

RESOLUTION

A RESOLUTION ADOPTING A PAY PLAN FOR EXCLUDED EMPLOYEES OF THE CITY, FOR THE CALENDAR YEAR 2022.

WHEREAS, the City Code states that, at the direction of the Appointing Authority, the Human Resources Director shall annually conduct a wage survey for all excluded positions and present to the City Council, for its approval, salaries for such positions; and

WHEREAS, the pay plan, including fringe benefits is equal to general prevailing rates of employers selected; and

WHEREAS, the 2022 proposed Pay Plan reflects the results of the 2021 salary and benefit survey; 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

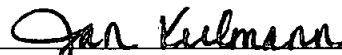
WHEREAS, a wage survey has been conducted for Excluded employees in a similar manner as was done for Career Service employees.

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


That the attached 2022 Pay Plan for Excluded 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  
EXCLUDED EMPLOYEES

The proposed 2022 Pay Plan and benefit changes for Excluded 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% 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)

Deputy City Attorney                      Deputy Fire Chief                      GIS Manager

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 Excluded employees' pay and benefits plan for 2022.

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

*(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
Active Adult Program Manager	544	Excluded	\$45.87	\$53.21	\$60.55	\$95,419	\$110,686	\$125,953
Arts & Culture Manager	544	Excluded	\$45.87	\$53.21	\$60.55	\$95,419	\$110,686	\$125,953
Assistant City Manager	557	Excluded	\$71.22	\$82.61	\$94.00	\$148,127	\$171,828	\$195,528
Budget Manager	550	Excluded	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299
Building & Engineering Director	554	Excluded	\$64.34	\$74.64	\$84.93	\$133,831	\$155,244	\$176,657
City Clerk	550	Excluded	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299
Communications Director	553	Excluded	\$62.20	\$72.15	\$82.11	\$129,379	\$150,079	\$170,780
Community Connections Manager	544	Excluded	\$45.87	\$53.21	\$60.55	\$95,419	\$110,686	\$125,953
Community Engagement Supervisor	536	Excluded	\$35.00	\$40.60	\$46.20	\$72,794	\$84,441	\$96,088
Contracts & Purchasing Director	551	Excluded	\$58.13	\$67.43	\$76.73	\$120,915	\$140,262	\$159,608
Controller	549	Excluded	\$54.33	\$63.02	\$71.71	\$113,005	\$131,085	\$149,166
Court Administrator	548	Excluded	\$52.52	\$60.92	\$69.33	\$109,245	\$126,724	\$144,203
Customer Billing Manager	543	Excluded	\$44.35	\$51.44	\$58.54	\$92,246	\$107,005	\$121,764
Deputy City Attorney	555	Excluded	\$66.56	\$77.20	\$87.85	\$138,435	\$160,585	\$182,734
Deputy City Development Director	555	Excluded	\$66.56	\$77.20	\$87.85	\$138,435	\$160,585	\$182,734
Deputy City Manager	558	Excluded	\$73.66	\$85.45	\$97.24	\$153,223	\$177,739	\$202,254
Deputy Communications Director	542	Excluded	\$42.87	\$49.73	\$56.59	\$89,177	\$103,445	\$117,713
Deputy Community Services Director	550	Excluded	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299
Deputy Finance Director	550	Excluded	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299
Deputy Fire Chief	553	Excluded	\$62.20	\$72.15	\$82.11	\$129,379	\$150,079	\$170,780
Deputy Infrastructure Director	555	Excluded	\$66.56	\$77.20	\$87.85	\$138,435	\$160,585	\$182,734
Deputy Police Chief	553	Excluded	\$62.20	\$72.15	\$82.11	\$129,379	\$150,079	\$170,780
Director of Risk Management	553	Excluded	\$62.20	\$72.15	\$82.11	\$129,379	\$150,079	\$170,780
Economic Development Director	557	Excluded	\$71.22	\$82.61	\$94.00	\$148,127	\$171,828	\$195,528
Executive Assistant-City Manager's Office	532	Excluded	\$30.57	\$35.46	\$40.35	\$63,583	\$73,756	\$83,930
Executive Director	557	Excluded	\$71.22	\$82.61	\$94.00	\$148,127	\$171,828	\$195,528
Finance Director	557	Excluded	\$71.22	\$82.61	\$94.00	\$148,127	\$171,828	\$195,528
Fire Chief	558	Excluded	\$73.66	\$85.45	\$97.24	\$153,223	\$177,739	\$202,254
GIS Manager	546	Excluded	\$49.09	\$56.94	\$64.79	\$102,099	\$118,434	\$134,770
Human Resources Director	555	Excluded	\$66.56	\$77.20	\$87.85	\$138,435	\$160,585	\$182,734
Information Technology Director	555	Excluded	\$66.56	\$77.20	\$87.85	\$138,435	\$160,585	\$182,734
Infrastructure Engineering Director	554	Excluded	\$64.34	\$74.64	\$84.93	\$133,831	\$155,244	\$176,657
Infrastructure Operations Director	554	Excluded	\$64.34	\$74.64	\$84.93	\$133,831	\$155,244	\$176,657
Law Office Administrator	537	Excluded	\$36.20	\$41.99	\$47.79	\$75,301	\$87,349	\$99,398
Maintenance Services Manager	547	Excluded	\$50.77	\$58.90	\$67.02	\$105,612	\$122,510	\$139,408
Parks & Recreation Director	557	Excluded	\$71.22	\$82.61	\$94.00	\$148,127	\$171,828	\$195,528
Parks Project & Planning Manager	544	Excluded	\$45.87	\$53.21	\$60.55	\$95,419	\$110,686	\$125,953
Planning Director	554	Excluded	\$64.34	\$74.64	\$84.93	\$133,831	\$155,244	\$176,657
Police Chief	558	Excluded	\$73.66	\$85.45	\$97.24	\$153,223	\$177,739	\$202,254
Recreation Superintendent	549	Excluded	\$54.33	\$63.02	\$71.71	\$113,005	\$131,085	\$149,166
Senior Assistant City Attorney	551	Excluded	\$58.13	\$67.43	\$76.73	\$120,915	\$140,262	\$159,608
Superintendent of Parks, Golf & Forestry	547	Excluded	\$50.77	\$58.90	\$67.02	\$105,612	\$122,510	\$139,408
Tax Manager	547	Excluded	\$50.77	\$58.90	\$67.02	\$105,612	\$122,510	\$139,408
Water Resources Manager	550	Excluded	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299
Water Treatment & Quality Manager	550	Excluded	\$56.20	\$65.19	\$74.18	\$116,894	\$135,596	\$154,299