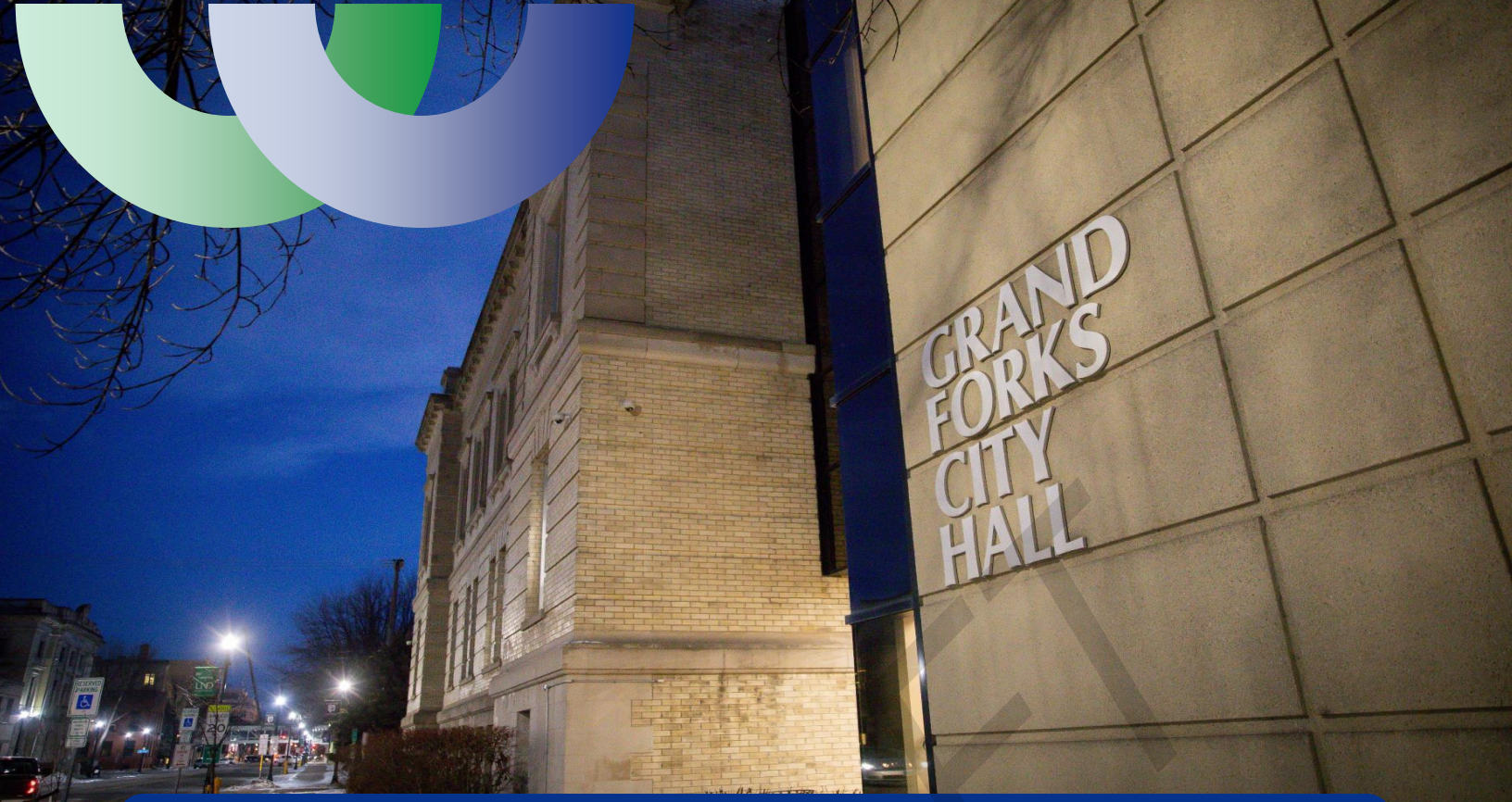


On June 16, 2025 the proposed 2026 Salary and Compensation plan was presented to Council. Since that presentation, the following additions have been added to the proposed plan:

- 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.
- Change in grade for the Laboratory Analyst from a grade 15 to grade 16 and the Laboratory Analyst, Senior from a grade 17 to a grade 18. This change provides consistency across the City with positions that function at a similar level and scope of responsibility and have the same education requirements.



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 |
|-----------|---------------|-------------------|---------------|
| 0 | \$ - | \$ - | \$ - |
| 1 | \$ 31,761.60 | \$ 38,708.80 | \$ 48,318.40 |
| 2 | \$ 33,363.20 | \$ 40,643.20 | \$ 50,772.80 |
| 3 | \$ 35,068.80 | \$ 42,723.20 | \$ 53,331.20 |
| 4 | \$ 36,836.80 | \$ 44,886.40 | \$ 56,056.00 |
| 5 | \$ 38,708.80 | \$ 47,153.60 | \$ 58,843.20 |
| 6 | \$ 40,643.20 | \$ 49,524.80 | \$ 61,838.40 |
| 7 | \$ 42,723.20 | \$ 52,041.60 | \$ 64,979.20 |
| 8 | \$ 44,886.40 | \$ 54,662.40 | \$ 68,265.60 |
| 9 | \$ 47,153.60 | \$ 57,449.60 | \$ 71,739.20 |
| 10 | \$ 49,524.80 | \$ 60,340.80 | \$ 75,358.40 |
| 11 | \$ 52,041.60 | \$ 63,377.60 | \$ 79,144.00 |
| 12 | \$ 54,662.40 | \$ 66,601.60 | \$ 83,179.20 |
| 13 | \$ 57,449.60 | \$ 69,971.20 | \$ 87,360.00 |
| 14 | \$ 60,340.80 | \$ 73,528.00 | \$ 91,811.20 |
| 15 | \$ 63,377.60 | \$ 77,230.40 | \$ 96,428.80 |
| 16 | \$ 66,601.60 | \$ 81,140.80 | \$ 101,337.60 |
| 17 | \$ 69,971.20 | \$ 85,259.20 | \$ 106,454.40 |
| 18 | \$ 73,528.00 | \$ 89,564.80 | \$ 111,862.40 |
| 19 | \$ 77,230.40 | \$ 94,099.20 | \$ 117,520.00 |
| 20 | \$ 81,140.80 | \$ 98,862.40 | \$ 123,448.00 |
| 21 | \$ 89,564.80 | \$ 109,116.80 | \$ 136,281.60 |
| 22 | \$ 98,862.40 | \$ 120,432.00 | \$ 150,404.80 |
| 23 | \$ 109,116.80 | \$ 132,932.80 | \$ 166,025.60 |
| 24 | \$ 120,432.00 | \$ 146,764.80 | \$ 183,268.80 |
| 25 | \$ 132,932.80 | \$ 161,990.40 | \$ 202,259.20 |
| 26 | \$ 146,764.80 | \$ 178,776.00 | \$ 223,267.20 |
| 27 | \$ 161,990.40 | \$ 197,371.20 | \$ 246,459.20 |
| 28 | \$ 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 | Administrative Series | | |
| | City Administration Group | | |
| 1001 | City Administrator | Exempt | |
| 1301 | Public Information Officer | Non-Exempt | |
| 1303 | Communications Strategist | Non-Exempt | |
| | Office & Administrative Services Group | | |
| 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 | |
| | Finance and Accounting Group | | |
| 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 | |
| | Human Resources Group | | |
| 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 | |
| | Information Technology Group | | |
| 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 |
|---|--|------------|---------|
| General Maintenance Group | | | |
| 1603 | Building Maintenance Lead | Non-Exempt | |
| 1604 | Building Maintenance Worker | Non-Exempt | |
| 4094 | Custodian | Non-Exempt | |
| 2000 | Public Safety Series | | |
| Law Enforcement Group | | | |
| 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 | |
| Law Enforcement Support Group | | | |
| 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 | |
| Communications Group | | | |
| 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 | |
| Fire Operations Group | | | |
| 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 | Economic and Community Development Series | | |
| Planning & Community Development Group | | | |
| 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 | |
| Assessment Group | | | |
| 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 | |
| | Building Safety Group | | |
| 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 | Public Works Operations Series | | |
| | Public Works Administration Group | | |
| 4001 | Public Works Director | Exempt | |
| 4081 | Building and Grounds Supervisor | Non-Exempt | |
| 4082 | Public Works Operations Supervisor | Non-Exempt | |
| | Engineering Group | | |
| 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 | |
| | Electrical Services Group | | |
| 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 | |
| | Water Utility Group | | |
| 4039 | Water Works Director | Exempt | |
| | Water Utility - Water Distribution Group | | |
| 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 | |
| | Water Utility - Water Treatment Group | | |
| 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

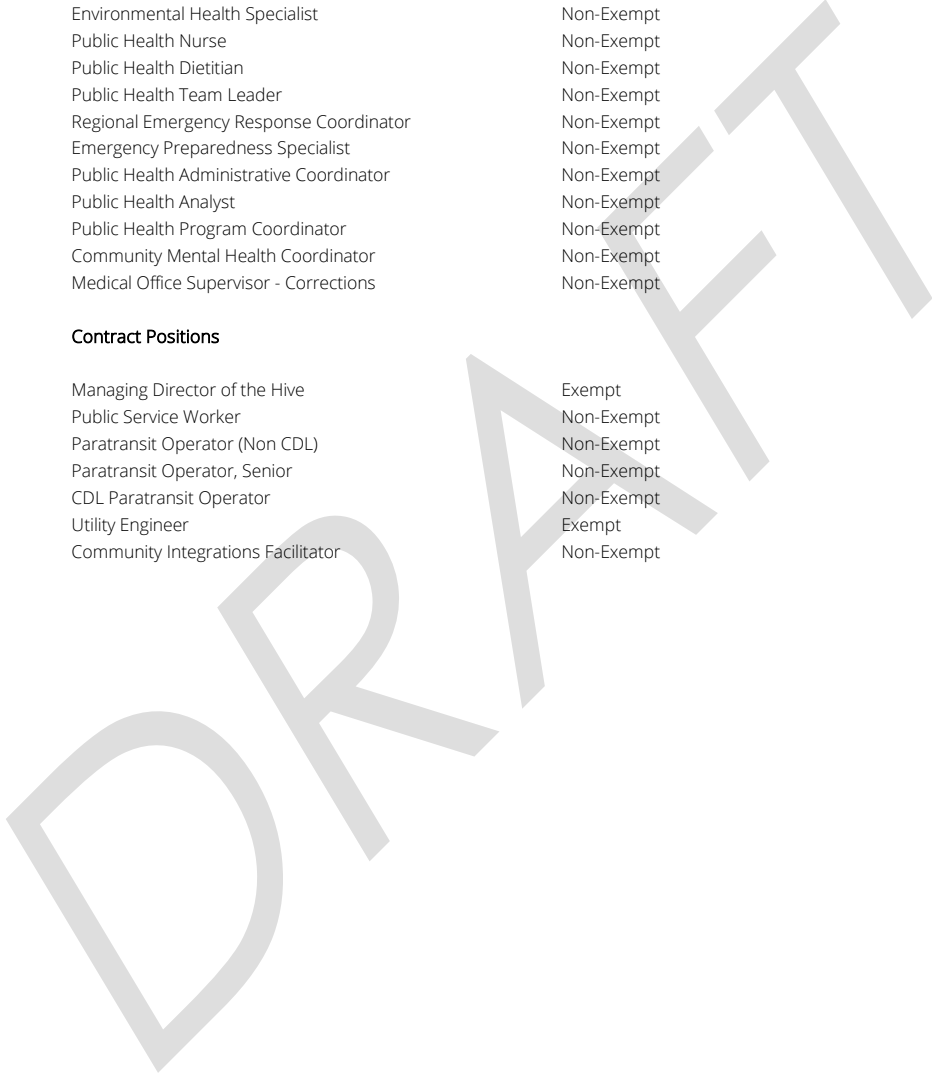
Table 1 - Schematic of Occupational Job Classes (Exempt/Non-Exempt Listing)

| Class Code | Occupational Job Families and Job Classes | FLSA | Changes |
|--|--|------------|---------|
| Wastewater/Stormwater Systems Group | | | |
| 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 | |
| Wastewater Treatment Group | | | |
| 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 | |
| Environmental Management Group | | | |
| 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 | |
| Street Maintenance Group | | | |
| 4093 | Parking Compliance Attendant | Non-Exempt | |
| Transportation Group | | | |
| 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 | |
| Fleet Maintenance Group | | | |
| 5012 | Mechanic | Non-Exempt | |
| 5014 | Lead Mechanic | Non-Exempt | |
| 5016 | Mechanic, Senior | Non-Exempt | |
| 5017 | Mechanic Supervisor | Non-Exempt | |
| Equipment Operations Group | | | |
| 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 | Public Health Series | | |
| 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 | |
| | Contract Positions | | |
| | 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 | |



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

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 |
|------|--|----------------------------|------------|
| 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:

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 |
|------|---|----------------------------|------------|
| 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:

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 |
|------|--|----------------------------|------------|
| 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:

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 |
|-------------------|----------------------------|------------|
|-------------------|----------------------------|------------|

| | | |
|------|---|---|
| 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 | Administrative Series | | | | |
| | | City Administration Group | | | | |
| 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 |
| | | Office & Administrative Services Group | | | | |
| 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 |
| | | Finance and Accounting Group | | | | |
| 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 |
| | | Human Resources Group | | | | |
| 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 |
| | | Information Technology Group | | | | |
| 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 |
| | | | | | | |
| | | General Maintenance Group | | | | |
| 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 |
| | | | | | | |
| | | Public Safety Series | | | | |
| | | | | | | |
| | | Law Enforcement Group | | | | |
| 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 |
| | | | | | | |
| | | Law Enforcement Support Group | | | | |
| 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 |
| | | | | | | |
| | | Communications Group | | | | |
| 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 |
| | | | | | | |
| | | Fire Operations Group | | | | |
| 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 |
| | | | | | | |
| | 3000 | Economic and Community Development Series | | | | |
| | | | | | | |
| | | Planning & Community Development Group | | | | |
| 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 |
| | Assessment Group | | | | |
| 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 |
| | | | | | |
| | Building Safety Group | | | | |
| 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 |
| | | | | | |
| | 4000/5000 Public Works Operations Series | | | | |
| | | | | | |
| | Public Works Administration Group | | | | |
| 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 |
| | | | | | |
| | Engineering Group | | | | |
| 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 |
| | | | | | |
| | Electrical Services Group | | | | |
| 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 |
| | | | | | |
| | Water Distribution Group | | | | |
| 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 |
| | Wastewater/Stormwater Systems Group | | | | |
| 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 |
| | | | | | |
| | Wastewater Treatment Group | | | | |
| 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 |
| | | | | | |
| | Water Treatment Group | | | | |
| 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 |
| | | | | | |
| | Environmental Management Group | | | | |
| 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 | 18 | \$73,528 | \$89,565 | \$111,862 |
| 4074 | Laboratory Analyst | 16 | \$66,602 | \$81,141 | \$101,338 |
| 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 |
| | | | | | |
| | Street Maintenance Group | | | | |
| 4093 | Parking Compliance Attendant | 11 | \$52,042 | \$63,378 | \$79,144 |
| | | | | | |
| | Transportation Group | | | | |
| 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 |
| | | | | | |
| | Fleet Maintenance Group | | | | |
| 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 |
| | | | | | |
| | Equipment Operations Group | | | | |
| 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 |
| | 6000 | Public Health Series | | | | |
| 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 |
| | | | | | | |
| | | Contract Positions | | | | |
| | | | | | | |
| | | 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 |
| 4073 | Laboratory Analyst, Senior | 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 |
| 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 |
| 4074 | Laboratory Analyst | 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 |
| 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 |

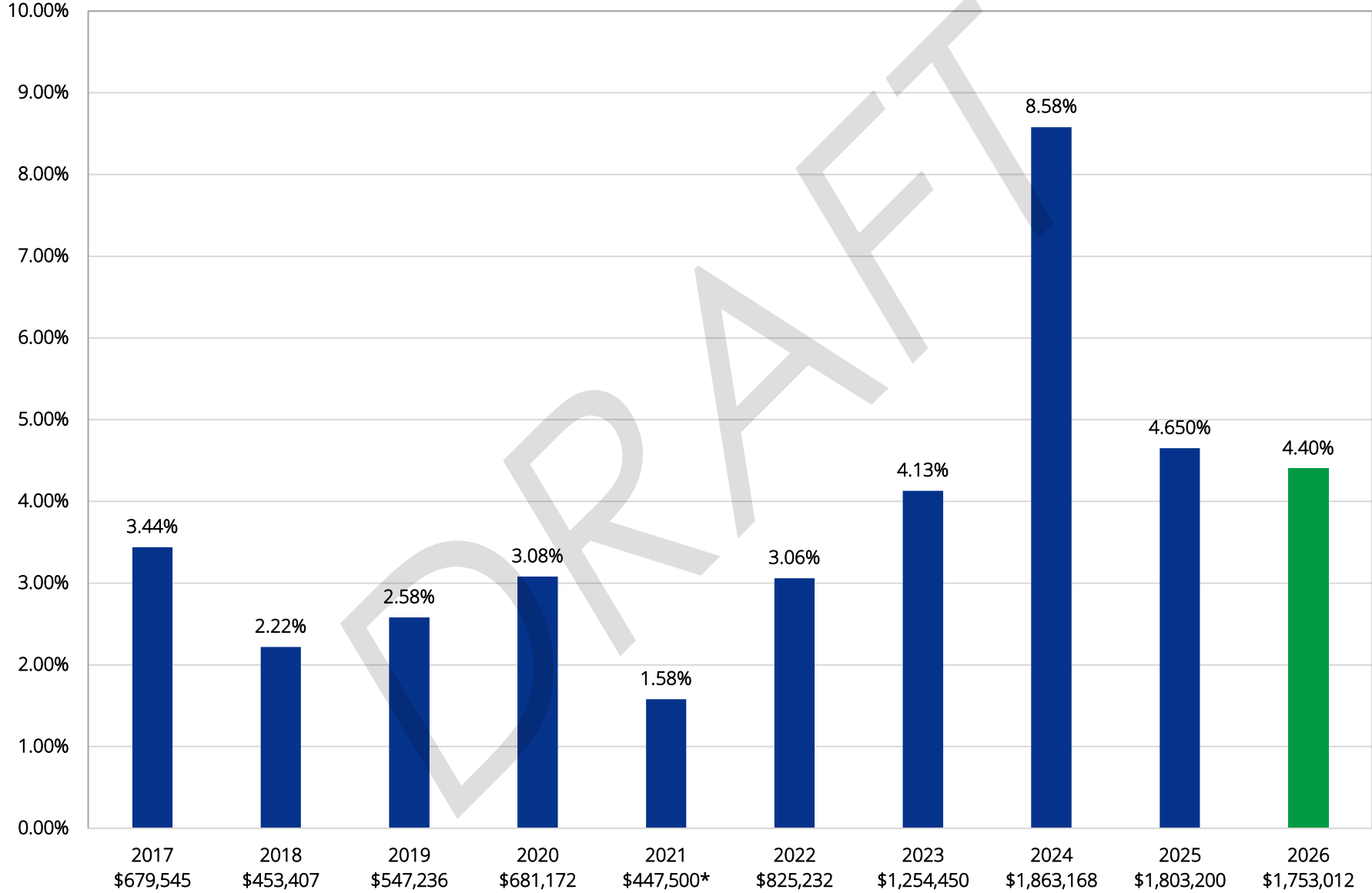
City of Grand Forks
FY 2026 Salary Plan

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

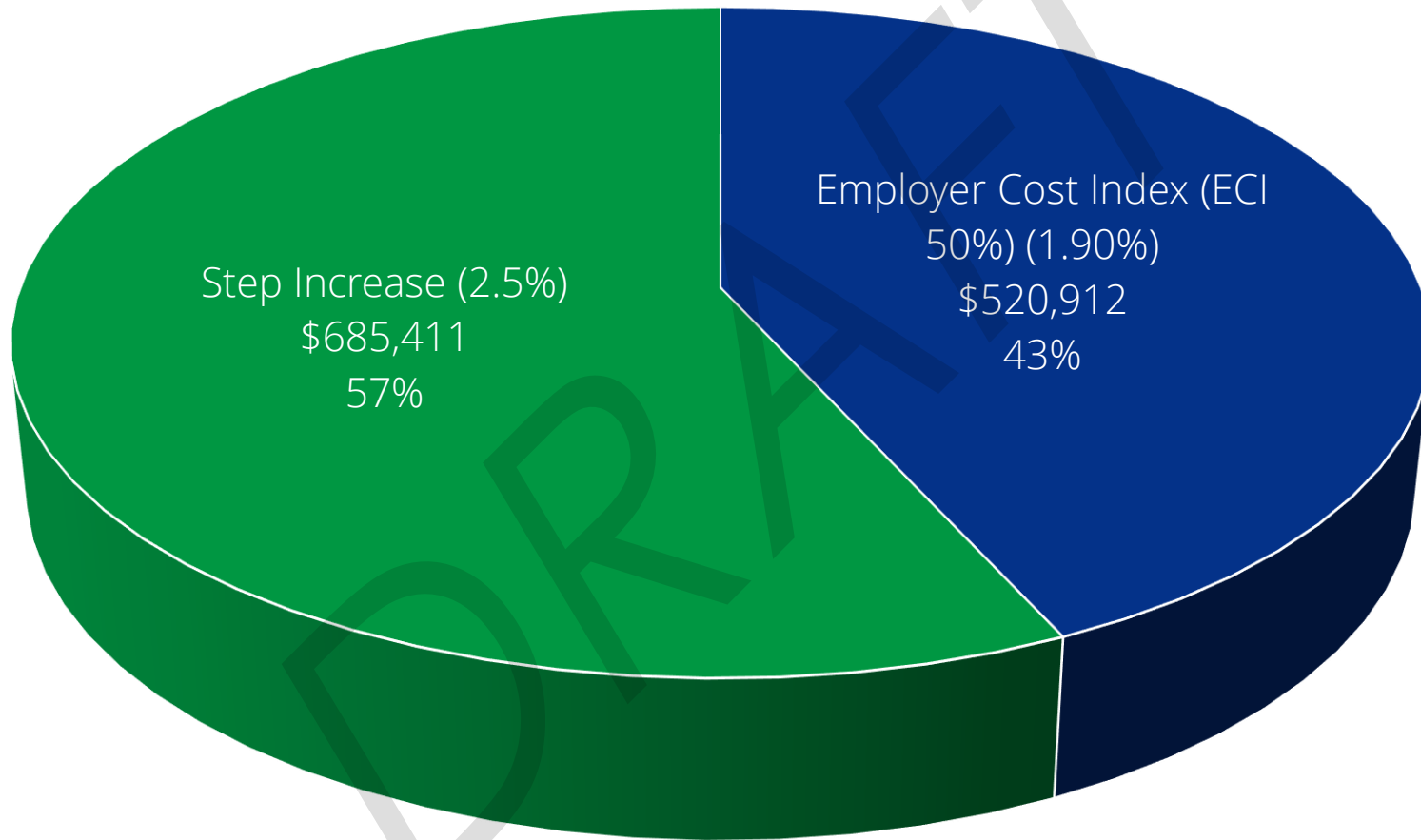
| Class Code | Occupational Job Families and Job Classes | 2026 Salary Grade Assignment | | | |
|------------|---|------------------------------|----------|----------|----------|
| | | Salary Grade | Minimum | Midpoint | Maximum |
| 4093 | Parking Compliance Attendant | 11 | \$52,042 | \$63,378 | \$79,144 |
| 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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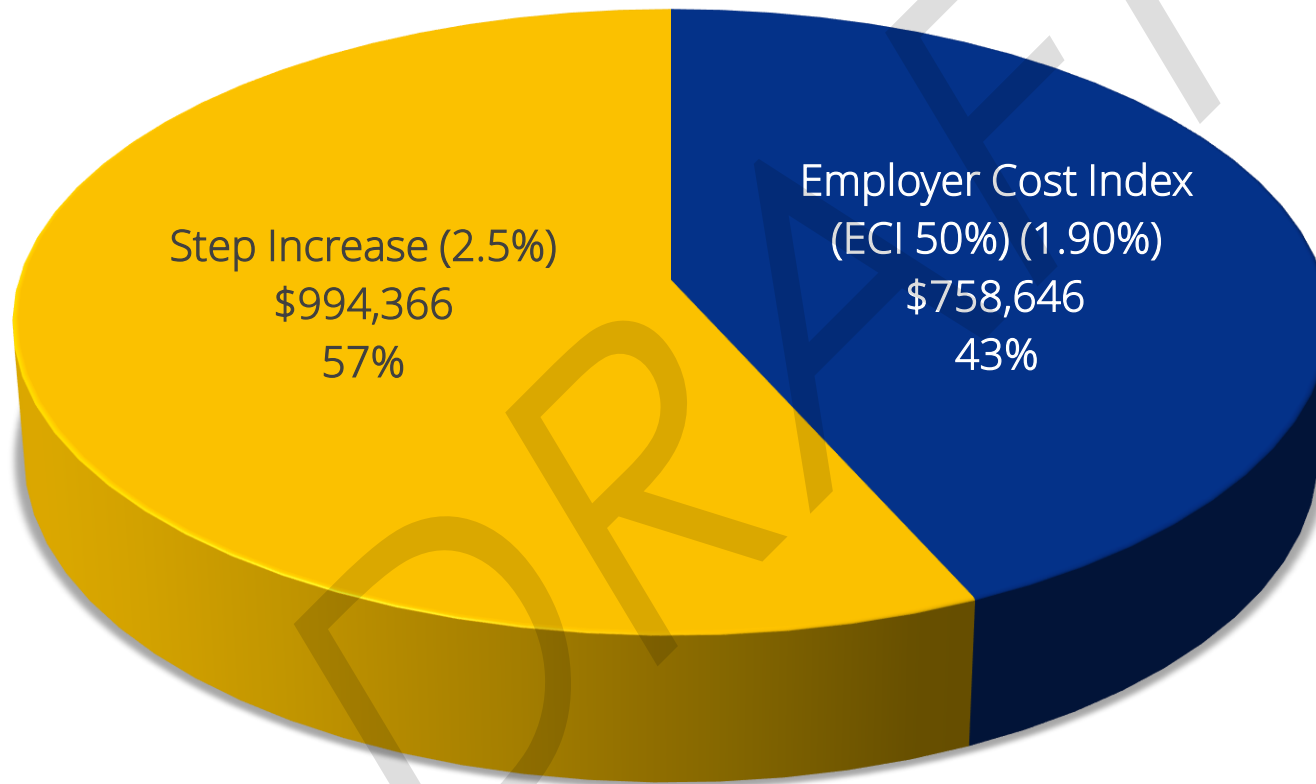
Council Approved Yearly Percentage Including Mayor Proposed 2026 Percentage Increase



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

DRAFT

**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
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 |
|--------------------------------|---|------------------|---------------------|-------------------|------------------|-------------------|---|---------------------------|-------------|
| 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 |

**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 |
|------------|-------------------------------------|------------------|---------------------|-------------------|------------------|-------------------|---|---------------------------|-------------|
| 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 |

**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 |
|------------------------|---|------------------|---------------------|-------------------|------------------|-------------------|--|------------------------|-------------|
| 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 |

**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 |
|------------|-----------------------------------|------------------|---------------------|-------------------|------------------|-------------------|---|---------------------------|-------------|
| 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 | \$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 | \$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 |

**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 |
|---------------------------|--|------------------|---------------------|-------------------|------------------|-------------------|---|---------------------------|-------------|
| 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
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 |
|----------------------|---|------------------|---------------------|-------------------|------------------|-------------------|--|------------------------|-------------|
| 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 |

**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 |
|--------------------------------|---|------------------|---------------------|-------------------|------------------|-------------------|---|---------------------------|-------------|
| 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 |