

RESOLUTION

A RESOLUTION ADOPTING A PAY PLAN FOR CAREER SERVICE EMPLOYEES OF THE CITY OF THORNTON, COLORADO FOR THE CALENDAR YEAR 2022.

WHEREAS, the City Charter provides for the adoption of a Pay Plan for all positions in the Career Service System; and

WHEREAS, the City Charter provides that the Career Service Pay Plan, including fringe benefits, be equal to general prevailing rates of employers selected by the City Manager and approved by the City Council and shall provide like pay for like work; and

WHEREAS, the survey jurisdictions used for this analysis are Adams County, Arvada, Aurora, Broomfield, Fort Collins, Lakewood, and Westminster, which are jurisdictions of comparable size, operation, and location in the metropolitan area, as well as private sector data provided through Employer's Council for general positions; and

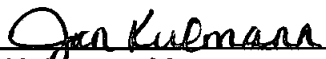
WHEREAS, a wage survey has been conducted for Career Service employees.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF THORNTON, COLORADO, AS FOLLOWS:


That the attached 2022 Pay Plan for Career Service employees is hereby adopted.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of Thornton, Colorado, on September 28, 2021.

CITY OF THORNTON, COLORADO

  
\_\_\_\_\_  
Jan Kulmann, Mayor

ATTEST:

  
\_\_\_\_\_  
Kristen N. Rosenbaum, City Clerk

CITY OF THORNTON  
 PROPOSED 2022 PAY PLAN & BENEFIT CHANGES  
 CAREER SERVICE EMPLOYEES

The proposed 2022 Pay Plan and benefit changes for Career Service employees are as follows:

1. Salary

All pay ranges will be adjusted by 3.1% in recognition of economic changes. In addition, all employees hired prior to September 1, 2021 will receive a 1.0% merit. Increases will become effective December 19, 2021 and will first appear in the second paycheck in January. Any merit increase or portion thereof, which causes an employee's salary to exceed the top of his or her pay range will be paid in the form of one lump sum amount. See attached Pay Schedule.

2. Market Adjustments

As a result of the salary survey conducted by Human Resources, benchmark jobs that are either 4% or more above the survey median or 3% or more below the median will be moved, along with their associated jobs. The following is a listing of effected jobs.

1 Range Adjustment (higher)

Application Services Manager	GIS Developer
Building Maintenance Specialist	Network Engineer
Building Maintenance Supervisor	Parks & Golf Mechanic
Building Maintenance Technician	Regional Transportation Engineer
City Surveyor	Software Engineer
Database Administrator II	Street Operations Superintendent
Database Administrator I	Systems Engineer
Environmental Services Manager	Technology Services Manager
GIS Analyst I	Traffic Engineer
GIS Analyst II	Utilities Operations Manager

1 Range Adjustment (lower)

Civil Engineering Technician I	Meter Technician I
Civil Engineering Technician II	Meter Technician II
Cross Connection Control Specialist	Risk Management Analyst
Code Compliance Officer	Senior Code Compliance Officer
Code Compliance Supervisor	Stormwater Technician I
Human Resources Analyst I	Stormwater Technician II
Human Resources Analyst II	Utility Locator
Lead Meter Technician	

The Career Service Police Sworn Pay Plan will be adjusted based on market data received. More specifically, the pay structure for Police Officer Recruit will be adjusted by 0.0%; the structure for Police Officer will be adjusted by 0.75%; and the structure for Police Sergeant will be adjusted by 1.0%.

C.D. No. 2021-147  
 PROPOSED 2022 PAY PLAN & BENEFIT CHANGES  
 CAREER SERVICE EMPLOYEES

3. Insurance

The City will be continuing offering Cigna and Kaiser: Cigna Local Plus, Cigna Local Plus HDHP, Kaiser HMO, and Kaiser HDHP. There are no changes to dental and vision premiums.

Plan	Tier	Employee Cost
Kaiser HMO	Single	83.42
	Dual (EE+1)	272.10
	Family	444.68
Kaiser HDHP	Single	70.50
	Dual (EE+1)	227.56
	Family	376.30
CIGNA Local Plus	Single	107.48
	Dual (EE+1)	355.10
	Family	589.00
CIGNA Local Plus HDHP	Single	83.16
	Dual (EE+1)	274.08
	Family	454.22

4. Other Provisions

There are no proposals to change other provisions of the Career Service employees' pay and benefits plan for 2022.

**CITY OF THORNTON - 2022 PAY SCHEDULE**  
1/1/2022

C.D. No. 2021-147

*(Annual Salary listed below reflects a full-time employee over a full calendar year)*

Position Title	Range	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Contracts Manager	546	Career Svc	\$49.09	\$56.94	\$64.79	\$102,099	\$118,434	\$134,770
Court Operations Supervisor	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Court Specialist I	523	Career Svc	\$22.54	\$26.15	\$29.76	\$46,892	\$54,394	\$61,897
Court Specialist II	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Crime Analyst	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Criminalist I	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Criminalist II	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Cross Connection Control Specialist	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Current Planning Manager	546	Career Svc	\$49.09	\$56.94	\$64.79	\$102,099	\$118,434	\$134,770
Custodial Services Superintendent	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Custodial Supervisor	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Custodian I	511	Career Svc	\$15.03	\$17.43	\$19.84	\$31,257	\$36,258	\$41,260
Custodian II	513	Career Svc	\$16.07	\$18.65	\$21.22	\$33,434	\$38,784	\$44,133
Customer Billing Supervisor	536	Career Svc	\$35.00	\$40.60	\$46.20	\$72,794	\$84,441	\$96,088
Cybersecurity Analyst	546	Career Svc	\$49.09	\$56.94	\$64.79	\$102,099	\$118,434	\$134,770
Database Administrator I	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Database Administrator II	547	Career Svc	\$50.77	\$58.90	\$67.02	\$105,612	\$122,510	\$139,408
Deputy Court Administrator	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Deputy Economic Development Director	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Deputy Fire Marshal	543	Career Svc	\$44.35	\$51.44	\$58.54	\$92,246	\$107,005	\$121,764
Development Engineering Manager	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Development Inspection Supervisor	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Development Inspector I	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Development Inspector II	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Digital & Print Media Specialist	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Emergency Manager	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Emergency Medical Services (EMS) Coordinator	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Environmental Services Manager	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Environmental Services Program Coordinator	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Environmental Services Specialist	523	Career Svc	\$22.54	\$26.15	\$29.76	\$46,892	\$54,394	\$61,897
Environmental Services Supervisor	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Equipment Operator I	518	Career Svc	\$19.04	\$22.08	\$25.13	\$39,596	\$45,931	\$52,267
Equipment Operator II	523	Career Svc	\$22.54	\$26.15	\$29.76	\$46,892	\$54,394	\$61,897
Equipment Operator III	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Executive Assistant	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Facilities Specialist	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Facility Construction Manager	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Fire Protection Engineer I	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Fire Protection Engineer II	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Fleet & Special Projects Manager	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
GIS Analyst I	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
GIS Analyst II	536	Career Svc	\$35.00	\$40.60	\$46.20	\$72,794	\$84,441	\$96,088
GIS Developer	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
GIS Technician	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Golf Course Foreman	522	Career Svc	\$21.80	\$25.28	\$28.77	\$45,334	\$52,588	\$59,841
Golf Course Irrigation Technician	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Golf Course Superintendent	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Golf Professional	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Grant & Housing Supervisor	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Graphic Design & Marketing Coordinator	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Guest Relations Specialist	518	Career Svc	\$19.04	\$22.08	\$25.13	\$39,596	\$45,931	\$52,267
Housing Coordinator	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Human Resources Analyst I	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Human Resources Analyst II	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Human Resources Technician	524	Career Svc	\$23.32	\$27.05	\$30.78	\$48,506	\$56,267	\$64,028
Infrastructure Engineering Manager	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Instrumentation & SCADA Technician I	531	Career Svc	\$29.55	\$34.28	\$39.01	\$61,466	\$71,300	\$81,135
Instrumentation & SCADA Technician II	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Instrumentation & SCADA Technician III	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Irrigation Analyst	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
IT Support Specialist I	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
IT Support Specialist II	529	Career Svc	\$27.62	\$32.04	\$36.46	\$57,445	\$66,637	\$75,828
Kitchen Manager	528	Career Svc	\$26.70	\$30.97	\$35.24	\$55,535	\$64,421	\$73,306

**CITY OF THORNTON - 2022 PAY SCHEDULE**  
1/1/2022

C.D. No. 2021-147

*(Annual Salary listed below reflects a full-time employee over a full calendar year)*

Position Title	Range	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Lab Technician	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Landscape Architect	536	Career Svc	\$35.00	\$40.60	\$46.20	\$72,794	\$84,441	\$96,088
Landscape Inspection Coordinator	528	Career Svc	\$26.70	\$30.97	\$35.24	\$55,535	\$64,421	\$73,306
Lead Meter Technician	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Lead Police Property Evidence Technician	529	Career Svc	\$27.62	\$32.04	\$36.46	\$57,445	\$66,637	\$75,828
Legal Administrative Assistant	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Management Analyst I	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Management Analyst II	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Meter Superintendent	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Meter Technician I	522	Career Svc	\$21.80	\$25.28	\$28.77	\$45,334	\$52,588	\$59,841
Meter Technician II	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Mow Crew Coordinator	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Network Administrator I	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Network Administrator II	545	Career Svc	\$47.45	\$55.05	\$62.64	\$98,703	\$114,495	\$130,287
Network Engineer	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Operations & Maintenance Superintendent	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Paralegal	531	Career Svc	\$29.55	\$34.28	\$39.01	\$61,466	\$71,300	\$81,135
Park Maintenance Supervisor	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Park Maintenance Worker I	518	Career Svc	\$19.04	\$22.08	\$25.13	\$39,596	\$45,931	\$52,267
Park Maintenance Worker II	522	Career Svc	\$21.80	\$25.28	\$28.77	\$45,334	\$52,588	\$59,841
Park Maintenance Worker III	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Parks & Golf Mechanic	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Parks & Open Space Project Manager	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Pavement Management Engineer	542	Career Svc	\$42.87	\$49.73	\$56.59	\$89,177	\$103,445	\$117,713
Payroll Administrator	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Payroll Coordinator I	524	Career Svc	\$23.32	\$27.05	\$30.78	\$48,506	\$56,267	\$64,028
Payroll Coordinator II	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Permit Counter Supervisor	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Permit Technician I	522	Career Svc	\$21.80	\$25.28	\$28.77	\$45,334	\$52,588	\$59,841
Permit Technician II	524	Career Svc	\$23.32	\$27.05	\$30.78	\$48,506	\$56,267	\$64,028
Permit Technician III	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Planner I	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Planner II	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Planning Technician	529	Career Svc	\$27.62	\$32.04	\$36.46	\$57,445	\$66,637	\$75,828
Plans Examiner I	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Plans Examiner II	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Plans Examining Supervisor	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Plant Mechanic I	518	Career Svc	\$19.04	\$22.08	\$25.13	\$39,596	\$45,931	\$52,267
Plant Mechanic II	524	Career Svc	\$23.32	\$27.05	\$30.78	\$48,506	\$56,267	\$64,028
Plant Mechanic III	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Police Administrative Technician	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Police Armorer	531	Career Svc	\$29.55	\$34.28	\$39.01	\$61,466	\$71,300	\$81,135
Police Division Commander	550	Career Svc	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299
Police Fleet Coordinator	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Police Lieutenant	PL	Career Svc	\$63.23	\$65.13	\$67.02	\$131,517	\$135,462	\$139,408
Police Officer	PO	Police Union	\$33.92	\$40.49	\$47.05	\$70,560	\$84,214	\$97,867
Police Officer Recruit	POR	Career Svc			\$31.54			\$65,609
Police Property Evidence Technician	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Police Records Manager	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Police Records Specialist	522	Career Svc	\$21.80	\$25.28	\$28.77	\$45,334	\$52,588	\$59,841
Police Records Supervisor	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Police Sergeant	PS	Police Union	\$51.30	\$55.47	\$59.64	\$106,694	\$115,368	\$124,042
Police Services Administrator	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Policy Analyst I	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Policy Analyst II	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Policy Planning Manager	546	Career Svc	\$49.09	\$56.94	\$64.79	\$102,099	\$118,434	\$134,770
Pool Manager	518	Career Svc	\$19.04	\$22.08	\$25.13	\$39,596	\$45,931	\$52,267
Programmer Analyst I	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Programmer Analyst II	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Project Manager I	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Project Manager II	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Purchasing Analyst I	529	Career Svc	\$27.62	\$32.04	\$36.46	\$57,445	\$66,637	\$75,828
Purchasing Analyst II	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814

**CITY OF THORNTON - 2022 PAY SCHEDULE**  
1/1/2022

C.D. No. 2021-147

*(Annual Salary listed below reflects a full-time employee over a full calendar year)*

Position Title	Range	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Purchasing Manager	544	Career Svc	\$45.87	\$53.21	\$60.55	\$95,419	\$110,686	\$125,953
Radio & Video Technician	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Raw Water Supply Operator I	518	Career Svc	\$19.04	\$22.08	\$25.13	\$39,596	\$45,931	\$52,267
Raw Water Supply Operator II	523	Career Svc	\$22.54	\$26.15	\$29.76	\$46,892	\$54,394	\$61,897
Real Estate & Marketing Administrator	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Real Property Administrator	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Real Property Manager	544	Career Svc	\$45.87	\$53.21	\$60.55	\$95,419	\$110,686	\$125,953
Records Program Administrator	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Records Systems Administrator	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Recreation & Community Programs Supervisor	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Recreation Administrator	542	Career Svc	\$42.87	\$49.73	\$56.59	\$89,177	\$103,445	\$117,713
Recreation Coordinator I	528	Career Svc	\$26.70	\$30.97	\$35.24	\$55,535	\$64,421	\$73,306
Recreation Coordinator II	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Recreation Program Specialist	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Recreation Support Specialist	523	Career Svc	\$22.54	\$26.15	\$29.76	\$46,892	\$54,394	\$61,897
Redevelopment Administrator	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Regional Transportation Engineer	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Retail Administrator	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Revenue Agent I	528	Career Svc	\$26.70	\$30.97	\$35.24	\$55,535	\$64,421	\$73,306
Revenue Agent II	531	Career Svc	\$29.55	\$34.28	\$39.01	\$61,466	\$71,300	\$81,135
Risk Management Administrator	536	Career Svc	\$35.00	\$40.60	\$46.20	\$72,794	\$84,441	\$96,088
Risk Management Analyst	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Safety Administrator	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Senior Accountant	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Senior Accounting Specialist	528	Career Svc	\$26.70	\$30.97	\$35.24	\$55,535	\$64,421	\$73,306
Senior Building Inspector	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Senior Citizen Program Specialist	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Senior City Development Analyst	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Senior Civil Engineer	546	Career Svc	\$49.09	\$56.94	\$64.79	\$102,099	\$118,434	\$134,770
Senior Code Compliance Officer	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Senior Construction Coordinator	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Senior Contract Administrator	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Senior Criminalist	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Senior Custodian	517	Career Svc	\$18.41	\$21.35	\$24.30	\$38,284	\$44,409	\$50,534
Senior Deputy City Clerk	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Senior Development Inspector	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Senior Equipment Operator	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Senior Financial Analyst	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Senior Human Resources Analyst	543	Career Svc	\$44.35	\$51.44	\$58.54	\$92,246	\$107,005	\$121,764
Senior Landscape Architect	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Senior Legal Administrative Assistant	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Senior Management Analyst	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Senior Parks & Open Space Project Manager	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Senior Planner	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Senior Plant Mechanic	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Senior Policy Analyst	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Senior Purchasing Analyst	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Senior Raw Water Supply Operator	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Senior Surveyor	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Senior Tax Auditor	536	Career Svc	\$35.00	\$40.60	\$46.20	\$72,794	\$84,441	\$96,088
Senior Water Quality Analyst	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Senior Water Resources Administrator	542	Career Svc	\$42.87	\$49.73	\$56.59	\$89,177	\$103,445	\$117,713
Senior Water Treatment Specialist	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Small Business Manager	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Software Engineer	549	Career Svc	\$54.33	\$63.02	\$71.71	\$113,005	\$131,085	\$149,166
Sponsorship Sales & Marketing Coordinator	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Stewardship Project Administrator	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Stewardship Project Manager	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Stormwater Coordinator	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Stormwater Technician I	524	Career Svc	\$23.32	\$27.05	\$30.78	\$48,506	\$56,267	\$64,028
Stormwater Technician II	528	Career Svc	\$26.70	\$30.97	\$35.24	\$55,535	\$64,421	\$73,306
Street Operations Superintendent	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Street Operations Supervisor	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894

**CITY OF THORNTON - 2022 PAY SCHEDULE**  
1/1/2022

C.D. No. 2021-147

*(Annual Salary listed below reflects a full-time employee over a full calendar year)*

<b>Position Title</b>	<b>Range</b>	<b>STATUS</b>	<b>Hourly Minimum</b>	<b>Hourly Midpoint</b>	<b>Hourly Maximum</b>	<b>Annual Minimum</b>	<b>Annual Midpoint</b>	<b>Annual Maximum</b>
Systems Administrator I	539	Career Svc	\$38.74	\$44.93	\$51.13	\$80,571	\$93,462	\$106,354
Systems Administrator II	545	Career Svc	\$47.45	\$55.05	\$62.64	\$98,703	\$114,495	\$130,287
Systems Analyst I	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Systems Analyst II	546	Career Svc	\$49.09	\$56.94	\$64.79	\$102,099	\$118,434	\$134,770
Systems Engineer	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Tax Auditor I	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Tax Auditor II	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Technical Services Supervisor	538	Career Svc	\$37.45	\$43.44	\$49.43	\$77,890	\$90,353	\$102,815
Technical Support Specialist I	529	Career Svc	\$27.62	\$32.04	\$36.46	\$57,445	\$66,637	\$75,828
Technical Support Specialist II	531	Career Svc	\$29.55	\$34.28	\$39.01	\$61,466	\$71,300	\$81,135
Technology Services Manager	550	Career Svc	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299
Traffic Engineer	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Traffic Engineering Technician	534	Career Svc	\$32.71	\$37.94	\$43.17	\$68,033	\$78,918	\$89,803
Traffic Operations Supervisor	541	Career Svc	\$41.45	\$48.08	\$54.71	\$86,211	\$100,005	\$113,799
Traffic Operations Technician I	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Traffic Operations Technician II	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Traffic Operations Technician III	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Utilities Operations Manager	548	Career Svc	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Utility Billing Coordinator	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Utility Locator	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Utility Maintenance Supervisor	536	Career Svc	\$35.00	\$40.60	\$46.20	\$72,794	\$84,441	\$96,088
Victim Advocate Specialist	528	Career Svc	\$26.70	\$30.97	\$35.24	\$55,535	\$64,421	\$73,306
Victim Advocate Supervisor	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Video Production Specialist	530	Career Svc	\$28.57	\$33.14	\$37.71	\$59,422	\$68,930	\$78,437
Video Production Technician	526	Career Svc	\$24.95	\$28.95	\$32.94	\$51,901	\$60,206	\$68,510
Water Plant Operator I	525	Career Svc	\$24.12	\$27.98	\$31.84	\$50,176	\$58,204	\$66,232
Water Plant Operator II	527	Career Svc	\$25.81	\$29.94	\$34.07	\$53,688	\$62,278	\$70,868
Water Plant Operator III	529	Career Svc	\$27.62	\$32.04	\$36.46	\$57,445	\$66,637	\$75,828
Water Plant Supervisor	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Water Quality Analyst	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Water Quality Laboratory Supervisor	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Water Quality Policy Manager	544	Career Svc	\$45.87	\$53.21	\$60.55	\$95,419	\$110,686	\$125,953
Water Resources Administrator	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Water Resources Analyst I	532	Career Svc	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Water Resources Analyst II	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Water Resources Technician	524	Career Svc	\$23.32	\$27.05	\$30.78	\$48,506	\$56,267	\$64,028
Water Technical Operations Supervisor	537	Career Svc	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Water Treatment Process Specialist	535	Career Svc	\$33.83	\$39.25	\$44.66	\$70,374	\$81,634	\$92,894
Water Treatment Specialist	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814
Web Administrator	540	Career Svc	\$40.07	\$46.48	\$52.89	\$83,343	\$96,678	\$110,013
Wellness Coordinator	533	Career Svc	\$31.62	\$36.68	\$41.74	\$65,768	\$76,291	\$86,814