

City of Grand Forks
2026 Salary Plan
Budget Approved Addendum

Department	Job Title	2025 Salary Grade	2025 Salary Step	2025 Annual Rate	2026 Salary Grade	2026 Salary Step	2026 Annual Rate
Assessor	Assessing Specialist	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Assessor	City Assessor	24	G	\$ 135,803.20	24	H	\$ 141,835.20
Assessor	Deputy City Assessor	22	B	\$ 98,529.60	22	C	\$ 102,897.60
Assessor	Real Estate Appraiser, Senior	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Assessor	Real Estate Appraiser, Senior	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Assessor	Real Estate Appraiser, Senior	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Assessor	Real Estate Appraiser, Senior	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Building Safety	Administrative Specialist, Senior	14	D	\$ 63,169.60	14	E	\$ 65,977.60
Building Safety	Building Inspector	16	I	\$ 78,894.40	16	J	\$ 82,409.60
Building Safety	Building Inspector	16	B	\$ 66,372.80	16	C	\$ 69,326.40
Building Safety	Building Inspector, Senior	19	G	\$ 87,089.60	19	H	\$ 90,979.20
Building Safety	Building Inspector, Senior	19	F	\$ 84,947.20	19	G	\$ 88,753.60
Building Safety	Building Safety Director	24	G	\$ 135,803.20	24	H	\$ 141,835.20
Building Safety	Building Trades Inspector	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Building Safety	Building Trades Inspector	20	B	\$ 80,870.40	20	C	\$ 84,468.80
Building Safety	Deputy Building Official	22	F	\$ 108,763.20	22	G	\$ 113,588.80
Building Safety	Zoning and Special Projects Manager	22	J	\$ 120,036.80	22	K	\$ 125,361.60
Central Garage	Lead Mechanic	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Central Garage	Mechanic	14	B	\$ 60,132.80	14	C	\$ 62,795.20
Central Garage	Mechanic	14	B	\$ 60,132.80	14	C	\$ 62,795.20
Central Garage	Mechanic	14	B	\$ 60,132.80	14	C	\$ 62,795.20
Central Garage	Mechanic	14	A	\$ 58,676.80	14	B	\$ 61,276.80
Central Garage	Mechanic Supervisor	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Central Garage	Mechanic, Senior	16	D	\$ 69,742.40	16	E	\$ 72,841.60
City Administrator	Administrative Specialist, Senior	14	C	\$ 61,630.40	14	D	\$ 64,376.00
City Administrator	City Administrator	28	G	\$ 203,673.60	28	H	\$ 210,579.20
City Administrator	Communications Strategist	17	A	\$ 68,057.60	17	B	\$ 71,073.60
City Administrator	Public Information Officer	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Dial - A- Ride	CDL Paratransit Operator	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Dial - A- Ride	CDL Paratransit Operator	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Dial - A- Ride	Mechanic	14	B	\$ 60,132.80	14	C	\$ 62,795.20
Dial - A- Ride	Paratransit Operator (Non CDL)	7	D	\$ 44,720.00	7	E	\$ 46,716.80
Dial - A- Ride	Paratransit Operator (Non CDL)	7	D	\$ 44,720.00	7	E	\$ 46,716.80
Dial - A- Ride	Paratransit Operator (Non CDL)	7	D	\$ 44,720.00	7	E	\$ 46,716.80
Dial - A- Ride	Paratransit Operator (Non CDL)	7	C	\$ 43,638.40	7	D	\$ 45,572.80
Dial - A- Ride	Paratransit Operator (Non CDL)	7	C	\$ 43,638.40	7	D	\$ 45,572.80
Dial - A- Ride	Paratransit Operator (Non CDL)	7	B	\$ 42,577.60	7	C	\$ 44,470.40
Dial - A- Ride	Paratransit Operator (Non CDL)	7	B	\$ 42,577.60	7	C	\$ 44,470.40
Dial - A- Ride	Paratransit Operator (Non CDL)	7	B	\$ 42,577.60	7	C	\$ 44,470.40
Dial - A- Ride	Paratransit Operator (Non CDL)	7	B	\$ 42,577.60	7	C	\$ 44,470.40
Dial - A- Ride	Paratransit Operator (Non CDL) (80% FTE)	7	D	\$ 35,776.00	7	E	\$ 37,373.44
Dial - A- Ride	Paratransit Operator (Non CDL) (80% FTE)	7	C	\$ 34,910.72	7	D	\$ 36,458.24
Dial - A- Ride	Paratransit Operator (Non CDL) (80% FTE)	7	A	\$ 33,230.08	7	B	\$ 34,711.04
Dial - A- Ride	Transportation Dispatcher	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Dial - A- Ride	Transportation Dispatcher	10	A	\$ 48,152.00	10	B	\$ 50,294.40
Dial - A- Ride	Transportation Dispatcher (80% FTE)	10	A	\$ 38,521.60	10	B	\$ 40,235.52
Dial - A- Ride	Transportation Dispatcher	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Engineering	Assistant City Engineer	24	E	\$ 129,251.20	24	F	\$ 135,012.80
Engineering	Assistant City Engineer	24	E	\$ 129,251.20	24	F	\$ 135,012.80
Engineering	Assistant City Engineer	24	E	\$ 129,251.20	24	F	\$ 135,012.80
Engineering	Bidding and Services Technician	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Engineering	City Engineer	26	G	\$ 165,464.00	26	H	\$ 172,827.20
Engineering	Civil Engineer, Principal	23	D	\$ 114,254.40	23	E	\$ 119,329.60
Engineering	Civil Engineer, Senior	22	D	\$ 103,500.80	22	E	\$ 108,118.40
Engineering	Civil Engineer, Senior	22	C	\$ 100,984.00	22	D	\$ 105,476.80
Engineering	Civil Engineer, Senior	22	C	\$ 100,984.00	22	D	\$ 105,476.80
Engineering	Civil Engineer, Senior	22	B	\$ 98,529.60	22	C	\$ 102,897.60
Engineering	Civil Engineer, Senior	22	B	\$ 98,529.60	22	C	\$ 102,897.60
Engineering	Civil Engineering Technician I	16	B	\$ 66,372.80	16	C	\$ 69,326.40
Engineering	Civil Engineering Technician II	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Engineering	Civil Engineering Technician II	19	B	\$ 76,960.00	19	C	\$ 80,392.00
Engineering	Civil Engineering Technician III	21	D	\$ 93,766.40	21	E	\$ 97,947.20
Engineering	Electrical Division Manager	23	D	\$ 114,254.40	23	E	\$ 119,329.60
Engineering	Electrical Technician	16	B	\$ 66,372.80	16	C	\$ 69,326.40
Engineering	Electrician	18	C	\$ 75,088.00	18	D	\$ 78,416.00
Engineering	Engineering/ GIS Specialist	19	B	\$ 76,960.00	19	C	\$ 80,392.00
Engineering	Master Electrician	20	I	\$ 96,116.80	20	J	\$ 100,401.60
Engineering	Master Electrician	20	E	\$ 87,089.60	20	F	\$ 90,979.20
Engineering	Right-of-Way Administrator	24	C	\$ 123,032.00	24	D	\$ 128,502.40
Engineering - Utilities	Electrical Technician	16	E	\$ 71,489.60	16	F	\$ 74,672.00
Engineering - Utilities	Instrumentation and Controls Technician	18	F	\$ 80,870.40	18	G	\$ 84,468.80
Environmental Management	Environmental Management Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00
Environmental Management	Environmental Specialist	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Environmental Management	Environmental Specialist	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Environmental Management	Laboratory Analyst	16	B	\$ 66,372.80	16	C	\$ 69,326.40

*Information as of 12/8/2025

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Fire	Firefighter	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Fire	Firefighter	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Fire	Firefighter	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Fire	Firefighter	17	A	\$ 68,057.60	17	B	\$ 71,073.60
Fire	Firefighter	17	A	\$ 68,057.60	17	B	\$ 71,073.60
Health	Administrative Specialist, Senior	14	B	\$ 60,132.80	14	C	\$ 62,795.20
Health	Environmental Health Supervisor	21	G	\$ 100,984.00	21	H	\$ 105,476.80
Health	Environmental Health Specialist, Senior	19	L	\$ 98,529.60	19	M	\$ 102,897.60
Health	Environmental Health Specialist, Senior	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Health	Environmental Health Specialist, Senior	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Health	Public Health Director	26	B	\$ 146,244.80	26	C	\$ 152,755.20
Health	Public Health Nurse	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Health	Public Health Nurse	19	C	\$ 78,894.40	19	D	\$ 82,409.60
Health	Public Health Team Leader	21	D	\$ 93,766.40	21	E	\$ 97,947.20
Health	Public Health Team Leader	21	D	\$ 93,766.40	21	E	\$ 97,947.20
Health	Public Health Team Leader	21	C	\$ 91,499.20	21	D	\$ 95,555.20
Health Grants	Administrative Specialist	12	D	\$ 57,220.80	12	E	\$ 59,800.00
Health Grants	Communications Strategist	17	A	\$ 68,057.60	17	B	\$ 71,073.60
Health Grants	Community Mental Health Coordinator	19	C	\$ 78,894.40	19	D	\$ 82,409.60
Health Grants	Public Health Administrative Coordinator	16	A	\$ 64,750.40	16	B	\$ 67,641.60
Health Grants	Public Health Analyst	20	C	\$ 82,888.00	20	D	\$ 86,569.60
Health Grants	Public Health Dietician (80% FTE)	19	G	\$ 69,671.68	19	H	\$ 72,783.36
Health Grants	Public Health Nurse	19	G	\$ 87,089.60	19	H	\$ 90,979.20
Health Grants	Medical Office Supervisor - Corrections	19	E	\$ 82,888.00	21	A	\$ 88,753.60
Health Grants	Public Health Nurse	19	C	\$ 78,894.40	19	D	\$ 82,409.60
Health Grants	Public Health Nurse	19	A	\$ 75,088.00	19	B	\$ 78,416.00
Health Grants	Public Health Nurse	19	A	\$ 75,088.00	19	B	\$ 78,416.00
Health Grants	Public Health Nurse (50% FTE)	19	G	\$ 43,544.80	19	H	\$ 45,489.60
Health Grants	Public Health Nurse (80% FTE)	19	G	\$ 69,671.68	19	H	\$ 72,783.36
Health Grants	Public Health Program Coordinator	18	C	\$ 75,088.00	18	D	\$ 78,416.00
Health Grants	Public Health Team Leader	21	E	\$ 96,116.80	21	F	\$ 100,401.60
Health Grants	Regional Emergency Response Coordinator	21	D	\$ 93,766.40	21	E	\$ 97,947.20
Human Resources	Assistant Human Resource Director	23	D	\$ 114,254.40	23	E	\$ 119,329.60
Human Resources	Community Integration Facilitator			\$ 66,331.20			\$ 69,249.77
Human Resources	Human Resource Director	25	D	\$ 139,193.60	25	E	\$ 145,392.00
Human Resources	Human Resource Generalist	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Human Resources	Human Resource Manager	22	D	\$ 103,500.80	22	E	\$ 108,118.40
Human Resources	Human Resource Specialist	14	B	\$ 60,132.80	14	C	\$ 62,795.20
Human Resources	Safety Coordinator	17	F	\$ 76,960.00	17	G	\$ 80,392.00
Information Technology	Assistant Information Technology Director	23	E	\$ 117,104.00	23	F	\$ 122,324.80
Information Technology	Development Analyst, Senior	20	C	\$ 82,888.00	20	D	\$ 86,569.60
Information Technology	Development Manager	21	D	\$ 93,766.40	21	E	\$ 97,947.20
Information Technology	GIS Analyst, Senior	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Information Technology	Information Technology Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00
Information Technology	Network Analyst	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Information Technology	Systems Analyst	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Information Technology	Systems Manager	21	B	\$ 89,273.60	21	C	\$ 93,246.40
Information Technology	Systems Specialist	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Information Technology	Systems Specialist	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Information Technology	Systems Specialist	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Information Technology	Systems Specialist	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Municipal Court	Clerk of Court	18	D	\$ 76,960.00	18	E	\$ 80,392.00
Municipal Court	Deputy Clerk of Court	12	D	\$ 57,220.80	12	E	\$ 59,800.00
Planning & Zoning	Community Development Manager	22	B	\$ 98,529.60	22	C	\$ 102,897.60
Planning & Zoning	Economic Development Manager	22	B	\$ 98,529.60	22	C	\$ 102,897.60
Planning & Zoning	Planner	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Planning & Zoning	Planner	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Planning & Zoning	Planner	17	A	\$ 68,057.60	17	B	\$ 71,073.60
Planning & Zoning	Planning and Community Development Director	24	I	\$ 142,688.00	24	J	\$ 149,032.00
Planning & Zoning	Planning Manager	22	E	\$ 106,100.80	22	F	\$ 110,822.40
Police	Administrative Specialist, Senior	14	C	\$ 61,630.40	14	D	\$ 64,376.00
Police	Building Maintenance, Lead	12	D	\$ 57,220.80	12	E	\$ 59,800.00
Police	Building Maintenance, Lead	12	C	\$ 55,848.00	12	D	\$ 58,302.40
Police	Community Service Officer	14	F	\$ 66,372.80	14	G	\$ 69,326.40

*Information as of 12/8/2025

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Police	Police Officer	17	A	\$ 68,057.60	17	B	\$ 71,073.60
Police	Police Officer	17	A	\$ 68,057.60	17	B	\$ 71,073.60
Police	Police Officer	17	A	\$ 68,057.60	17	B	\$ 71,073.60
Police	Police Records Specialist	12	H	\$ 63,169.60	12	I	\$ 65,977.60
Police	Police Records Specialist	12	G	\$ 61,630.40	12	H	\$ 64,376.00
Police	Police Records Specialist	12	D	\$ 57,220.80	12	E	\$ 59,800.00
Police	Police Records Specialist	12	D	\$ 57,220.80	12	E	\$ 59,800.00
Police	Police Records Specialist	12	A	\$ 53,144.00	12	B	\$ 55,536.00
Police	Police Records Specialist (75% FTE)	12	A	\$ 39,858.00	12	B	\$ 41,652.00
Police	Police Records Supervisor	18	I	\$ 87,089.60	18	J	\$ 90,979.20
Police	Police Sergeant	20	K	\$ 100,984.00	20	L	\$ 105,476.80
Police	Police Sergeant	20	J	\$ 98,529.60	20	K	\$ 102,897.60
Police	Police Sergeant	20	H	\$ 93,766.40	20	I	\$ 97,947.20
Police	Police Sergeant	20	H	\$ 93,766.40	20	I	\$ 97,947.20
Police	Police Sergeant	20	H	\$ 93,766.40	20	I	\$ 97,947.20
Police	Police Sergeant	20	H	\$ 93,766.40	20	I	\$ 97,947.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Police	Police Sergeant	20	G	\$ 91,499.20	20	H	\$ 95,555.20
PSAP Communication Center	Administrative Specialist, Senior	14	G	\$ 68,036.80	14	H	\$ 71,073.60
PSAP Communication Center	PSAP Operations Manager	22	D	\$ 103,500.80	22	E	\$ 108,118.40
PSAP Communication Center	Public Safety Telecommunicator	14	B	\$ 60,132.80	14	C	\$ 62,795.20
PSAP Communication Center	Public Safety Telecommunicator (70% FTE)	14	B	\$ 42,092.96	14	C	\$ 43,956.64
PSAP Communication Center	Public Safety Telecommunicator	14	B	\$ 60,132.80	14	C	\$ 62,795.20
PSAP Communication Center	Public Safety Telecommunicator	14	B	\$ 60,132.80	14	C	\$ 62,795.20
PSAP Communication Center	Public Safety Telecommunicator	14	B	\$ 60,132.80	14	C	\$ 62,795.20
PSAP Communication Center	Public Safety Telecommunicator	14	B	\$ 60,132.80	14	C	\$ 62,795.20
PSAP Communication Center	Public Safety Telecommunicator	14	B	\$ 60,132.80	14	C	\$ 62,795.20
PSAP Communication Center	Public Safety Telecommunicator	14	A	\$ 58,676.80	14	B	\$ 61,276.80
PSAP Communication Center	Public Safety Telecommunicator	14	A	\$ 58,676.80	14	B	\$ 61,276.80
PSAP Communication Center	Public Safety Telecommunicator	14	A	\$ 58,676.80	14	B	\$ 61,276.80
PSAP Communication Center	Public Safety Telecommunicator (50% FTE)	14	B	\$ 30,066.40	14	C	\$ 31,397.60
PSAP Communication Center	Public Safety Telecommunicator (60% FTE)	14	A	\$ 35,206.08	14	B	\$ 36,766.08
PSAP Communication Center	Public Safety Telecommunicator Team Leader	16	F	\$ 73,278.40	16	G	\$ 76,523.20
PSAP Communication Center	Public Safety Telecommunicator Team Leader	16	B	\$ 66,372.80	16	C	\$ 69,326.40
PSAP Communication Center	Public Safety Telecommunicator Team Leader	16	A	\$ 64,750.40	16	B	\$ 67,641.60
PSAP Communication Center	Public Safety Telecommunicator Training Specialist	16	B	\$ 66,372.80	16	C	\$ 69,326.40
PSAP Communication Center	Systems and Data Coordinator	20	G	\$ 91,499.20	20	H	\$ 95,555.20
Public Transit	Bus Operations Supervisor	19	D	\$ 80,870.40	19	E	\$ 84,468.80
Public Transit	Bus Operator	10	I	\$ 58,676.80	10	J	\$ 61,276.80
Public Transit	Bus Operator	10	H	\$ 57,220.80	10	I	\$ 59,800.00
Public Transit	Bus Operator	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Public Transit	Bus Operator	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Public Transit	Bus Operator	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Public Transit	Bus Operator	10	C	\$ 50,606.40	10	D	\$ 52,832.00
Public Transit	Bus Operator	10	C	\$ 50,606.40	10	D	\$ 52,832.00
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Transit	Bus Operator	10	A	\$ 48,152.00	10	B	\$ 50,294.40
Public Transit	Bus Operator			\$ 46,259.20			\$ 48,294.60
Public Transit	Bus Operator (75% FTE)	10	C	\$ 37,954.80	10	D	\$ 39,624.00
Public Transit	Bus Operator, Senior	12	F	\$ 60,132.80	12	G	\$ 62,795.20
Public Transit	Lead Mechanic	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Public Transit	Mechanic	14	D	\$ 63,169.60	14	E	\$ 65,977.60
Public Transit	Office Specialist (60%)	8	D	\$ 28,192.32	8	E	\$ 29,440.32
Public Transit	Public Transportation Director	24	A	\$ 117,104.00	24	B	\$ 122,324.80
Public Transit	Transportation Dispatcher	10	D	\$ 51,854.40	10	E	\$ 54,163.20
Public Works Facility	Building and Grounds Supervisor	16	G	\$ 75,088.00	16	H	\$ 78,416.00
Public Works Facility	Building Maintenance Worker	10	B	\$ 49,358.40	10	C	\$ 51,563.20
Public Works Facility	Building Maintenance, Lead	12	D	\$ 57,220.80	12	E	\$ 59,800.00
Public Works Facility	Building Maintenance, Lead	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Public Works Facility	Custodian	7	D	\$ 44,720.00	7	E	\$ 46,716.80
Sanitation	Administrative Specialist	12	C	\$ 55,848.00	12	D	\$ 58,302.40
Sanitation	Administrative Specialist, Senior	14	E	\$ 64,750.40	14	F	\$ 67,641.60
Sanitation	Administrative Specialist, Senior	14	B	\$ 60,132.80	14	C	\$ 62,795.20

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Sanitation	Public Works Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00
Sanitation - Collections	Equipment Operator	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Sanitation - Collections	Equipment Operator	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Sanitation - Collections	Equipment Operator, Lead	17	E	\$ 75,088.00	17	F	\$ 78,416.00
Sanitation - Collections	Equipment Operator, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Sanitation - Collections	Equipment Operator, Senior	14	I	\$ 71,489.60	14	J	\$ 74,672.00
Sanitation - Collections	Equipment Operator, Senior	14	I	\$ 71,489.60	14	J	\$ 74,672.00
Sanitation - Collections	Equipment Operator, Senior	14	I	\$ 71,489.60	14	J	\$ 74,672.00
Sanitation - Collections	Equipment Operator, Senior	14	I	\$ 71,489.60	14	J	\$ 74,672.00
Sanitation - Collections	Equipment Operator, Senior	14	D	\$ 63,169.60	14	E	\$ 65,977.60
Sanitation - Collections	Heavy Equipment Operator	13	E	\$ 61,630.40	13	F	\$ 64,376.00
Sanitation - Collections	Heavy Equipment Operator	13	E	\$ 61,630.40	13	F	\$ 64,376.00
Sanitation - Collections	Heavy Equipment Operator	13	E	\$ 61,630.40	13	F	\$ 64,376.00
Sanitation - Collections	Heavy Equipment Operator	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Sanitation - Collections	Heavy Equipment Operator	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Sanitation - Collections	Heavy Equipment Operator	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Sanitation - Collections	Heavy Equipment Operator	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Sanitation - Collections	Heavy Equipment Operator	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Sanitation - Collections	Heavy Equipment Operator	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Sanitation - Collections	Heavy Equipment Operator	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Sanitation - Collections	Heavy Equipment Operator	13	C	\$ 58,676.80	13	D	\$ 61,276.80
Sanitation - Collections	Heavy Equipment Operator	13	B	\$ 57,220.80	13	C	\$ 59,800.00
Sanitation - Collections	Heavy Equipment Operator	13	B	\$ 57,220.80	13	C	\$ 59,800.00
Sanitation - Collections	Public Service Worker	9	D	\$ 49,358.40	9	E	\$ 51,563.20
Sanitation - Collections	Public Works Operations Supervisor	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Sanitation - Landfill	Administrative Specialist, Senior	14	B	\$ 60,132.80	14	C	\$ 62,795.20
Sanitation - Landfill	Equipment Operator, Lead	17	E	\$ 75,088.00	17	F	\$ 78,416.00
Sanitation - Landfill	Equipment Operator, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Sanitation - Landfill	Equipment Operator, Senior	14	G	\$ 68,036.80	14	H	\$ 71,073.60
Sanitation - Landfill	Equipment Operator, Senior	14	G	\$ 68,036.80	14	H	\$ 71,073.60
Sanitation - Landfill	Heavy Equipment Operator	13	E	\$ 61,630.40	13	F	\$ 64,376.00
Sanitation - Landfill	Heavy Equipment Operator	13	B	\$ 57,220.80	13	C	\$ 59,800.00
Sanitation - Landfill	Heavy Equipment Operator	13	B	\$ 57,220.80	13	C	\$ 59,800.00
Sanitation - Landfill	Public Works Operations Supervisor	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Street	Equipment Operator	12	C	\$ 55,848.00	12	D	\$ 58,302.40
Street	Equipment Operator	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Street	Equipment Operator, Lead	17	E	\$ 75,088.00	17	F	\$ 78,416.00
Street	Equipment Operator, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Street	Equipment Operator, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Street	Equipment Operator, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Street	Equipment Operator, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Street	Equipment Operator, Senior	14	I	\$ 71,489.60	14	J	\$ 74,672.00
Street	Equipment Operator, Senior	14	H	\$ 69,742.40	14	I	\$ 72,841.60
Street	Equipment Operator, Senior	14	H	\$ 69,742.40	14	I	\$ 72,841.60
Street	Equipment Operator, Senior	14	H	\$ 69,742.40	14	I	\$ 72,841.60
Street	Equipment Operator, Senior	14	H	\$ 69,742.40	14	I	\$ 72,841.60
Street	Equipment Operator, Senior	14	H	\$ 69,742.40	14	I	\$ 72,841.60
Street	Heavy Equipment Operator	13	I	\$ 68,036.80	13	J	\$ 71,073.60
Street	Heavy Equipment Operator	13	H	\$ 66,372.80	13	I	\$ 69,326.40
Street	Heavy Equipment Operator	13	G	\$ 64,750.40	13	H	\$ 67,641.60
Street	Heavy Equipment Operator	13	F	\$ 63,169.60	13	G	\$ 65,977.60
Street	Heavy Equipment Operator	13	E	\$ 61,630.40	13	F	\$ 64,376.00
Street	Heavy Equipment Operator	13	E	\$ 61,630.40	13	F	\$ 64,376.00
Street	Heavy Equipment Operator	13	C	\$ 58,676.80	13	D	\$ 61,276.80
Street	Heavy Equipment Operator	13	C	\$ 58,676.80	13	D	\$ 61,276.80
Street	Heavy Equipment Operator	13	C	\$ 58,676.80	13	D	\$ 61,276.80
Street	Heavy Equipment Operator	13	C	\$ 58,676.80	13	D	\$ 61,276.80
Street	Heavy Equipment Operator	13	C	\$ 58,676.80	13	D	\$ 61,276.80
Street	Heavy Equipment Operator	13	C	\$ 58,676.80	13	D	\$ 61,276.80
Street	Heavy Equipment Operator	13	B	\$ 57,220.80	13	C	\$ 59,800.00
Street	Heavy Equipment Operator	13	B	\$ 57,220.80	13	C	\$ 59,800.00
Street	Heavy Equipment Operator	13	B	\$ 57,220.80	13	C	\$ 59,800.00
Street	Heavy Equipment Operator	13	A	\$ 55,848.00	13	B	\$ 58,302.40
Street	Parking Compliance Attendant	11	D	\$ 54,496.00	11	E	\$ 56,908.80
Street	Public Service Worker	9	D	\$ 49,358.40	9	E	\$ 51,563.20
Street	Public Works Operations Supervisor	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Wastewater	Utility Engineer	22	D	\$ 103,500.80	22	E	\$ 108,118.40
Wastewater	Wastewater Collections Supervisor	20	F	\$ 89,273.60	20	G	\$ 93,246.40
Wastewater	Wastewater/ Stormwater Service Worker	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Wastewater	Wastewater/ Stormwater Service Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Wastewater	Wastewater/ Stormwater Service Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Wastewater	Wastewater/ Stormwater Service Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Wastewater	Wastewater/ Stormwater Service Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Wastewater	Wastewater/ Stormwater Service Worker	12	B	\$ 54,496.00	12	B	\$ 55,536.00
Wastewater	Wastewater/ Stormwater Service Worker, Lead	17	F	\$ 76,960.00	17	G	\$ 80,392.00
Wastewater	Wastewater/ Stormwater Service Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20

City of Grand Forks
2026 Salary Plan
Budget Approved Addendum

Wastewater	Wastewater/ Stormwater Service Worker, Lead	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Wastewater	Wastewater/ Stormwater Service Worker, Senior	13	E	\$ 61,630.40	13	F	\$ 64,376.00
Wastewater Lab	Greenway Specialist	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Wastewater Treatment	Wastewater Treatment Plant Manager	22	D	\$ 103,500.80	22	E	\$ 108,118.40
Wastewater Treatment	Wastewater Treatment Plant Operator	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Wastewater Treatment	Wastewater Treatment Plant Operator, Lead	17	C	\$ 71,489.60	17	D	\$ 74,672.00
Wastewater Treatment	Wastewater Treatment Plant Operator, Senior	14	F	\$ 66,372.80	14	G	\$ 69,326.40
Wastewater Treatment	Wastewater Treatment Plant Operator, Senior	14	E	\$ 64,750.40	14	F	\$ 67,641.60
Wastewater Treatment	Wastewater Treatment Plant Supervisor	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Wastewater Treatment	Wildlife Mitigation Specialist			\$ 69,680.00			\$ 72,737.60
Water Maintenance	Water Distribution Supervisor	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Water Maintenance	Water Operations Manager	22	D	\$ 103,500.80	22	E	\$ 108,118.40
Water Maintenance	Water Service Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Maintenance	Water Service Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Maintenance	Water Service Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Maintenance	Water Utility Worker	13	D	\$ 60,132.80	13	E	\$ 62,795.20
Water Maintenance	Water Utility Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Water Maintenance	Water Utility Worker	12	A	\$ 53,144.00	12	B	\$ 55,536.00
Water Treatment	Process Control Operator	18	D	\$ 76,960.00	18	E	\$ 80,392.00
Water Treatment	Water Plant Manager	22	D	\$ 103,500.80	22	E	\$ 108,118.40
Water Treatment	Water Plant Supervisor	20	D	\$ 84,947.20	20	E	\$ 88,753.60
Water Treatment	Water Utility Worker	12	E	\$ 58,676.80	12	F	\$ 61,276.80
Water Treatment	Water Utility Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Water Treatment	Water Utility Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Water Treatment	Water Utility Worker	12	B	\$ 54,496.00	12	C	\$ 56,908.80
Water Treatment	Water Utility Worker, Lead	17	G	\$ 78,894.40	17	H	\$ 82,409.60
Water Treatment	Water Utility Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Treatment	Water Utility Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Treatment	Water Utility Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Treatment	Water Utility Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Treatment	Water Utility Worker, Lead	17	D	\$ 73,278.40	17	E	\$ 76,523.20
Water Treatment	Water Utility Worker, Lead	17	B	\$ 69,742.40	17	C	\$ 72,841.60
Water Treatment	Water Utility Worker, Senior	15	C	\$ 64,750.40	15	D	\$ 67,641.60
Water Treatment	Water Works Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00

Probationary Employees (Hired after 7/1)

Building Safety	Building Trades Inspector	20	B	\$ 80,870.40	20	B	\$ 82,409.60
Building Safety	Building Inspector	16	C	\$ 68,036.80	16	C	\$ 69,326.40
Dial - A- Ride	Transportation Dispatcher	10	A	\$ 48,152.00	10	A	\$ 49,067.20
Engineering	Administrative Specialist, Senior	14	A	\$ 58,676.80	14	A	\$ 59,800.00
Finance & Administrative Svcs.	Accounting Technician, Senior	13	B	\$ 57,220.80	13	B	\$ 58,302.40
Health	Environmental Health Specialist	17	A	\$ 68,057.60	17	A	\$ 69,326.40
Health Grants	Administrative Specialist	12	A	\$ 53,144.00	12	A	\$ 54,163.20
Municipal Court	Deputy Clerk of Court	12	A	\$ 53,144.00	12	A	\$ 54,163.20
PSAP Communication Center	Public Safety Telecommunicator	14	A	\$ 58,676.80	14	A	\$ 59,800.00
Public Transit	Bus Operator	10	A	\$ 48,152.00	10	A	\$ 49,067.20
Sanitation - Collections	Equipment Operator	12	A	\$ 53,144.00	12	A	\$ 54,163.20
Sanitation - Collections	Equipment Operator	12	A	\$ 53,144.00	12	A	\$ 54,163.20
Street	Equipment Operator	12	A	\$ 53,144.00	12	A	\$ 54,163.20
Street	Equipment Operator	12	A	\$ 53,144.00	12	A	\$ 54,163.20
Wastewater	Wastewater/ Stormwater Service Worker	12	A	\$ 53,144.00	12	A	\$ 54,163.20
Wastewater Treatment	Wastewater Treatment Plant Operator/Wildlife Mitigation Technician	12	A	\$ 53,144.00	12	A	\$ 54,163.20
Water Maintenance	Water Utility Worker	12	A	\$ 53,144.00	12	A	\$ 54,163.20

Department Heads

Assessor	City Assessor	24	G	\$ 135,803.20	24	H	\$ 141,835.20
Building Safety	Building Safety Director	24	G	\$ 135,803.20	24	H	\$ 141,835.20
City Administrator	City Administrator	28	G	\$ 203,673.60	28	H	\$ 210,579.20
Engineering	City Engineer	26	G	\$ 165,464.00	26	H	\$ 172,827.20
Environmental Management	Environmental Management Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00
Finance & Administrative Svcs.	Finance Director	26	F	\$ 161,428.80	26	G	\$ 168,604.80
Fire	Fire Chief	26	D	\$ 153,649.60	26	E	\$ 160,492.80
Health	Public Health Director	26	B	\$ 146,244.80	26	C	\$ 152,755.20
Human Resources	Human Resource Director	25	D	\$ 139,193.60	25	E	\$ 145,392.00
Information Technology	Information Technology Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00
Planning & Zoning	Planning and Community Development Director	24	I	\$ 142,688.00	24	J	\$ 149,032.00
Police	Police Chief	26	F	\$ 161,428.80	26	G	\$ 168,604.80
Sanitation	Public Works Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00
Water Treatment	Water Works Director	25	E	\$ 142,688.00	25	F	\$ 149,032.00
Public Transit	Public Transportation Director	24	A	\$ 117,104.00	24	B	\$ 122,324.80