



RESOLUTION

A RESOLUTION ADOPTING A PAY PLAN FOR CAREER SERVICE EMPLOYEES OF THE CITY OF THORNTON, COLORADO FOR THE CALENDAR YEAR 2023.

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 2023 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 October 25, 2022.

CITY OF THORNTON, COLORADO

Jan Kulmann
Jan Kulmann, Mayor

ATTEST:

Crystal Sargent
Crystal Sargent, Acting City Clerk

CITY OF THORNTON
 PROPOSED 2023 PAY PLAN & BENEFIT CHANGES
 CAREER SERVICE EMPLOYEES

The proposed 2023 Pay Plan and benefit changes for Career Service employees are as follows:

1. Salary

All pay ranges will be adjusted by 8.3% in recognition of economic changes. A merit increase is not being recommended for 2023. Increases will become effective January 1, 2023 and will first appear in the second paycheck in January. 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 affected jobs.

1 Range Adjustment (higher)

Administrative Supervisor	Lead Victim Advocate Specialist
Aquatics Specialist	Meter Technician I
Benefits Coordinator	Meter Technician II
Chief Building Official	Paralegal
CMO Services Administrator	Parks & Golf Mechanic
Communications Center Call Taker	Payroll Coordinator I
Contracts Manager	Payroll Coordinator II
Cross Connection Control Specialist	Pool Manager
Development Engineering Manager	Purchasing Manager
EMS Coordinator	Recreation Program Specialist
Environmental Services Supervisor	Recreation Support Specialist
Executive Assistant	Senior Civil Engineer
Facilities Specialist	Senior Water Quality Analyst
Guest Relations Specialist	Street Operations Supervisor
Infrastructure Engineering Manager	Victim Advocate Supervisor
Lead Meter Technician	Water Quality Analyst

1 Range Adjustment (lower)

Planning Technician

2 Range Adjustment (higher)

Administrative Specialist I	Stormwater Operations Superintendent
Administrative Specialist II	Stormwater Technician I
Administrative Specialist III	Stormwater Technician II
Citizen Assistance Specialist	Street Operations Superintendent
Community Connections Support Specialist	
Environmental Services Manager	Tax Auditor I
	Tax Auditor II

PROPOSED 2023 PAY PLAN & BENEFIT CHANGES
CAREER SERVICE EMPLOYEES

Human Resources Technician
Regional Transportation Engineer
Senior Tax Auditor

Traffic Engineer
Utilities Operations Manager

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 3.55%; the structure for Police Officer will be adjusted by 2.05%; and the structure for Police Sergeant will be adjusted by 0.5%.

3. Insurance

The City will be continuing offering Cigna and Kaiser: Cigna Local Plus, Cigna Local Plus HDHP, Kaiser HMO, and Kaiser HDHP. In addition to the following premium changes, there is one plan design change to two of the health insurance plans, which decreases the office copay for the Kaiser HMO and Cigna Local Plus plans from \$40 per visit to \$20 per visit. There are no changes to dental and vision premiums.

Plan	Tier	Employee Cost
Kaiser HMO	Single	89.02
	Dual (EE+1)	290.38
	Family	474.54
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Kaiser HDHP	Single	74.70
	Dual (EE+1)	241.08
	Family	398.66
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CIGNA Local Plus	Single	110.46
	Dual (EE+1)	364.92
	Family	605.30
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CIGNA Local Plus HDHP	Single	85.46
	Dual (EE+1)	281.66
	Family	466.80

4. 457 Employer Match

The employer match for the 457 is 1:1 up to a maximum of 1%.

5. Compensatory Time Hours

The maximum number of compensatory time hours that an FLSA employee may accumulate shall be limited to 100 hours. Department heads may determine a lower maximum or none at all for certain workgroups.

6. Holiday

Regular, full-time employees shall receive 104 hours of paid holidays per year. The following is a listing of such holidays.

1. New Year's Day, January 1.

PROPOSED 2023 PAY PLAN & BENEFIT CHANGES
CAREER SERVICE EMPLOYEES

2. Martin Luther King, Jr. Day, third Monday in January.
3. President's Day, third Monday in February.
4. Memorial Day, last Monday in May.
5. Juneteenth, June 19.
6. Independence Day, July 4.
7. Labor Day, first Monday in September.
8. Veterans Day, November 11.
9. Thanksgiving Day, fourth Thursday in November
10. Day After Thanksgiving Day, fourth Friday in November.
11. Christmas Day, December 25.

Regular, full-time employees shall receive two floating holidays subject to the conditions and limitations stated below.

- One floating holiday may be utilized at such time as is approved by the employee's supervisor, except that an employee who is hired after June 30 shall not receive any such floating holiday for such year. The floating holiday must be utilized during the year in which it is earned or it will be forfeited.
- The second floating holiday may be utilized at such time as is approved by the employee's supervisor, unless the appointing authority designates the use of such holiday for the day before (Monday) or after (Friday) the Christmas holiday. The floating holiday must be utilized during the year in which it is earned or it will be forfeited.

7. Multi-lingual Pay

Employees will be eligible for multi-lingual pay based on a two-tier system; tier 1 for the ability to speaking; tier 2 for the ability to read and write, The current languages include: Spanish, Hmong, and American Sign Language.

8. Retirement Vesting Schedule

For employees participating in a defined contribution 401(a) plan, the vesting schedule will increase by 20% each year and reach 100% at 5 years of service.

Years of Service	% Vested
0	0%
1	20%
2	40%
3	60%
4	80%
5	100%

9. Shift Differential

Specific positions that are scheduled to work outside of normal business hours will receive additional compensation.

10. Sick Leave Conversion

PROPOSED 2023 PAY PLAN & BENEFIT CHANGES
CAREER SERVICE EMPLOYEES

Employees are eligible to convert sick leave above 360 hours to cash or vacation at a 2:1 ratio up to 60 hours for a total of 30 hours.

11. Vacation

Regular, full-time employees will accrue vacation leave based on the following accrual table.

Years of Employment	Number of Vacation Hours Accrued Per Month	Number of Vacation Hours Accrued Per Year
0 through 2	10	120
3 through 7	12	144
8 through 12	14	168
13 through 17	16	192
18 through 22	18	216
Over 22	20	240

12. Vacation Maximum Carryover

The maximum number of hours a full-time employee may accumulate is 300. For purposes of this section, computation of accumulated leave shall be determined as of the second payroll reporting period in January of each year.

13. Other Provisions

There are no proposals to change other provisions of the Career Service employees' pay and benefits plan for 2023.

CITY OF THORNTON - 2023 PAY SCHEDULE
1/1/2023

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

Position Title	Range	FLSA	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Accountant I	531	EX	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Accountant II	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Accounting Specialist I	519	NE	Career Svc	\$21.33	\$24.74	\$28.16	\$44,366	\$51,464	\$58,563
Accounting Specialist II	523	NE	Career Svc	\$24.42	\$28.33	\$32.24	\$50,795	\$58,922	\$67,049
Accounting Technician I	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Accounting Technician II	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Adaptive & Inclusive Recreation Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Administrative Specialist I	515	NE	Career Svc	\$18.63	\$21.61	\$24.59	\$38,754	\$44,954	\$51,155
Administrative Specialist II	521	NE	Career Svc	\$22.83	\$26.48	\$30.13	\$47,470	\$55,065	\$62,660
Administrative Specialist III	523	NE	Career Svc	\$24.42	\$28.33	\$32.24	\$50,795	\$58,922	\$67,049
Administrative Supervisor	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Agenda & Licensing Coordinator	535	NE	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Animal Control Officer	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Animal Control Supervisor	536	NE	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Application Services Manager	550	EX	Career Svc	\$60.87	\$70.61	\$80.35	\$126,616	\$146,874	\$167,133
Aquatics Specialist	529	EX	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Assistant City Attorney I	542	EX	Career Svc	\$46.44	\$53.87	\$61.30	\$96,595	\$112,051	\$127,506
Assistant City Attorney II	546	EX	Career Svc	\$53.17	\$61.68	\$70.18	\$110,591	\$128,285	\$145,980
Assistant Fire Chief - Administration	551	EX	Career Svc	\$62.97	\$73.04	\$83.12	\$130,973	\$151,928	\$172,884
Assistant Fire Chief - Fire Marshal	551	EX	Career Svc	\$62.97	\$73.04	\$83.12	\$130,973	\$151,928	\$172,884
Assistant Fire Chief - Operations	550	EX	Career Svc	\$43.36	\$50.30	\$57.24	\$126,616	\$146,874	\$167,133
Assistant Golf Course Superintendent	532	EX	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Assistant Golf Professional	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Benefits Administrator	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Benefits Coordinator	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Building Inspection Supervisor	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Building Inspector I	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Building Inspector II	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Building Inspector III	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Building Inspector IV	535	NE	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Building Maintenance Specialist	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Building Maintenance Supervisor	535	EX	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Building Maintenance Technician	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Business Systems Analyst I	537	EX	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Business Systems Analyst II	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
CDBG Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Chief Building Official	547	EX	Career Svc	\$55.00	\$63.80	\$72.60	\$114,396	\$132,700	\$151,003
Citizen Assistance Specialist	524	NE	Career Svc	\$25.26	\$29.30	\$33.34	\$52,540	\$60,947	\$69,353
City Surveyor	542	EX	Career Svc	\$46.44	\$53.87	\$61.30	\$96,595	\$112,051	\$127,506
Civil Engineer	543	EX	Career Svc	\$48.04	\$55.72	\$63.41	\$99,918	\$115,905	\$131,892
Civil Engineering Technician I	524	NE	Career Svc	\$25.26	\$29.30	\$33.34	\$52,540	\$60,947	\$69,353
Civil Engineering Technician II	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
CMO Services Administrator	535	NE	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Code Compliance Officer	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Code Compliance Supervisor	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Collections Officer	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Community Connections Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Community Engagement Coordinator	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Community Safety & Information Officer	536	NE	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Construction Coordinator	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Construction Supervisor	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Contract Administrator	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Contracts Manager	547	EX	Career Svc	\$55.00	\$63.80	\$72.60	\$114,396	\$132,700	\$151,003
Court Operations Supervisor	535	EX	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Court Specialist I	523	NE	Career Svc	\$24.42	\$28.33	\$32.24	\$50,795	\$58,922	\$67,049
Court Specialist II	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Crime Analyst	534	NE	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Criminalist I	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Criminalist II	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Cross Connection Control Specialist	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Current Planning Manager	546	EX	Career Svc	\$53.17	\$61.68	\$70.18	\$110,591	\$128,285	\$145,980
Custodial Services Superintendent	532	EX	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Custodial Supervisor	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210

CITY OF THORNTON - 2023 PAY SCHEDULE
1/1/2023

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

Position Title	Range	FLSA	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Custodian	513	NE	Career Svc	\$17.42	\$20.20	\$22.99	\$36,223	\$42,019	\$47,815
Customer Billing Supervisor	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Cybersecurity Analyst	546	EX	Career Svc	\$53.17	\$61.68	\$70.18	\$110,591	\$128,285	\$145,980
Database Administrator I	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Database Administrator II	547	EX	Career Svc	\$55.00	\$63.80	\$72.60	\$114,396	\$132,700	\$151,003
Deputy Court Administrator	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Deputy Economic Development Director	548	EX	Career Svc	\$56.89	\$65.99	\$75.10	\$118,333	\$137,267	\$156,200
Deputy Fire Marshal	543	NE	Career Svc	\$48.04	\$55.72	\$63.41	\$99,918	\$115,905	\$131,892
Desktop Administrator	537	NE	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Development Engineering Manager	549	EX	Career Svc	\$58.85	\$68.26	\$77.68	\$122,403	\$141,988	\$161,572
Development Inspection Supervisor	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Development Inspector I	530	NE	Career Svc	\$30.94	\$35.90	\$40.85	\$64,364	\$74,663	\$84,961
Development Inspector II	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Digital & Print Media Specialist	534	NE	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Digital Engagement Manager	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Emergency Communications Center Manager	547	EX	Career Svc	\$55.00	\$63.80	\$72.60	\$114,396	\$132,700	\$151,003
Emergency Communications Recruit	520	NE	Career Svc	\$22.06	\$25.59	\$29.12	\$45,892	\$53,234	\$60,577
Emergency Communications Specialist	CCS	NE	Career Svc	\$27.66	\$34.12	\$40.58	\$57,537	\$70,967	\$84,397
Emergency Communications Supervisor	536	NE	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Emergency Manager	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Emergency Medical Services (EMS) Coordinator	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Environmental Services Manager	550	EX	Career Svc	\$60.87	\$70.61	\$80.35	\$126,616	\$146,874	\$167,133
Environmental Services Program Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Environmental Services Supervisor	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Equipment Operator I	518	NE	Career Svc	\$20.62	\$23.92	\$27.22	\$42,895	\$49,758	\$56,621
Equipment Operator II	523	NE	Career Svc	\$24.42	\$28.33	\$32.24	\$50,795	\$58,922	\$67,049
Equipment Operator III	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Executive Assistant	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Facilities Specialist	527	EX	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Facility Construction Manager	542	EX	Career Svc	\$46.44	\$53.87	\$61.30	\$96,595	\$112,051	\$127,506
Fire Protection Specialist I	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Fire Protection Specialist II	535	NE	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Fire Protection Specialist III	537	NE	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Fleet & Special Projects Manager	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
GIS Analyst I	534	EX	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
GIS Analyst II	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
GIS Developer	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
GIS Technician	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Golf Course Foreman	522	NE	Career Svc	\$23.61	\$27.39	\$31.17	\$49,111	\$56,969	\$64,827
Golf Course Irrigation Technician	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Golf Course Superintendent	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Golf Professional	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Grant & Housing Supervisor	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Graphic Design & Marketing Coordinator	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Guest Relations Specialist	519	NE	Career Svc	\$21.33	\$24.74	\$28.16	\$44,366	\$51,464	\$58,563
Housing Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Human Resources Analyst	535	EX	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Human Resources Technician	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Infrastructure Engineering Manager	549	EX	Career Svc	\$58.85	\$68.26	\$77.68	\$122,403	\$141,988	\$161,572
Instrumentation & SCADA Technician I	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Instrumentation & SCADA Technician II	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Instrumentation & SCADA Technician III	535	NE	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Irrigation Analyst	532	EX	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
IT Support Specialist I	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
IT Support Specialist II	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Kitchen Manager	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Lab Technician	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Landscape Architect	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Landscape Inspection Coordinator	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Lead Meter Technician	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Lead Police Property Evidence Technician	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Lead Victim Advocate Specialist	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Legal Administrative Assistant	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762

CITY OF THORNTON - 2023 PAY SCHEDULE
1/1/2023

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

Position Title	Range	FLSA	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Management Analyst I	535	EX	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Management Analyst II	537	EX	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Meter Superintendent	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Meter Technician I	523	NE	Career Svc	\$24.42	\$28.33	\$32.24	\$50,795	\$58,922	\$67,049
Meter Technician II	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Mow Crew Coordinator	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Network Administrator I	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Network Administrator II	545	EX	Career Svc	\$51.40	\$59.62	\$67.85	\$106,912	\$124,018	\$141,124
Network Engineer	548	EX	Career Svc	\$56.89	\$65.99	\$75.10	\$118,333	\$137,267	\$156,200
Operations & Maintenance Superintendent	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Paralegal	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Park Maintenance Crew Leader	530	NE	Career Svc	\$30.94	\$35.90	\$40.85	\$64,364	\$74,663	\$84,961
Park Maintenance Specialist I	522	NE	Career Svc	\$23.61	\$27.39	\$31.17	\$49,111	\$56,969	\$64,827
Park Maintenance Specialist II	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Park Maintenance Supervisor	535	EX	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Parks & Golf Mechanic	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Parks & Open Space Project Manager	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Pavement Management Engineer	543	EX	Career Svc	\$48.04	\$55.72	\$63.41	\$99,918	\$115,905	\$131,892
Payroll Administrator	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Payroll Coordinator I	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Payroll Coordinator II	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Permit Counter Supervisor	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Permit Technician I	522	NE	Career Svc	\$23.61	\$27.39	\$31.17	\$49,111	\$56,969	\$64,827
Permit Technician II	524	NE	Career Svc	\$25.26	\$29.30	\$33.34	\$52,540	\$60,947	\$69,353
Permit Technician III	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Planner I	532	EX	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Planner II	534	EX	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Planning Technician	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Plans Examiner I	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Plans Examiner II	534	NE	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Plans Examining Supervisor	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Plant Mechanic I	518	NE	Career Svc	\$20.62	\$23.92	\$27.22	\$42,895	\$49,758	\$56,621
Plant Mechanic II	524	NE	Career Svc	\$25.26	\$29.30	\$33.34	\$52,540	\$60,947	\$69,353
Plant Mechanic III	530	NE	Career Svc	\$30.94	\$35.90	\$40.85	\$64,364	\$74,663	\$84,961
Police Administrative Technician	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Police Armorer	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Police Division Commander	550	EX	Career Svc	\$60.87	\$70.61	\$80.35	\$126,616	\$146,874	\$167,133
Police Fleet Coordinator	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Police Lieutenant	PL	NE	Career Svc	\$68.48	\$70.53	\$72.59	\$142,433	\$146,706	\$150,979
Police Officer	PO	NE	Police Union	\$37.49	\$44.75	\$52.00	\$77,983	\$93,073	\$108,163
Police Officer Recruit	POR	NE	Career Svc			\$35.37			\$73,577
Police Property Evidence Technician	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Police Records Manager	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Police Records Specialist	522	NE	Career Svc	\$23.61	\$27.39	\$31.17	\$49,111	\$56,969	\$64,827
Police Records Supervisor	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Police Sergeant	PS	NE	Police Union	\$55.83	\$60.37	\$64.91	\$116,127	\$125,568	\$135,009
Police Services Administrator	548	EX	Career Svc	\$56.89	\$65.99	\$75.10	\$118,333	\$137,267	\$156,200
Policy Analyst I	532	EX	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Policy Analyst II	534	EX	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Policy Planning Manager	546	EX	Career Svc	\$53.17	\$61.68	\$70.18	\$110,591	\$128,285	\$145,980
Pool Manager	521	NE	Career Svc	\$22.83	\$26.48	\$30.13	\$47,470	\$55,065	\$62,660
Principal Planner	542	EX	Career Svc	\$46.44	\$53.87	\$61.30	\$96,595	\$112,051	\$127,506
Project Manager I	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Project Manager II	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Public Art Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Purchasing Analyst I	529	EX	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Purchasing Analyst II	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Purchasing Manager	545	EX	Career Svc	\$51.40	\$59.62	\$67.85	\$106,912	\$124,018	\$141,124
Radio & Video Technician	530	NE	Career Svc	\$30.94	\$35.90	\$40.85	\$64,364	\$74,663	\$84,961
Raw Water Supply Operator I	518	NE	Career Svc	\$20.62	\$23.92	\$27.22	\$42,895	\$49,758	\$56,621
Raw Water Supply Operator II	523	NE	Career Svc	\$24.42	\$28.33	\$32.24	\$50,795	\$58,922	\$67,049
Real Estate & Marketing Administrator	538	NE	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Real Property Administrator	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371

CITY OF THORNTON - 2023 PAY SCHEDULE
1/1/2023

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

Position Title	Range	FLSA	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Real Property Manager	544	EX	Career Svc	\$49.69	\$57.64	\$65.59	\$103,356	\$119,893	\$136,430
Records Program Administrator	540	NE	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Records Systems Administrator	539	NE	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Recreation & Community Programs Supervisor	537	EX	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Recreation Administrator	542	EX	Career Svc	\$46.44	\$53.87	\$61.30	\$96,595	\$112,051	\$127,506
Recreation Coordinator I	528	EX	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Recreation Coordinator II	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Recreation Program Specialist	526	EX	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Recreation Support Specialist	524	NE	Career Svc	\$25.26	\$29.30	\$33.34	\$52,540	\$60,947	\$69,353
Redevelopment Administrator	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Regional Transportation Engineer	550	EX	Career Svc	\$60.87	\$70.61	\$80.35	\$126,616	\$146,874	\$167,133
Retail Administrator	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Revenue Agent I	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Revenue Agent II	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Risk Management Administrator	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Risk Management Analyst	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Safety Administrator	537	EX	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Senior Accountant	537	EX	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Senior Accounting Specialist	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Senior Building Inspector	537	NE	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Senior City Development Analyst	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Senior Civil Engineer	547	EX	Career Svc	\$55.00	\$63.80	\$72.60	\$114,396	\$132,700	\$151,003
Senior Code Compliance Officer	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Senior Construction Coordinator	537	NE	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Senior Contract Administrator	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Senior Criminalist	535	NE	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Senior Custodian	517	NE	Career Svc	\$19.93	\$23.12	\$26.31	\$41,464	\$48,098	\$54,732
Senior Deputy City Clerk	548	EX	Career Svc	\$56.89	\$65.99	\$75.10	\$118,333	\$137,267	\$156,200
Senior Development Inspector	537	NE	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Senior Equipment Operator	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Senior Financial Analyst	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Senior Human Resources Analyst	543	EX	Career Svc	\$48.04	\$55.72	\$63.41	\$99,918	\$115,905	\$131,892
Senior Landscape Architect	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Senior Legal Administrative Assistant	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Senior Management Analyst	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Senior Parks & Open Space Project Manager	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Senior Planner	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Senior Plant Mechanic	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Senior Policy Analyst	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Senior Purchasing Analyst	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Senior Raw Water Supply Operator	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Senior Surveyor	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Senior Tax Auditor	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Senior Utility Maintenance Specialist	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Senior Water Quality Analyst	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Senior Water Resources Administrator	542	EX	Career Svc	\$46.44	\$53.87	\$61.30	\$96,595	\$112,051	\$127,506
Senior Water Treatment Specialist	534	NE	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Small Business Manager	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Software Developer I	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Software Developer II	545	EX	Career Svc	\$51.40	\$59.62	\$67.85	\$106,912	\$124,018	\$141,124
Software Engineer	549	EX	Career Svc	\$58.85	\$68.26	\$77.68	\$122,403	\$141,988	\$161,572
Sponsorship Sales & Marketing Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Stewardship Project Administrator	538	EX	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Stewardship Project Manager	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Stormwater Coordinator	538	NE	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Stormwater Operations Superintendent	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Stormwater Technician I	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Stormwater Technician II	530	NE	Career Svc	\$30.94	\$35.90	\$40.85	\$64,364	\$74,663	\$84,961
Street Operations Superintendent	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Street Operations Supervisor	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Systems Administrator I	539	EX	Career Svc	\$41.96	\$48.67	\$55.38	\$87,272	\$101,235	\$115,199
Systems Administrator II	545	EX	Career Svc	\$51.40	\$59.62	\$67.85	\$106,912	\$124,018	\$141,124
Systems Analyst I	545	EX	Career Svc	\$51.40	\$59.62	\$67.85	\$106,912	\$124,018	\$141,124

CITY OF THORNTON - 2023 PAY SCHEDULE
1/1/2023

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

Position Title	Range	FLSA	STATUS	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
Systems Analyst II	547	EX	Career Svc	\$55.00	\$63.80	\$72.60	\$114,396	\$132,700	\$151,003
Systems Engineer	548	EX	Career Svc	\$56.89	\$65.99	\$75.10	\$118,333	\$137,267	\$156,200
Tax Audit Supervisor	542	EX	Career Svc	\$46.44	\$53.87	\$61.30	\$96,595	\$112,051	\$127,506
Tax Auditor I	534	EX	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Tax Auditor II	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Technical Support Engineer	538	NE	Career Svc	\$40.56	\$47.05	\$53.54	\$84,372	\$97,871	\$111,371
Technical Support Specialist I	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Technical Support Specialist II	531	NE	Career Svc	\$32.01	\$37.13	\$42.25	\$66,580	\$77,232	\$87,885
Technology Projects Manager	546	EX	Career Svc	\$53.17	\$61.68	\$70.18	\$110,591	\$128,285	\$145,980
Technology Services Manager	550	EX	Career Svc	\$60.87	\$70.61	\$80.35	\$126,616	\$146,874	\$167,133
Traffic Engineer	550	EX	Career Svc	\$60.87	\$70.61	\$80.35	\$126,616	\$146,874	\$167,133
Traffic Engineering Technician	534	NE	Career Svc	\$35.43	\$41.10	\$46.76	\$73,690	\$85,481	\$97,271
Traffic Operations Supervisor	541	EX	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Traffic Operations Technician I	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Traffic Operations Technician II	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Traffic Operations Technician III	532	NE	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Utilities Operations Manager	550	EX	Career Svc	\$60.87	\$70.61	\$80.35	\$126,616	\$146,874	\$167,133
Utility Billing Coordinator	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Utility Locator	526	NE	Career Svc	\$27.03	\$31.35	\$35.68	\$56,220	\$65,215	\$74,210
Utility Maintenance Specialist I	518	NE	Career Svc	\$20.62	\$23.92	\$27.22	\$42,895	\$49,758	\$56,621
Utility Maintenance Specialist II	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Utility Maintenance Specialist III	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Utility Maintenance Supervisor	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Victim Advocate Specialist	528	NE	Career Svc	\$28.92	\$33.55	\$38.18	\$60,155	\$69,779	\$79,404
Victim Advocate Supervisor	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Video Production Specialist	530	EX	Career Svc	\$30.94	\$35.90	\$40.85	\$64,364	\$74,663	\$84,961
Water Plant Operator I	525	NE	Career Svc	\$26.13	\$30.31	\$34.49	\$54,348	\$63,044	\$71,740
Water Plant Operator II	527	NE	Career Svc	\$27.96	\$32.43	\$36.90	\$58,153	\$67,458	\$76,762
Water Plant Operator III	529	NE	Career Svc	\$29.92	\$34.70	\$39.49	\$62,224	\$72,180	\$82,136
Water Plant Supervisor	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Water Quality Administrator	541	NE	Career Svc	\$44.90	\$52.08	\$59.26	\$93,382	\$108,323	\$123,264
Water Quality Analyst	536	EX	Career Svc	\$37.91	\$43.97	\$50.04	\$78,851	\$91,467	\$104,083
Water Quality Laboratory Supervisor	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Water Resources Administrator	540	EX	Career Svc	\$43.40	\$50.35	\$57.29	\$90,276	\$104,720	\$119,164
Water Resources Analyst I	532	EX	Career Svc	\$33.11	\$38.41	\$43.71	\$68,870	\$79,889	\$90,908
Water Resources Analyst II	535	EX	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Water Resources Technician	524	NE	Career Svc	\$25.26	\$29.30	\$33.34	\$52,540	\$60,947	\$69,353
Water Technical Operations Supervisor	537	EX	Career Svc	\$39.21	\$45.49	\$51.76	\$81,562	\$94,612	\$107,662
Water Treatment Process Specialist	535	NE	Career Svc	\$36.65	\$42.51	\$48.38	\$76,227	\$88,424	\$100,620
Water Treatment Specialist	533	NE	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039
Wellness Coordinator	533	EX	Career Svc	\$34.25	\$39.73	\$45.21	\$71,242	\$82,640	\$94,039