CDL)	\$20.47	\$42,577.60	7 - Grade	B	7 - Grade	C	\$21.38	44,470.40
Dial - A- Ride	Paratransit Operator (Non CDL)	\$20.98	\$43,638.40	7 - Grade	C	7 - Grade	D	\$21.91	45,572.80
Dial - A- Ride	Paratransit Operator (Non CDL)	\$20.98	\$43,638.40	7 - Grade	C	7 - Grade	D	\$21.91	45,572.80
Dial - A- Ride	Paratransit Operator (Non CDL)	\$20.47	\$42,577.60	7 - Grade	B	7 - Grade	C	\$21.38	44,470.40
Dial - A- Ride	Paratransit Operator (Non CDL) (80% FTE)	\$19.97	\$33,230.08	7 - Grade	A	7 - Grade	B	\$20.86	43,388.80
Dial - A- Ride	Paratransit Operator (Non CDL) (80% FTE)	\$21.50	\$35,776.00	7 - Grade	D	7 - Grade	E	\$22.46	46,716.80
Dial - A- Ride	Paratransit Operator (Non CDL) (80% FTE)	\$20.98	\$34,910.72	7 - Grade	C	7 - Grade	D	\$21.91	45,572.80
Dial - A- Ride	Public Transportation Manager	\$46.21	\$96,116.80	22 - Grade	A	22 - Grade	B	\$48.27	100,401.60
Dial - A- Ride	Transportation Dispatcher	\$22.04	\$45,843.20	8 - Grade	C	8 - Grade	D	\$23.02	47,881.60
Dial - A- Ride	Transportation Dispatcher	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20
Dial - A- Ride	Transportation Dispatcher	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20
Dial - A- Ride	Transportation Dispatcher	\$22.04	\$45,843.20	8 - Grade	C	8 - Grade	D	\$23.02	47,881.60
Engineering	Assistant City Engineer	\$62.14	\$129,251.20	24 - Grade	E	24 - Grade	F	\$64.91	135,012.80
Engineering	Assistant City Engineer	\$62.14	\$129,251.20	24 - Grade	E	24 - Grade	F	\$64.91	135,012.80
Engineering	Assistant City Engineer	\$62.14	\$129,251.20	24 - Grade	E	24 - Grade	F	\$64.91	135,012.80
Engineering	Bidding and Services Technician	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Engineering	City Engineer	\$79.55	\$165,464.00	26 - Grade	G	26 - Grade	H	\$83.09	172,827.20
Engineering	Civil Engineer	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Engineering	Civil Engineer, Principal	\$54.93	\$114,254.40	23 - Grade	D	23 - Grade	E	\$57.37	119,329.60
Engineering	Civil Engineer, Principal	\$52.29	\$108,763.20	23 - Grade	B	23 - Grade	C	\$54.61	113,588.80
Engineering	Civil Engineer, Senior	\$47.37	\$98,529.60	22 - Grade	B	22 - Grade	C	\$49.47	102,897.60
Engineering	Civil Engineer, Senior	\$47.37	\$98,529.60	22 - Grade	B	22 - Grade	C	\$49.47	102,897.60
Engineering	Civil Engineer, Senior	\$48.55	\$100,984.00	22 - Grade	C	22 - Grade	D	\$50.71	105,476.80
Engineering	Civil Engineer, Senior	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Engineering	Civil Engineer, Senior	\$48.55	\$100,984.00	22 - Grade	C	22 - Grade	D	\$50.71	105,476.80

**City of Grand Forks  
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Department	2026 Job Class	2025 Hourly Rate	2025 Current Salary	2025 Salary Grade	2025 Salary Step	2026 Salary Grade	2026 Salary Step *If Satisfactory Eval	Jan. 1, 2026 Hrly Rate	2026 Salary
Engineering	Civil Engineering Technician I	\$31.91	\$66,372.80	16 -Grade	B	16 -Grade	C	\$33.33	69,326.40
Engineering	Civil Engineering Technician II	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Engineering	Civil Engineering Technician II	\$37.00	\$76,960.00	19 - Grade	B	19 - Grade	C	\$38.65	80,392.00
Engineering	Electrical Division Manager	\$54.93	\$114,254.40	23 - Grade	D	23 - Grade	E	\$57.37	119,329.60
Engineering	Electrical Technician	\$31.91	\$66,372.80	16 -Grade	B	16 -Grade	C	\$33.33	69,326.40
Engineering	Electrician	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Engineering	Engineering/IT GIS Specialist	\$37.00	\$76,960.00	19 - Grade	B	19 - Grade	C	\$38.65	80,392.00
Engineering	Master Electrician	\$41.87	\$87,089.60	20 - Grade	E	20 - Grade	F	\$43.74	90,979.20
Engineering	Master Electrician	\$46.21	\$96,116.80	20 - Grade	I	20 - Grade	J	\$48.27	100,401.60
Engineering	Project and Program Coordinator	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Engineering	Right-of-Way Administrator	\$59.15	\$123,032.00	24 - Grade	C	24 - Grade	D	\$61.78	128,502.40
Engineering - Utilities	Electrical Technician	\$34.37	\$71,489.60	16 -Grade	E	16 -Grade	F	\$35.90	74,672.00
Engineering - Utilities	Instrumentation and Controls Technician	\$38.88	\$80,870.40	18 - Grade	F	18 - Grade	G	\$40.61	84,468.80
Environmental Management	Environmental Management Director	\$68.60	\$142,688.00	25 - Grade	E	25 - Grade	F	\$71.65	149,032.00
Environmental Management	Environmental Specialist	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Environmental Management	Environmental Specialist	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Environmental Management	Laboratory Analyst	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Environmental Management	Laboratory Analyst	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Environmental Management	Laboratory Supervisor	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Environmental Management	Mosquito Control Supervisor	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Finance & Administrative Svcs.	Accountant, Senior	\$40.84	\$84,947.20	19 - Grade	F	19 - Grade	G	\$42.67	88,753.60
Finance & Administrative Svcs.	Accountant, Senior	\$40.84	\$84,947.20	19 - Grade	F	19 - Grade	G	\$42.67	88,753.60
Finance & Administrative Svcs.	Accountant, Senior	\$40.84	\$84,947.20	19 - Grade	F	19 - Grade	G	\$42.67	88,753.60
Finance & Administrative Svcs.	Accounting Specialist	\$31.91	\$66,372.80	14 - Grade	F	14 - Grade	G	\$33.33	69,326.40
Finance & Administrative Svcs.	Accounting Specialist	\$29.63	\$61,630.40	14 - Grade	C	14 - Grade	D	\$30.95	64,376.00
Finance & Administrative Svcs.	Accounting Specialist	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Finance & Administrative Svcs.	Accounting Specialist, Senior	\$32.71	\$68,036.80	16 -Grade	C	16 -Grade	D	\$34.17	71,073.60
Finance & Administrative Svcs.	Accounting Specialist, Senior	\$33.53	\$69,742.40	16 -Grade	D	16 -Grade	E	\$35.02	72,841.60
Finance & Administrative Svcs.	Accounting Technician	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Finance & Administrative Svcs.	Accounting Technician (75% FTE)	\$26.85	\$41,886.00	12 - Grade	C	12 - Grade	D	\$28.03	58,302.40
Finance & Administrative Svcs.	Administrative Specialist	\$26.85	\$55,848.00	12 - Grade	C	12 - Grade	D	\$28.03	58,302.40
Finance & Administrative Svcs.	Administrative Specialist, Senior	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Finance & Administrative Svcs.	Assistant Finance Director	\$62.14	\$129,251.20	24 - Grade	E	24 - Grade	F	\$64.91	135,012.80
Finance & Administrative Svcs.	Budget Manager	\$54.93	\$114,254.40	23 - Grade	D	23 - Grade	E	\$57.37	119,329.60
Finance & Administrative Svcs.	City Clerk	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Finance & Administrative Svcs.	Finance Director	\$77.61	\$161,428.80	26 - Grade	F	26 - Grade	G	\$81.06	168,604.80
Finance & Administrative Svcs.	Grant Accountant, Senior	\$36.10	\$75,088.00	19 - Grade	A	19 - Grade	B	\$37.70	78,416.00
Fire	Administrative Specialist, Senior	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Fire	Administrative Specialist, Senior	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Fire	Deputy Fire Chief	\$56.30	\$117,104.00	24 - Grade	A	24 - Grade	B	\$58.81	122,324.80
Fire	Deputy Fire Chief	\$57.71	\$120,036.80	24 - Grade	B	24 - Grade	C	\$60.27	125,361.60
Fire	Deputy Fire Marshal	\$45.08	\$93,766.40	20 - Grade	H	20 - Grade	I	\$47.09	97,947.20
Fire	Deputy Fire Marshal	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$39.85	\$82,888.00	18 - Grade	G	18 - Grade	H	\$41.62	86,569.60
Fire	Fire Apparatus Specialist	\$39.85	\$82,888.00	18 - Grade	G	18 - Grade	H	\$41.62	86,569.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$38.88	\$80,870.40	18 - Grade	F	18 - Grade	G	\$40.61	84,468.80
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$39.85	\$82,888.00	18 - Grade	G	18 - Grade	H	\$41.62	86,569.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60

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Department	2026 Job Class	2025 Hourly Rate	2025 Current Salary	2025 Salary Grade	2025 Salary Step	2026 Salary Grade	2026 Salary Step *If Satisfactory Eval	Jan. 1, 2026 Hrly Rate	2026 Salary
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$38.88	\$80,870.40	18 - Grade	F	18 - Grade	G	\$40.61	84,468.80
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Fire	Fire Apparatus Specialist	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Apparatus Specialist	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Fire	Fire Battalion Chief	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Fire	Fire Battalion Chief	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Fire	Fire Battalion Chief	\$50.19	\$104,400.92	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Fire	Fire Captain	\$41.87	\$87,089.60	20 - Grade	E	20 - Grade	F	\$43.74	90,979.20
Fire	Fire Captain	\$41.87	\$87,089.60	20 - Grade	E	20 - Grade	F	\$43.74	90,979.20
Fire	Fire Captain	\$42.92	\$89,273.60	20 - Grade	F	20 - Grade	G	\$44.83	93,246.40
Fire	Fire Captain	\$41.87	\$87,089.81	20 - Grade	E	20 - Grade	F	\$43.74	90,979.20
Fire	Fire Captain	\$41.87	\$87,089.60	20 - Grade	E	20 - Grade	F	\$43.74	90,979.20
Fire	Fire Captain	\$40.84	\$84,947.41	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Fire	Fire Captain	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Fire	Fire Captain	\$39.85	\$82,888.00	20 - Grade	C	20 - Grade	D	\$41.62	86,569.60
Fire	Fire Captain	\$45.08	\$93,766.40	20 - Grade	H	20 - Grade	I	\$47.09	97,947.20
Fire	Fire Captain	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Fire	Fire Captain	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Fire	Fire Captain	\$41.87	\$87,089.60	20 - Grade	E	20 - Grade	F	\$43.74	90,979.20
Fire	Fire Captain	\$43.99	\$91,499.41	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Fire	Fire Captain	\$39.85	\$82,888.00	18 - Grade	E	20 - Grade	F	\$39.62	82,409.60
Fire	Fire Captain	\$42.92	\$89,273.81	20 - Grade	F	20 - Grade	G	\$44.83	93,246.40
Fire	Fire Captain	\$41.87	\$87,089.81	20 - Grade	E	20 - Grade	F	\$43.74	90,979.20
Fire	Fire Captain	\$38.88	\$80,870.40	18 - Grade	F	18 - Grade	G	\$40.61	84,468.80
Fire	Fire Captain	\$48.55	\$100,984.00	20 - Grade	K	20 - Grade	L	\$50.71	105,476.80
Fire	Fire Captain	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Fire	Fire Chief	\$77.61	\$161,428.80	26 - Grade	F	26 - Grade	G	\$81.06	168,604.80
Fire	Fire Marshal	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Fire	Firefighter	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Fire	Firefighter	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Fire	Firefighter	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Health	Administrative Specialist, Senior	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Health	Environmental Health Specialist	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Health	Environmental Health Specialist, Sr	\$47.37	\$98,529.60	19 - Grade	L	19 - Grade	M	\$49.47	102,897.60
Health	Environmental Health Specialist, Sr	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Health	Environmental Health Specialist, Sr	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Health	Environmental Health Supervisor	\$48.55	\$100,984.00	21 - Grade	G	21 - Grade	H	\$50.71	105,476.80
Health	Public Health Director	\$70.31	\$146,244.80	26 - Grade	B	26 - Grade	C	\$73.44	152,755.20
Health	Public Health Nurse	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80

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Addendum**

Department	2026 Job Class	2025 Hourly Rate	2025 Current Salary	2025 Salary Grade	2025 Salary Step	2026 Salary Grade	2026 Salary Step *If Satisfactory Eval	Jan. 1, 2026 Hrly Rate	2026 Salary
Health	Public Health Nurse	\$37.93	\$78,894.40	19 - Grade	C	19 - Grade	D	\$39.62	82,409.60
Health	Public Health Team Leader	\$43.99	\$91,499.20	21 - Grade	C	21 - Grade	D	\$45.94	95,555.20
Health	Public Health Team Leader	\$45.08	\$93,766.40	21 - Grade	D	21 - Grade	E	\$47.09	97,947.20
Health	Public Health Team Leader	\$45.08	\$93,766.40	21 - Grade	D	21 - Grade	E	\$47.09	97,947.20
Health Grants	Administrative Specialist	\$27.51	\$57,220.80	12 - Grade	D	12 - Grade	E	\$28.75	59,800.00
Health Grants	Community Mental Health Coordinator	\$37.93	\$78,894.40	19 - Grade	C	19 - Grade	D	\$39.62	82,409.60
Health Grants	Public Health Administrative Coordinator	\$31.13	\$64,750.40	16 -Grade	A	16 -Grade	B	\$32.52	67,641.60
Health Grants	Public Health Analyst	\$39.85	\$82,888.00	20 - Grade	C	20 - Grade	D	\$41.62	86,569.60
Health Grants	Public Health Communication Strategist	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Health Grants	Public Health Dietitian	\$37.00	\$76,960.00	19 - Grade	B	19 - Grade	C	\$38.65	80,392.00
Health Grants	Public Health Dietitian (80% FTE)	\$41.87	\$69,671.68	19 - Grade	G	19 - Grade	H	\$43.74	72,783.36
Health Grants	Public Health Nurse	\$36.10	\$75,088.00	19 - Grade	A	19 - Grade	B	\$37.70	78,416.00
Health Grants	Public Health Nurse	\$39.85	\$82,888.00	19 - Grade	E	19 - Grade	F	\$41.62	86,569.60
Health Grants	Public Health Nurse	\$41.87	\$87,089.60	19 - Grade	G	19 - Grade	H	\$43.74	90,979.20
Health Grants	Public Health Nurse	\$37.00	\$76,960.00	19 - Grade	B	19 - Grade	C	\$38.65	80,392.00
Health Grants	Public Health Nurse	\$36.10	\$75,088.00	19 - Grade	A	19 - Grade	B	\$37.70	78,416.00
Health Grants	Public Health Nurse (50% FTE)	\$41.87	\$43,544.80	19 - Grade	G	19 - Grade	H	\$43.74	45,489.60
Health Grants	Public Health Nurse (80% FTE)	\$41.87	\$69,671.68	19 - Grade	G	19 - Grade	H	\$43.74	72,783.36
Health Grants	Public Health Program Coordinator	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Health Grants	Public Health Team Leader	\$46.21	\$96,116.80	21 - Grade	E	21 - Grade	F	\$48.27	100,401.60
Health Grants	Regional Emergency Response Coordinator	\$45.08	\$93,766.40	21 - Grade	D	21 - Grade	E	\$47.09	97,947.20
Human Resources	Assistant Human Resource Director	\$54.93	\$114,254.40	23 - Grade	D	23 - Grade	E	\$57.37	119,329.60
Human Resources	Community Integration Facilitator	\$31.89	\$66,331.20					\$33.29	69,249.77
Human Resources	Human Resource Director	\$66.92	\$139,193.60	25 - Grade	D	25 - Grade	E	\$69.90	145,392.00
Human Resources	Human Resource Generalist	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Human Resources	Human Resource Specialist	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
Human Resources	Human Resources Manager	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Human Resources	Safety Coordinator	\$37.00	\$76,960.00	17 - Grade	F	17 - Grade	G	\$38.65	80,392.00
Information Technology	Assistant Information Technology Dir	\$56.30	\$117,104.00	23 - Grade	E	23 - Grade	F	\$58.81	122,324.80
Information Technology	Development Analyst, Senior	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Information Technology	Development Analyst, Senior	\$39.85	\$82,888.00	20 - Grade	C	20 - Grade	D	\$41.62	86,569.60
Information Technology	Development Manager	\$45.08	\$93,766.40	21 - Grade	D	21 - Grade	E	\$47.09	97,947.20
Information Technology	GIS Analyst, Senior	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Information Technology	Information Technology Director	\$68.60	\$142,688.00	25 - Grade	E	25 - Grade	F	\$71.65	149,032.00
Information Technology	Network Analyst	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Information Technology	Systems Analyst	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Information Technology	Systems Manager	\$42.92	\$89,273.60	21 - Grade	B	21 - Grade	C	\$44.83	93,246.40
Information Technology	Systems Specialist	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Information Technology	Systems Specialist	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Information Technology	Systems Specialist	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Municipal Court	Clerk of Court	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Municipal Court	Deputy Clerk of Court	\$27.51	\$57,220.80	12 - Grade	D	12 - Grade	E	\$28.75	59,800.00
Municipal Court	Deputy Clerk of Court	\$25.55	\$53,144.00	12 - Grade	A	12 - Grade	B	\$26.70	55,536.00
Planning & Zoning	Community Development Manager	\$47.37	\$98,529.60	22 - Grade	B	22 - Grade	C	\$49.47	102,897.60
Planning & Zoning	Economic Development Manager	\$47.37	\$98,529.60	22 - Grade	B	22 - Grade	C	\$49.47	102,897.60
Planning & Zoning	Planner	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Planning & Zoning	Planner	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Planning & Zoning	Planner	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Planning & Zoning	Planning and Community Development Director	\$68.60	\$142,688.00	24 - Grade	I	24 - Grade	J	\$71.65	149,032.00
Planning & Zoning	Planning Manager	\$51.01	\$106,100.80	22 - Grade	E	22 - Grade	F	\$53.28	110,822.40
Police	Administrative Specialist, Senior	\$29.63	\$61,630.40	14 - Grade	C	14 - Grade	D	\$30.95	64,376.00
Police	Building Maintenance, Lead	\$26.85	\$55,848.00	12 - Grade	C	12 - Grade	D	\$28.03	58,302.40
Police	Building Maintenance, Lead	\$27.51	\$57,220.80	12 - Grade	D	12 - Grade	E	\$28.75	59,800.00
Police	Community Service Officer	\$31.91	\$66,372.80	14 - Grade	F	14 - Grade	G	\$33.33	69,326.40
Police	Community Service Officer	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Police	Community Service Officer	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Police	Community Service Officer	\$29.63	\$61,630.40	14 - Grade	C	14 - Grade	D	\$30.95	64,376.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$35.23	\$73,278.40	18 - Grade	B	18 - Grade	C	\$36.79	76,523.20

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Department	2026 Job Class	2025 Hourly Rate	2025 Current Salary	2025 Salary Grade	2025 Salary Step	2026 Salary Grade	2026 Salary Step *If Satisfactory Eval	Jan. 1, 2026 Hrly Rate	2026 Salary
Police	Corporal	\$42.92	\$89,273.60	18 - Grade	J	18 - Grade	K	\$44.83	93,246.40
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$38.88	\$80,870.40	18 - Grade	F	18 - Grade	G	\$40.61	84,468.80
Police	Corporal	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Police	Corporal	\$42.92	\$89,273.60	18 - Grade	J	18 - Grade	K	\$44.83	93,246.40
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$39.85	\$82,888.00	18 - Grade	G	18 - Grade	H	\$41.62	86,569.60
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$38.88	\$80,870.40	18 - Grade	F	18 - Grade	G	\$40.61	84,468.80
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.93	\$78,894.40	18 - Grade	E	18 - Grade	F	\$39.62	82,409.60
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$41.87	\$87,089.60	18 - Grade	J	18 - Grade	J	\$43.74	90,979.20
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$42.92	\$89,273.60	18 - Grade	J	18 - Grade	K	\$44.83	93,246.40
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Police	Corporal	\$36.10	\$75,088.00	18 - Grade	C	18 - Grade	D	\$37.70	78,416.00
Police	Crime Analyst	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Deputy Police Chief	\$60.63	\$126,110.40	24 - Grade	D	24 - Grade	E	\$63.32	131,705.60
Police	Deputy Police Chief	\$60.63	\$126,110.40	24 - Grade	D	24 - Grade	E	\$63.32	131,705.60
Police	Evidence and Property Coordinator	\$33.53	\$69,742.40	16 - Grade	D	16 - Grade	E	\$35.02	72,841.60
Police	Police Chief	\$77.61	\$161,428.80	26 - Grade	F	26 - Grade	G	\$81.06	168,604.80
Police	Police Lieutenant	\$53.59	\$111,467.20	22 - Grade	G	22 - Grade	H	\$55.97	116,417.60
Police	Police Lieutenant	\$54.93	\$114,254.40	22 - Grade	H	22 - Grade	I	\$57.37	119,329.60
Police	Police Lieutenant	\$53.59	\$111,467.20	22 - Grade	G	22 - Grade	H	\$55.97	116,417.60
Police	Police Lieutenant	\$53.59	\$111,467.20	22 - Grade	G	22 - Grade	H	\$55.97	116,417.60
Police	Police Lieutenant	\$52.29	\$108,763.20	22 - Grade	F	22 - Grade	G	\$54.61	113,588.80
Police	Police Lieutenant	\$53.59	\$111,467.20	22 - Grade	G	22 - Grade	H	\$55.97	116,417.60
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60

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Department	2026 Job Class	2025 Hourly Rate	2025 Current Salary	2025 Salary Grade	2025 Salary Step	2026 Salary Grade	2026 Salary Step *If Satisfactory Eval	Jan. 1, 2026 Hrly Rate	2026 Salary
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Police	Police Officer	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Officer	\$32.72	\$68,057.60	17 - Grade	A	17 - Grade	B	\$34.17	71,073.60
Police	Police Officer	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Police	Police Records Specialist	\$29.63	\$61,630.40	12 - Grade	G	12 - Grade	H	\$30.95	64,376.00
Police	Police Records Specialist	\$25.55	\$53,144.00	12 - Grade	A	12 - Grade	B	\$26.70	55,536.00
Police	Police Records Specialist	\$27.51	\$57,220.80	12 - Grade	D	12 - Grade	E	\$28.75	59,800.00
Police	Police Records Specialist	\$30.37	\$63,169.60	12 - Grade	H	12 - Grade	I	\$31.72	65,977.60
Police	Police Records Specialist	\$27.51	\$57,220.80	12 - Grade	D	12 - Grade	E	\$28.75	59,800.00
Police	Police Records Supervisor	\$41.87	\$87,089.60	17 - Grade	K	17 - Grade	L	\$43.74	90,979.20
Police	Police Sergeant	\$45.08	\$93,766.40	20 - Grade	H	20 - Grade	I	\$47.09	97,947.20
Police	Police Sergeant	\$45.08	\$93,766.40	20 - Grade	H	20 - Grade	I	\$47.09	97,947.20
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$48.55	\$100,984.00	20 - Grade	K	20 - Grade	L	\$50.71	105,476.80
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$47.37	\$98,529.60	20 - Grade	J	20 - Grade	K	\$49.47	102,897.60
Police	Police Sergeant	\$48.55	\$100,984.00	20 - Grade	K	20 - Grade	L	\$50.71	105,476.80
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$45.08	\$93,766.40	20 - Grade	H	20 - Grade	I	\$47.09	97,947.20
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Police	Police Sergeant	\$45.08	\$93,766.40	20 - Grade	H	20 - Grade	I	\$47.09	97,947.20
PSAP Communication Center	911 Center Director	\$65.29	\$135,803.20	24 - Grade	G	24 - Grade	H	\$68.19	141,835.20
PSAP Communication Center	Administrative Specialist, Senior	\$32.71	\$68,036.80	14 - Grade	G	14 - Grade	H	\$34.17	71,073.60
PSAP Communication Center	PSAP Operations Manager	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
PSAP Communication Center	Public Safety Telecommunicator	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
PSAP Communication Center	Public Safety Telecommunicator	\$28.21	\$58,676.80	14 - Grade	A	14 - Grade	B	\$29.46	61,276.80
PSAP Communication Center	Public Safety Telecommunicator	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
PSAP Communication Center	Public Safety Telecommunicator	\$28.21	\$58,676.80	14 - Grade	A	14 - Grade	B	\$29.46	61,276.80
PSAP Communication Center	Public Safety Telecommunicator	\$28.21	\$58,676.80	14 - Grade	A	14 - Grade	B	\$29.46	61,276.80
PSAP Communication Center	Public Safety Telecommunicator	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
PSAP Communication Center	Public Safety Telecommunicator	\$28.21	\$58,676.80	14 - Grade	A	14 - Grade	B	\$29.46	61,276.80
PSAP Communication Center	Public Safety Telecommunicator	\$28.21	\$58,676.80	14 - Grade	A	14 - Grade	B	\$29.46	61,276.80
PSAP Communication Center	Public Safety Telecommunicator	\$28.91	\$60,132.80	14 - Grade	B	14 - Grade	C	\$30.19	62,795.20
PSAP Communication Center	Public Safety Telecommunicator (60% FTE)	\$28.21	\$35,206.08					\$29.45	30,629.29
PSAP Communication Center	Public Safety Telecommunicator Team Leader	\$35.23	\$73,278.40	16 - Grade	F	16 - Grade	G	\$36.79	76,523.20
PSAP Communication Center	Public Safety Telecommunicator Team Leader	\$31.91	\$66,372.80	16 - Grade	B	16 - Grade	C	\$33.33	69,326.40
PSAP Communication Center	Public Safety Telecommunicator Team Leader	\$31.13	\$64,750.40	16 - Grade	A	16 - Grade	B	\$32.52	67,641.60
PSAP Communication Center	Public Safety Telecommunicator Training Specialist	\$31.91	\$66,372.80	16 - Grade	B	16 - Grade	C	\$33.33	69,326.40
PSAP Communication Center	Systems and Data Coordinator	\$43.99	\$91,499.20	20 - Grade	G	20 - Grade	H	\$45.94	95,555.20
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	B	10 - Grade	C	\$24.79	51,563.20
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	A	10 - Grade	B	\$24.18	50,294.40
Public Transit	Bus Operator	\$28.21	\$58,676.80	10 - Grade	I	10 - Grade	J	\$29.46	61,276.80
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	B	10 - Grade	C	\$24.79	51,563.20
Public Transit	Bus Operator	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	B	10 - Grade	C	\$24.79	51,563.20
Public Transit	Bus Operator	\$22.24	\$46,259.20					\$23.22	48,294.60
Public Transit	Bus Operator	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20

**City of Grand Forks  
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Addendum**

Department	2026 Job Class	2025 Hourly Rate	2025 Current Salary	2025 Salary Grade	2025 Salary Step	2026 Salary Grade	2026 Salary Step *If Satisfactory Eval	Jan. 1, 2026 Hrly Rate	2026 Salary
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	B	10 - Grade	C	\$24.79	51,563.20
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	B	10 - Grade	C	\$24.79	51,563.20
Public Transit	Bus Operator	\$24.33	\$50,606.40	10 - Grade	C	10 - Grade	D	\$25.40	52,832.00
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	B	10 - Grade	C	\$24.79	51,563.20
Public Transit	Bus Operator	\$27.51	\$57,220.80	10 - Grade	H	10 - Grade	I	\$28.75	59,800.00
Public Transit	Bus Operator	\$24.33	\$50,606.40	10 - Grade	C	10 - Grade	D	\$25.40	52,832.00
Public Transit	Bus Operator	\$23.73	\$49,358.40	10 - Grade	B	10 - Grade	C	\$24.79	51,563.20
Public Transit	Bus Operator	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20
Public Transit	Bus Operator (75% FTE)	\$24.33	\$37,954.80	10 - Grade	C	10 - Grade	D	\$25.40	52,832.00
Public Transit	Bus Operator, Senior	\$28.91	\$60,132.80	12 - Grade	F	12 - Grade	G	\$30.19	62,795.20
Public Transit	Lead Mechanic	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Public Transit	Mechanic	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Public Transit	Office Specialist	\$13.55	\$28,192.32	8 - Grade	D	8 - Grade	E	\$23.59	49,067.20
Public Transit	Public Transportation Division Director	\$63.70	\$132,496.00	24 - Grade	F	24 - Grade	G	\$66.53	138,382.40
Public Transit	Transportation Dispatcher	\$24.93	\$51,854.40	10 - Grade	D	10 - Grade	E	\$26.04	54,163.20
Public Transit	Transportation Supervisor	\$38.88	\$80,870.40	19 - Grade	D	19 - Grade	E	\$40.61	84,468.80
Street	Equipment Operator	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Street	Equipment Operator	\$25.55	\$53,144.00	12 - Grade	A	12 - Grade	B	\$26.70	55,536.00
Street	Equipment Operator	\$26.85	\$55,848.00	12 - Grade	C	12 - Grade	D	\$28.03	58,302.40
Street	Equipment Operator	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Street	Equipment Operator	\$25.55	\$53,144.00	12 - Grade	A	12 - Grade	B	\$26.70	55,536.00
Street	Equipment Operator	\$26.85	\$55,848.00	12 - Grade	C	12 - Grade	D	\$28.03	58,302.40
Street	Equipment Operator	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Street	Equipment Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Street	Equipment Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Street	Equipment Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Street	Equipment Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Street	Equipment Operator, Senior	\$33.53	\$69,742.40	14 - Grade	H	14 - Grade	I	\$35.02	72,841.60
Street	Equipment Operator, Senior	\$34.37	\$71,489.60	14 - Grade	I	14 - Grade	J	\$35.90	74,672.00
Street	Equipment Operator, Senior	\$33.53	\$69,742.40	14 - Grade	H	14 - Grade	I	\$35.02	72,841.60
Street	Equipment Operator, Senior	\$33.53	\$69,742.40	14 - Grade	H	14 - Grade	I	\$35.02	72,841.60
Street	Equipment Operator, Senior	\$33.53	\$69,742.40	14 - Grade	H	14 - Grade	I	\$35.02	72,841.60
Street	Equipment Operator, Senior	\$33.53	\$69,742.40	14 - Grade	H	14 - Grade	I	\$35.02	72,841.60
Street	Heavy Equipment Operator	\$28.21	\$58,676.80	13 - Grade	C	13 - Grade	D	\$29.46	61,276.80
Street	Heavy Equipment Operator	\$29.63	\$61,630.40	13 - Grade	E	13 - Grade	F	\$30.95	64,376.00
Street	Heavy Equipment Operator	\$28.21	\$58,676.80	13 - Grade	C	13 - Grade	D	\$29.46	61,276.80
Street	Heavy Equipment Operator	\$28.21	\$58,676.80	13 - Grade	C	13 - Grade	D	\$29.46	61,276.80
Street	Heavy Equipment Operator	\$27.51	\$57,220.80	13 - Grade	B	13 - Grade	C	\$28.75	59,800.00
Street	Heavy Equipment Operator	\$28.21	\$58,676.80	13 - Grade	C	13 - Grade	D	\$29.46	61,276.80
Street	Heavy Equipment Operator	\$28.21	\$58,676.80	13 - Grade	C	13 - Grade	D	\$29.46	61,276.80
Street	Heavy Equipment Operator	\$29.63	\$61,630.40	13 - Grade	E	13 - Grade	F	\$30.95	64,376.00
Street	Heavy Equipment Operator	\$28.21	\$58,676.80	13 - Grade	C	13 - Grade	D	\$29.46	61,276.80
Street	Public Service Worker	\$23.73	\$49,358.40	9 - Grade	D	9 - Grade	E	\$24.79	51,563.20
Wastewater	Utility Engineer	\$48.55	\$100,984.00	22 - Grade	C	22 - Grade	D	\$50.71	105,476.80
Wastewater	Wastewater Collections Supervisor	\$42.92	\$89,273.60	20 - Grade	F	20 - Grade	G	\$44.83	93,246.40
Wastewater	Wastewater/Stormwater Service Worker	\$29.63	\$61,630.40	13 - Grade	E	13 - Grade	F	\$30.95	64,376.00
Wastewater	Wastewater/Stormwater Service Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Wastewater	Wastewater/Stormwater Service Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Wastewater	Wastewater/Stormwater Service Worker	\$25.55	\$53,144.00	12 - Grade	A	12 - Grade	B	\$26.70	55,536.00
Wastewater	Wastewater/Stormwater Service Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	\$37.00	\$76,960.00	17 - Grade	F	17 - Grade	G	\$38.65	80,392.00
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Wastewater Lab	Greenway Specialist	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Wastewater Treatment	Wastewater Treatment Plant Manager	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Wastewater Treatment	Wastewater Treatment Plant Op, Lead	\$34.37	\$71,489.60	17 - Grade	C	17 - Grade	D	\$35.90	74,672.00
Wastewater Treatment	Wastewater Treatment Plant Op, Sr	\$29.63	\$61,630.40	14 - Grade	C	14 - Grade	D	\$30.95	64,376.00
Wastewater Treatment	Wastewater Treatment Plant Op, Sr	\$30.37	\$63,169.60	14 - Grade	D	14 - Grade	E	\$31.72	65,977.60
Wastewater Treatment	Wastewater Treatment Plant Operator	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Wastewater Treatment	Wastewater Treatment Supervisor	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Wastewater Treatment	Wildlife Mitigation Specialist	\$33.50	\$69,680.00					\$34.97	72,745.92

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Water Maintenance	Water Distribution Supervisor	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Water Maintenance	Water Operations Manager	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Water Maintenance	Water Service Worker, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Maintenance	Water Service Worker, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Maintenance	Water Service Worker, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Maintenance	Water Service Worker, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Maintenance	Water Utility Worker	\$25.55	\$53,144.00	12 - Grade	A	12 - Grade	B	\$26.70	55,536.00
Water Maintenance	Water Utility Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Water Maintenance	Water Utility Worker	\$28.91	\$60,132.80	13 - Grade	D	13 - Grade	E	\$30.19	62,795.20
Water Maintenance	Water Utility Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Water Maintenance	Water Utility Worker, Senior	\$31.13	\$64,750.40	14 - Grade	E	14 - Grade	F	\$32.52	67,641.60
Water Treatment	Process Control Operator	\$37.00	\$76,960.00	18 - Grade	D	18 - Grade	E	\$38.65	80,392.00
Water Treatment	Water Plant Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Treatment	Water Plant Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Treatment	Water Plant Operator, Lead	\$37.93	\$78,894.40	17 - Grade	G	17 - Grade	H	\$39.62	82,409.60
Water Treatment	Water Plant Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Treatment	Water Plant Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Treatment	Water Plant Operator, Lead	\$33.53	\$69,742.40	17 - Grade	B	17 - Grade	C	\$35.02	72,841.60
Water Treatment	Water Plant Operator, Lead	\$35.23	\$73,278.40	17 - Grade	D	17 - Grade	E	\$36.79	76,523.20
Water Treatment	Water Plant Supervisor	\$40.84	\$84,947.20	20 - Grade	D	20 - Grade	E	\$42.67	88,753.60
Water Treatment	Water Treatment Plant Manager	\$49.76	\$103,500.80	22 - Grade	D	22 - Grade	E	\$51.98	108,118.40
Water Treatment	Water Utility Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Water Treatment	Water Utility Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Water Treatment	Water Utility Worker	\$28.21	\$58,676.80	12 - Grade	E	12 - Grade	F	\$29.46	61,276.80
Water Treatment	Water Utility Worker	\$26.20	\$54,496.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
Water Treatment	Water Utility Worker, Senior	\$31.13	\$64,750.40	15 - Grade	C	15 - Grade	D	\$32.52	67,641.60
Water Treatment	Water Works Director	\$68.60	\$142,688.00	25 - Grade	E	25 - Grade	F	\$71.65	149,032.00
Health Grants	Administrative Specialist	\$25.55	\$53,144.00	12 - Grade	A	12 - Grade	B	\$26.70	55,536.00
Wastewater	Wastewater/Stormwater Service Worker	\$25.55	\$53,144.00	12 - Grade	B	12 - Grade	C	\$27.36	56,908.80
City Administrator	City Administrator	\$97.92	\$203,673.60	28 - Grade	G	28 - Grade	H	\$101.24	210,579.20
Engineering	City Engineer	\$79.55	\$165,464.00	26 - Grade	G	26 - Grade	H	\$83.09	172,827.20
Finance & Administrative Svcs.	Finance Director	\$77.61	\$161,428.80	26 - Grade	F	26 - Grade	G	\$81.06	168,604.80
Fire	Fire Chief	\$77.61	\$161,428.80	26 - Grade	F	26 - Grade	G	\$81.06	168,604.80
Police	Police Chief	\$77.61	\$161,428.80	26 - Grade	F	26 - Grade	G	\$81.06	168,604.80
Health	Public Health Director	\$70.31	\$146,244.80	26 - Grade	B	26 - Grade	C	\$73.44	152,755.20
Environmental Management	Environmental Management Director	\$68.60	\$142,688.00	25 - Grade	E	25 - Grade	F	\$71.65	149,032.00
Information Technology	Information Technology Director	\$68.60	\$142,688.00	25 - Grade	E	25 - Grade	F	\$71.65	149,032.00
Planning & Zoning	Planning and Community Development Director	\$68.60	\$142,688.00	24 - Grade	I	24 - Grade	J	\$71.65	149,032.00
Water Treatment	Water Works Director	\$68.60	\$142,688.00	25 - Grade	E	25 - Grade	F	\$71.65	149,032.00
Human Resources	Human Resource Director	\$66.92	\$139,193.60	25 - Grade	D	25 - Grade	E	\$69.90	145,392.00
Assessor	City Assessor	\$65.29	\$135,803.20	24 - Grade	G	24 - Grade	H	\$68.19	141,835.20
Building Safety	Director of Building Safety	\$65.29	\$135,803.20	24 - Grade	G	24 - Grade	H	\$68.19	141,835.20
Public Transit	Public Transportation Division Director	\$63.70	\$132,496.00	24 - Grade	F	24 - Grade	G	\$66.53	138,382.40